



INDIGENOUS AFFAIRS POLICY

Purpose

An important facet of prudent corporate management is the identification of Indigenous Affairs policies facing the operations of the Company and the management strategy to limit the extent of those policies.

Policies

Policies identified and adopted by the Company are detailed below:

- recognise and observe all State and Commonwealth laws in respect to Indigenous and cultural matters.
- establish and make effective and positive communication with Indigenous groups the Company comes in contact with in the course of its activities.
- recognise the desire of Indigenous people to fulfil their responsibilities as demanded by their traditional culture.
- in specific areas of interest within which the company is or intends to operate, identify the Indigenous groups that have an interest in this area and define the basis for their Interest whether divided from cultural traditions, historical association occupation, social and economic need and deal with those groups on the basis of their Interest in accordance with the relevant Government policy.
- formulate and implement for appropriate Company personnel an Indigenous awareness programme pertinent to the local situation that will engender the appropriate understanding, sensitivity and respect towards local Indigenous people.
- wherever reasonable and appropriate, provide local Indigenous groups with the opportunity to participate directly or indirectly in employment opportunities.
- where appropriate provide the opportunity for qualified Indigenous people to tender for the supply of goods and services for the Company's exploration and mining activities.