

COMMUNITY POLICY

As a leading Australian mining services, contracting and resource development company, Mineral Resources Limited (MRL/the Company) recognises the value of building positive relationships with key stakeholders and the communities in which we are active. We seek to build sustainable partnerships with business partners, governments, non-government organisations, host communities and other stakeholders to support mutually beneficial outcomes.

SCOPE

This Policy applies to all employees, directors, officers and contractors (collectively called “the employees”) of MRL and its subsidiaries

OUR COMMITMENT

MRL strives to:

- ▶ As a minimum, comply with all relevant laws and regulations
- ▶ Engage early, openly, honestly and regularly with the communities impacted by our operations and consider their views in our decision-making
- ▶ Respect the cultural heritage, customs and traditions of our host communities including those of Traditional Owners impacted by our activities, and work to build cultural awareness across all of our operations
- ▶ Seek to develop and maintain respectful relationships with Traditional Owners
- ▶ Understand and manage the impacts and opportunities associated with our activities
- ▶ Enter into agreements with Traditional Owners that protect heritage sites, only allow for disturbance of heritage sites where avoidance is impractical and deliver mutually beneficial outcomes from our activities. Build a workforce that includes and represents the diverse communities that host our activities
- ▶ Promote local business development and contractor opportunities
- ▶ Establish working relationships with local suppliers to build community capability and value through the delivery of safe and effective services for our activities
- ▶ Compensate people whose lands and assets are impacted during our period of activities
- ▶ Report transparently, and in a timely manner, on our social and sustainability performance
- ▶ Maintain effective mechanisms to address and respond to stakeholder grievances
- ▶ Support the sustainable development of our host communities.

OUR GOALS

We aim to build sustainable and positive relationships with key stakeholders and host communities to support mutually beneficial outcomes.

OUR RESPONSIBILITY

Leaders at all levels in the Company are required to communicate this Policy to employees and involve them in its implementation.

MRL employees have a responsibility to comply with the principles of this Policy and any associated policies, procedures or processes.

REVIEW OF POLICY

This Policy will be reviewed, revised and re-published where necessary, and at least annually, to ensure that it remains relevant and appropriate to MRL's activities.



Derek Oelofse
Group Financial Controller and Company Secretary
31 August 2021