

Community Consultation Policy

At Ramelius a core value is being authentic. Acting with honesty, integrity and respect extends to our approach to considering the views and needs of all stakeholders in the communities in which we operate, as we plan and make decisions.

We are committed to managing exploration, development and operational activities, ensuring we:

- Identify community stakeholders and establish the appropriate level of stakeholder consultation and involvement
- Provide information that is easily understood and accessible to each community stakeholder, taking into account local barriers due to language, disability or cultural issues
- Establish a clear process for engagement that is appropriate for each community stakeholder, considering how our decision-making can be improved by community involvement
- Proactively engage with and respond to community views in a balanced way considering their opinions and suggestions
- Seek opportunities to benefit community stakeholders as well as addressing any potential adverse impacts from our activities
- Document actions and provide feedback to community stakeholders explaining reasons for our decisions.

Our activities and the decisions we take have the potential to significantly impact, both positively and negatively, a range of different stakeholders within local communities. We cannot take actions that have the potential to impact these stakeholders without thorough engagement, and we must continuously seek opportunities to enhance our relationships with all community stakeholders.

It is expected that Ramelius directors, employees and contractors will support such engagement, and will :

- Promote positive relationships between Ramelius and community stakeholders
- Effectively communicate and consult with each community stakeholder
- Proactively encourage community stakeholders to participate in relevant planning and decision making
- Provide an appropriate framework for community involvement in planning and decision making process where relevant
- Make decisions that are open, transparent, responsive and accountable to community and key stakeholders

Mark Zeptner
Managing Director
February 2022