

## **Communities Policy**

Southern Palladium Limited  
ACN 646 391 899  
(Company)

## **1 Scope and Purpose of Policy**

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### **Company's Approach to Communities**

Southern Palladium seeks to operate in a manner that includes a focus on building 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 human rights and are characterised by mutual respect, active partnership and long-term commitment that ensure that long-term sustainable benefits can be maximised for local communities, regional and national stakeholders and the company.

Recognising that maintaining sound relationships with the local communities in which we operate is essential to achieving our long-term goals, we aim to:

- Encourage personal responsibility for our community relationships by everyone involved with the Company;
- Contribute to enterprise development at local levels to help local economies thrive;
- Engage continuously, honestly and transparently with all stakeholders in a culturally appropriate way that enables us to understand our impacts and work with our communities to address their concerns and achieve their aspirations;
- Support educational projects which assist young people to receive lessons from competent, qualified teachers in suitable facilities;
- Prioritise initiatives that directly address food insecurity and poverty;
- Train our people with technical skills that can be applied in their local communities;
- Assist our communities, our employees and their dependants to have access to well-run and equipped health and welfare facilities;
- Provide assistance to local communities to build and maintain infrastructure that will improve quality of life without discrimination or favour while protecting existing cultural resources;
- Empower local communities through culturally appropriate capability building programs that maximise the sustainable economic benefits from our operations;
- Collaborate with others, in regional development, training and employment and small business opportunities;
- Work with relevant authorities to foster wider participation in community development and to create transparency in respect of the economic benefits arising from our operations;
- Establish and develop a social management system, aligned with all legal requirements as well as the Equator Principles and IFC Performance Standards, that seeks to elevate community engagement;

**Approved by the Board on 15 March 2022**