



# OM HOLDINGS LIMITED

## Community Relations Policy

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### 1 Applicability

A reference to **OM Holdings** in this policy is a reference to:

- (a) OM Holdings Limited ARBN 081 028 337 (**Company**) and each of its subsidiaries (together the **OMH Group**); and
- (b) any joint ventures under OMH Group company's operational control.

This policy applies to all directors, officers, employees, consultants and contractors of the OMH Group (**Personnel**).

This policy also applies, as far as is reasonably achievable, to OMH Group's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this policy via the Company's website. Training or awareness sessions on this policy will be held from time to time, as required. This policy should be read in conjunction with the Company's Code of Conduct, available on the Company's website.

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### 2 Purpose and objectives

The Company believes that exploration, mining, smelting and marketing and trading activities can play a central role in sustainable community development by acting as a catalyst for positive economic and social change.

When operating in various international jurisdictions, the Company acknowledges the importance of understanding that it is operating in a "visitor" capacity in the country of interest and must engage with due respect in all interactions. The Company aims to achieve a balance between the economic, environmental and social needs in all phases of its projects.

The purpose of this policy is to provide a framework for OMH Group to work with the communities in which it conducts its operations.

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### 3 Strategy

The Company's community relations objectives will be achieved by:

- (a) adhering to the laws and regulations of host countries;
  - (b) considering community impact in the decisions that OMH Group makes;
  - (c) respecting and responding to local customs, traditions and cultures, unless these are at variance with the OMH Group policies and standards;
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- (d) contributing to local economic development of communities;
  - (e) being open and transparent in all communications and dealings with communities and responding in a timely fashion to any community-based grievances;
  - (f) establishing grievance mechanisms for all stakeholders where community related complaints can be received and addressed;
  - (g) investing in projects that are of mutual benefit to the OMH Group and the community;
  - (h) ensuring that any resettlement that cannot be avoided is undertaken in compliance with local laws and such that resettled parties are constructively engaged and fairly treated with the principles of free prior informed consent and consultation;
  - (i) embracing sound principles of local procurement and employment that contributes to local economic development;
  - (j) encouraging, where practical, suppliers and contractors to adopt the same or similar policies, standards and practices; and
  - (k) undertaking activities in a manner that is conducive to ensuring that the local operating company is, and remains, a responsible member of the community.
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## **4 Responsibilities**

### **4.1 Executive Chairman/CEO**

The Executive Chairman/CEO of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this policy is effectively implemented.

### **4.2 Personnel and Third Parties**

Personnel and any Third Parties must comply with the terms of this policy.

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## **5 Review**

The Board will review this policy at least annually and update it as required.

Date Adopted: 19 April 2021
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