



## Celamin Holdings Limited

ACN 139 255 771 ABN 82 139 255 771  
Level 4, 100 Albert Road, South Melbourne, VIC, 3205  
Phone: (03) 9692 7222  
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### Community Policy

#### 1. Introduction

Celamin Holdings Limited (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.