

# COMMUNITY POLICY

## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (BCI or Company) are committed to being a responsible and trusted partner in the communities neighbouring the Mardie Salt Operation. This Community Policy outlines our commitments to engaging with, and supporting, the long-term social, cultural, and economic aspirations of the region.

## 2. POLICY STATEMENT

We will:

- Operate responsibly, ethically and respectfully.
- Ensure stakeholders are appropriately identified and prioritised.
- Work closely with the Wirrawandi Aboriginal Corporation to protect and respect cultural heritage (refer to the BCI Cultural Heritage Policy).
- Work with local communities, local government, and community organisations to understand local needs, address concerns, and develop programs and initiatives that create positive, sustainable outcomes.
- Engage in two way meaningful, open, honest, and regular communication with community stakeholders and consider their views in BCI Minerals' decision-making.
- Ensure the needs and expectations of stakeholders are balanced with the Company's interests.
- Develop, implement and maintain systems that identify, assess and manage impacts and risks.
- Identify and strive to avoid or minimise potential negative social and environmental impacts of the Mardie Operation on local communities.
- Support economic development in the region by creating local employment and training opportunities.
- Foster local business development through procurement opportunities and partnerships that strengthen local capability.
- Maintain an open, accessible, and transparent process for stakeholders to raise concerns, complaints, or grievances, ensuring timely resolution.
- Report transparently and in a timely manner on BCI Minerals' social performance and community engagement outcomes.

### Relevant Documents

- Sustainability Strategy
- Stakeholder Engagement Management Plan
- Community Complaints and Grievances Procedure

**DOCUMENT CONTROL**

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