

# COMMUNITY POLICY

## 1. PURPOSE

BCI Minerals Limited and its subsidiaries (**BCI or Company**) is a development and mining company with key assets in Western Australia. The Company is committed to developing and maintaining meaningful long-term relationships with the communities and stakeholders impacted by its activities. Our objective is to secure community support by conducting activities in a manner that takes into account community issues, needs and priorities to achieve mutually beneficial outcomes.

## 2. POLICY STATEMENT

We will:

- Develop and maintain mutually beneficial relationships with all stakeholders at international, national, regional and local levels, based on mutual commitment, trust, respect and openness.
- Respect and safeguard the different cultures, lifestyles, heritage and preferences of our neighbours.
- Comply with all applicable legal and other commitments to which the Company subscribes, including:
  - the *Australian Jobs Act 2013 (Cth)*; and
  - the Company's Australian Industry Participation Plan.
- Engage regularly, openly and honestly with communities and stakeholders. In doing so, we will ensure that:
  - the engagement is inclusive and conducted in a language and forum that is appropriate to the social context;
  - the communities and stakeholders affected by BCI's activities are as fully informed as practicable of BCI's activities and their possible impact prior to the commencement of those activities;
  - BCI records all formal and informal communications that involve commitments;
  - commitments to take a particular action are supported by allocating responsibility for completion of that action within an appropriate timeframe; and
  - BCI reports relevant information to host communities including indigenous communities within appropriate timeframes.
- Through the community and stakeholder engagement process and formal social impact assessments where appropriate, continually build on BCI's knowledge of community and stakeholder issues and needs, and the impact of BCI's activities on communities and stakeholders.
- Ensure all BCI activities are carried out in a manner that avoids or minimises negative impacts to cultural heritage values and host communities including indigenous communities.
- Strive to identify and realise opportunities to benefit host communities including indigenous communities, including an intent to maximise BCI's regional workforce and contribute to local and regional development and growth, employment, prosperity and sustainability.
- Operate a Community Management System that correctly defines the Company's community risks and implement appropriate management controls to eliminate or minimise those risks.

- Target zero material community related incidents.
- Set, monitor and review the Company’s community objectives and targets to enhance performance.
- Maintain effective mechanisms to receive and respond to stakeholder grievances.
- Monitor and review our stakeholder interactions and report on our stakeholder engagement.
- Communicate this policy to all BCI employees and make it available to the public.



Alwyn Vorster  
 Managing Director  
 BCI Minerals Limited

## DOCUMENT CONTROL

0	20/01/2022	Issued for Use - Community Policy Separating from Environmental Policy	E. Shaw	Board
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