

## First Nations Peoples Policy

At Ramelius we strive to respect cultures and customs and make a positive contribution to the development of First Nations communities who encounter or are impacted by our operations.

We are committed to respecting and advancing the human rights, cultures and development of First Nations communities by:

- Building constructive relationships with these communities based on respect, meaningful engagement and mutual benefit
- Respecting and protecting historical cultural and heritage places and customs
- Building awareness and appreciation within Ramelius of the connection First Nations communities have to the land on which we operate
- Making a tangible contribution to the social, economic and institutional development of these communities
- Seeking to provide opportunities to support First Nations business development, training, education and employment and financial and in-kind support for local economic, social and cultural activities

We acknowledge and respect the unique and important interests that First Nations people have for the land and environment as well as their history, culture and traditional ways of life. First Nations peoples are the holders of unique languages, knowledge systems and beliefs and possess invaluable knowledge of practices for the sustainable management of natural resources.

It is expected that our Directors, employees and contractors will, where required:

- Understand the concerns and interests of First Nations communities through respectful, open and transparent dialogue
- Identify, respect and prevent damage to sites of cultural significance to First Nations communities
- Engage in training and education on cultural awareness relevant to their area of work and the operations' local cultural environment
- Seek opportunities for First Nations communities to benefit from our presence including engaging First Nations businesses within our supply chain

Mark Zeptner  
Managing Director  
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