Indigenous Engagement Policy

Element 25's Objective

Element 25 Limited (**Element 25** / **Company**) is proud of our longstanding relationships with the local Traditional Owners of the lands on which they operate. Element 25 respects the ancient, ongoing, and deep cultural connection between First Nations Peoples and their traditional lands, and acknowledge that the Traditional Owners are critical stakeholders central to the success of our Company. Element 25 consider each group to be their Native Title Partners.

Element 25 is committed to ensuring that they maintain strong and positive relationships with their Native Title Partners and that they promote and support the local Indigenous communities.

Continuous Positive Engagement

To ensure that Element 25 are successful in this initiative, Element 25 will:

- Ensure that the Element 25 team is aware of and respectful of our Native Title Partners, their traditions, and the lands we share.
- Protect and respect the Native Title Partners connection to their lands and heritage to the greatest practical extent.
- Work with our Native Title Partners on a collaborative and informed basis, maintaining regular and consistent communications.
- Provide business and employment opportunities to our Native Title Partners and the individuals and businesses within their communities.
- Provide training and education opportunities, which are commensurate with the size and scale of our operations.
- Work with our other business partners and contractors to ensure that they too are committed to extending similar opportunities to the Native Title Partners and their communities.
- Regularly track and review our performance to our stated objectives.

To ensure that Element 25 are best placed to deliver on the objectives of this Policy, a detailed Indigenous Engagement Strategy has been developed and is regularly reviewed. This strategy will ensure that this Policy remains current and forms an important part of how the Company operate as a mining company.

Element 25 acknowledges and respects the United Nations Declaration on the Rights of Indigenous Peoples (**UNDRIP**), and the important principles it contains.

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