

Community Consultation Policy



At Ramelius our core value of being authentic – acting with honesty, integrity and respect – shapes the way we engage with stakeholders. We believe that open and meaningful engagement is the foundation for building trust, enabling informed decisions and fostering positive, lasting outcomes for the communities where we operate.

We understand that our exploration, development and operational activities affect local communities. We are committed to managing these impacts with care, respect and genuine inclusive engagement with all stakeholders.

We are dedicated to conducting our activities in a way that:

- Identifies community stakeholders and establishes appropriate levels of consultation and involvement
- Delivers clear, accessible and culturally considerate information to all stakeholders, thoughtfully addressing potential barriers to ensure everyone can engage meaningfully
- Establishes a fit-for-purpose engagement process tailored to each stakeholder group, enabling meaningful participation in decision-making
- Proactively listens to and considers community views, responding in a balanced and respectful manner
- Actively pursues opportunities to create social benefits while managing and minimising any potential impacts of our operations
- Documents engagement actions and decisions, and provides timely feedback to stakeholders explaining the rationale behind key outcomes

We understand that strong relationships with communities are essential to our social licence to operate.

Engagement must be genuine, continuous and grounded in mutual respect. We do not undertake activities that may impact communities without thorough and inclusive consultation.

At Ramelius, directors, employees and contractors are expected to support this policy by:

- Promoting respectful and constructive relationships with community stakeholders
- Effectively communicating and consulting with each stakeholder group
- Encouraging active community participation in relevant decision making processes
- Providing appropriate frameworks to enable community involvement in shaping outcomes
- Making decisions that are open, transparent and accountable to communities and other key stakeholders

Mark Zeptner
Managing Director

June 2025