Community Engagement Policy

Element 25 Limited (Company) seeks to build relationships with the communities in which we operate and to enrich their lives through our participation.

We seek to establish enduring relationships that uphold the principles of cultural awareness and are characterised by mutual respect, active partnership and long-term commitment that ensure that long-term sustainable benefits can be realised for local communities, regional stakeholders and the company.

We achieve this by:

- Encouraging our employees and contractors to build strong community relationships and providing supporting resources to do so.
- Engaging honestly and transparently with all stakeholders in a culturally appropriate way that enables us to understand our impacts and work with them to develop strategies to address their concerns and aspirations.
- Empowering local communities through capability building programmes that realise sustainable economic benefits from our operations.
- Participating, in collaboration with others, in regional development, training and employment and small business opportunities.
- Protecting cultural and natural resources in recognition of the importance of cultural heritage and awareness of the environmental impact on local stakeholders.
- Undertake our activities in such a way that minimises impacts on community health and safety.

Approved by the Board of Directors of Element 25 Limited.