



Celamin Holdings N.L

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Suite 304, 22 St Kilda Road, St Kilda, VIC 3182

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Community Policy

1. Introduction

Celamin Holdings NL (Celamin or the Company) believes that the support of its activities by the communities in which it operates is fundamental to the long-term success of its business. Celamin's values of respect for all people, understanding of individual and community expectations, and striving for mutually beneficial relationships will help win this support.

2. Purpose

This policy reinforces the importance of the Company's values and provides Staff with clear guidelines as to the Company's expectations of their behaviour in relation to the local community.

3. Scope

This policy applies to all directors, employees (full time, part time, casual), contractors and consultants (Staff) of the Company and its subsidiaries.

4. Policy

Celamin firmly believes that trust of the local community is a privilege to be earned, and we will do so by doing what we say we will do. We will:

- (i) Develop, implement and maintain procedures and methods to identify, assess and manage impacts on the community, and opportunities for relationship building at all stages of its operations;
- (ii) Establish community consultation and communication processes to develop lasting and beneficially interactive community relationships built on mutual respect and trust;
- (iii) Adopt the principle of "being a good neighbour" and actively engage in sustainable and practical community initiatives;
- (iv) Be open and honest in our communications with communities and their representatives;



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- (v) Encourage and provide opportunities for communities to share in the benefits which flow from our exploration and mining activities for example through employment, educational other programmes;
- (vi) Ensure that its employees and contractors are informed about this policy and made aware of their community responsibilities in relation to all stages of the company's activities and operations.
- (vii) Require all contractors to comply with this policy.
- (viii) Comply with this policy as well as any applicable laws and regulations.
- (ix) Monitor, continuously improve and report our environmental performance, and take action as necessary to remedy any shortfalls.