

# ENVIRONMENT AND COMMUNITY POLICY

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## 1 PURPOSE

BCI Minerals Limited and its subsidiaries (the “Company”) is a development and mining company with key assets in Western Australia. The Company is committed to protecting the surrounding environment and community expectations in areas where the Company is conducting exploration and mining related activities during all phases of its operations.

Our objective is to have zero material environment and Community related incidents.

The Company will strive to undertake activities in accordance with the AS/NZ Standard ISO 14001:2015 Environmental Management Systems and all applicable legislation including the Environmental Protection Act 1986 (WA) and the Aboriginal Heritage Act 1972 (WA).

## 2 SCOPE

All Company offices, operations and sites.

## 3 DEFINITIONS

| Word             | Definition   |
|------------------|--|
| BCI Employees    | Employees, officers, directors and contractors of the Company.   |
| Company          | BCI Minerals Limited and its subsidiaries.   |
| Community        | Business partners, governments, non-government organisations, host communities and other stakeholders. |
| Host Communities | Local towns, shires, pastoral leases and indigenous communities (Aboriginal people)                    |

## 4 RESPONSIBILITY

All employees, officers, directors and contractors of the Company (“BCI Employees”) must be aware of the existence of this policy and comply with its terms at all times.

## 5 CONTENT

### 5.1 Obligations and commitments

The Company is firmly committed to a policy that enables all exploration and mining related activities to be carried out in a manner that protects cultural heritage areas whilst taking all reasonable measures to remove risks to the environment (or at least reduce to as low as reasonably practicable).

In complying with this policy, the Company will:

- (a) Ensure that the Environment and Heritage Management System or “EHMS” correctly defines the Company’s environmental impacts and that appropriate management actions are integrated across the business to minimise defined impacts;
- (b) Comply with all applicable legal and other requirement obligations to which the Company subscribes;
- (c) Implement a framework to set, monitor and review the Company’s environmental objectives and targets to enhance environmental performance;

## ENVIRONMENT AND COMMUNITY POLICY

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- (d) Communicate the Company's environmental performance openly with government and other key stakeholders;
- (e) Promote active partnerships with all stakeholders at international, national, regional and local levels, based on mutual commitment, trust and openness;
- (f) Wherever we operate, do our best to respect the different cultures, lifestyles, heritage and preferences of our neighbours;
- (g) Engage regularly, openly and honestly with our Host Communities, during all phases of operations, to ensure all environmental, community, cultural heritage issues and activities are managed in an appropriate and sensitive manner;
- (h) Providing all BCI Employees including contractors with cross cultural awareness training in partnership with Aboriginal people and Traditional Owners;
- (i) Support Host Community sustainability projects, without creating dependency;
- (j) Maintain effective mechanisms to address and respond to stakeholder grievances;
- (k) Monitor and review our stakeholder interactions and report on our stakeholder engagement; and
- (l) Communicate this policy to all BCI Employees and make it available to the public.

### 6 BREACH OF POLICY

Breach of this policy may lead to disciplinary action being taken against a BCI Employee, including dismissal in serious cases or in the case of a contractor, termination of the contractor's contract.

### 7 REFERENCES

The following documents should be read in conjunction with this policy:

- AS/NZ Standard ISO 14001:2015 Environmental Management Systems

### 8 DOCUMENT CONTROL

| Version | Date       | Description                      | Author   | Approver |
|---------|------------|----------------------------------|----------|----------|
| 0       | 22/12/2017 | Environment and Community Policy | M. Klvac | Board    |