

## Business Policy Indigenous Engagement Policy

**Consolidated Minerals recognises that indigenous people are the traditional owners of the land where we operate.**

We believe that indigenous engagement is key to our sustainability. We strive to contribute a lasting positive difference to indigenous people, their culture and our traditional owners through increased consultation, workforce participation, preferential procurement and improved social and economic outcomes.

We will protect and preserve sites of cultural significance and comply with all applicable native title, land rights and Aboriginal heritage laws.

Our workplace is diverse and inclusive, and we promote opportunities to understand and celebrate indigenous culture, customary laws, beliefs and traditions.

We seek to have mutually beneficial relationships with traditional custodians on lands on which we operate.

We work inclusively with our local communities, especially our local Indigenous communities, to deliver lasting long term benefits to those communities where we operate. These relationships are based upon our values including respect, through which we seek meaningful engagement and mutual benefit.

We also understand that indigenous Australians have been historically disadvantaged and often still experience poverty and other forms of social exclusion. Through our engagement with indigenous peoples, we seek to contribute to their sustainable long-term economic empowerment, social development needs and cultural well-being.

We recognise the cultural connection of indigenous people to the land and we will always engage with Traditional Owners to protect heritage sites.

ConsMin is committed to:

- recognising the traditional and cultural values that tie indigenous people to the land, including the special significance of some areas in which we work;
- working with individuals, indigenous communities and businesses to maximise opportunities for indigenous people to engage with and work with us;
- ensuring our recruitment and employment processes are inclusive of the needs of indigenous applicants;
- ensuring that our workforce and subcontractors are made aware and support the employment and retention of indigenous people;
- providing a safe and culturally aware environment for all employees and stakeholders;
- reviewing and revising this Indigenous Engagement Policy periodically to maintain relevance, effectiveness and appropriateness within our business;
- undertaking inclusive social and environmental impact assessments;
- seeking to agree on and document engagement and consultation plans with local indigenous peoples; and
- working to obtain the prior informed consent of indigenous peoples to ConsMin's activities.

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### Policy Principles

ConsMin is guided by the following principles:

- listen to the needs of our indigenous employees, partners and clients and strategically align plans and programs to deliver beneficial business development;
- maintain a recruitment and selection process that considers and addresses skill levels, personal, cultural and social barriers, and which treats all applicants fairly and sensitively;
- maintain a pro-active relationship-building role with the indigenous communities and businesses with a view to developing skills and increasing economic advancement;
- engage with local people, including traditional owners, to broaden employment options and make learning and development programs available to the wider indigenous community;
- continually improving our understanding of indigenous histories and contemporary issues;
- build strong relationships with major stakeholders and contractors to encourage an increase in the percentage of indigenous people in the workforce;
- raise awareness of cultural differences to improve workplace relationships;
- introduce practical measures to ensure that indigenous employees are familiar with all relevant policy and legislative requirements that are in force; and
- develop culturally appropriate learning and development programs for indigenous peoples.

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Managing Director  
June 2024

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