



Community Relations and Indigenous Peoples Policy

Approved by the Board with effect 30 September 2024

Strickland Metals Limited and all of its subsidiaries (**Company**) are committed to developing mutually beneficial relationships with the communities in which its work or proposes to work.

The Company and its directors, officers, employees and contractors shall:

- (a) establish and maintain effective, positive and respectful communication with members of local communities;
- (b) ensure that local people are properly consulted regarding any development proposed by the Company that may have a social, cultural, economic or historical impact on their community and/or livelihoods;
- (c) aim to maximise the potential for economic development of local communities through the employment of local people and support of local businesses;
- (d) aim to introduce or contribute toward the financial support of education, training and employment programs for local communities;
- (e) ensure that activities are conducted in a manner that are sensitive to the local indigenous people's rights and interests and in particular, that it has regard for, and acknowledges, local heritage and cultural issues; and
- (f) ensure that activities are conducted in compliance with Local, State and Federal Government legislation and where appropriate, the customs and interests of the local indigenous people.