

## Indigenous Peoples Policy

Ramelius Resources Limited and its subsidiaries (“Ramelius”) accepts the diversity of indigenous peoples and acknowledges the unique and important interests that they have for the land and environment as well as their history, culture and traditional ways of life.

- Management will not tolerate discrimination, harassment or victimisation in any form in the workplace. Any reports of such will be treated seriously, investigated thoroughly and confidentially.
- Ramelius will endeavour to provide local indigenous groups and associated companies with the opportunity to participate directly or indirectly in employment and business that may be generated by Ramelius.
- All employees and contractors will approach Ramelius’ activities at culturally significant sites with understanding and recognition of the desire of indigenous peoples to fulfil their responsibilities within their traditional culture.
- Culturally significant sites will be identified with the aid of local indigenous people and employees and contractors will ensure no damage to those sites.
- Any area not previously documented and thought to be of cultural significance should be reported to management.
- Ramelius will strive to increase its awareness of the concerns and interests of indigenous peoples through respectful, open and transparent dialogue.

Application of this policy through visible and accountable leadership resides with the Ramelius management team and with all employees sharing responsibility for its implementation.

Mark Zeptner  
Managing Director  
October 2020

## **Supporting Procedures**

### **Related Policies**

- Areas of Interest

### **Responsible Officer**

The Managing Director has full responsibility for this policy.

### **Date of Approval**

October 2020

### **Revision Dates**

This policy will be reviewed three years after the date of approval.