

## INDIGENOUS AND COMMUNITY RELATIONS POLICY

Cape Alumina's values are expressed through our business principles and policies.

These values underpin the way we manage sustainable development; the economic, social and environmental aspects of our operations, for long term business success.

In response to Cape Alumina's existing close relationships with Indigenous communities and Traditional Land Owners in the Cape York Peninsula of north Queensland Australia, Cape Alumina recently launched its Indigenous Relations Policy.

Cape Alumina is committed to working closely with the communities in which we operate to develop partnerships within, and beyond our local community.

### Indigenous Relationships

Cape Alumina's Indigenous Relations Policy is a critical component of our business; our commitment to continuous consultation through formal and informal mechanisms will guide us as we pursue the creation of sustainable economic, environmental and social value both for the Company, Traditional Owners and broader Indigenous communities.

Cape Alumina is committed to being a responsible and recognised leader for its relationships with Indigenous people. Cape Alumina believes that building mutually-beneficial relationships with Indigenous communities based on cooperation, respect, goodwill and recognition of the mutual benefits achieved through working together creates sustainable value.

Cape Alumina is committed to ensuring Indigenous communities including Traditional Owners share benefits from mining operations to assist with their material and social wellbeing. This can take various forms, including education, training, employment and business opportunities, and specific cultural, community and business partnership programs.

All Cape Alumina employees and contractors will support, uphold and act in line with this approach consistent with the following principles.

### The principles that form the basis of our approach are:

- Cape Alumina respect and acknowledge the unique and important association that Traditional Owners and the Indigenous communities have for 'Country'; the land, environment, culture and traditional ways of life
- When working with Indigenous people, Cape Alumina will be guided by the company values of transparency, integrity, trust, accountability and teamwork



- To remain sustainable we will continue to work together and build on our positive and mutually- beneficial relationships with Indigenous communities.
- To encourage and support Indigenous economic independence through appropriate opportunities for employment, business development, education and training.
- Cape Alumina will, as part of its employee induction process, requires all employees to undertake a Cultural Awareness Program, to increase employees' understanding and awareness of Aboriginal issues and ensure company values, business principles and policies are understood and implemented.