

Indigenous Peoples Policy Statement

Last updated: February 2024

Acknowledgement of Country

Australian Strategic Materials (**ASM**) pays its respects to the Traditional Custodians of the land on which we live, work and operate throughout Australia, and their connections to land, sea and community and pays its respect to Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Specifically, ASM acknowledges the Whadjuk people of the Noongar Nation, the Tubbagah People of the Wiradjuri Nation, the Jagera/ Yuggera people and the Turrbal people.

Our Commitment

ASM commits to:

- Creating long-term mutually beneficial relationships with Indigenous Peoples.
- Respecting, engaging and partnering with Indigenous Peoples, by listening to Indigenous voices and perspectives, and working collaboratively with Indigenous stakeholders and partners.
- Developing opportunities to work alongside Indigenous suppliers and communities, where possible.
- Move towards the principles of Free, Prior and Informed Consent.
- Support reconciliation with Indigenous Peoples.
- Complying with our legal obligations in relation to Aboriginal objects and declared Aboriginal places and cultural heritage.

How We Implement Our Commitments

Commitment	Implementation Methods
Long Term Relationships	<ul style="list-style-type: none"> • ASM has and will continue to consult with local Elders and Aboriginal organisations associated with the land on which the Dubbo Project is located. This includes: <ul style="list-style-type: none"> ○ the Dubbo Aboriginal Community Working Party; ○ the Three Rivers Regional Assembly; ○ the Dubbo Local Aboriginal Land Council; and ○ the Dubbo Project Community Consultative Committee, which

	<p>has two Aboriginal members.</p> <ul style="list-style-type: none"> • ASM will communicate this Policy to staff, contractors and suppliers and track the effectiveness of this Policy, continually improving our approach. • ASM will conduct due diligence over our own operations to determine the impacts of our activities on Indigenous Peoples.
<p>Respecting, engaging and partnering with Indigenous Peoples</p>	<ul style="list-style-type: none"> • ASM has and will continue to engage with Indigenous Peoples including by: <ul style="list-style-type: none"> ○ Holding meetings between ASM management team and representatives from Aboriginal organisations and Elders to listen to their priorities and grow relationships. ○ Inviting Traditional Custodians to walk “On Country”. ○ Listening to views of Indigenous Members in Dubbo Project Community Consultative Committee meetings. ○ Engaging with the local Aboriginal community to provide welcome to country, smoking ceremonies and cultural awareness lessons for all significant site visits and functions. • ASM will seek out Indigenous viewpoints and knowledge to understand the historical, legal, social, environmental, cultural aspects of our projects.
<p>Developing opportunities to work alongside Indigenous suppliers and communities</p>	<ul style="list-style-type: none"> • As the Dubbo Project continues to develop, ASM will seek to develop business opportunities for Indigenous suppliers and communities, by inviting Aboriginal-owned businesses to tender for relevant procurement and career opportunities. • ASM has commenced an informal working relationship with a local Aboriginal business in Dubbo. • ASM seeks to extract more value onshore from our resources, creating jobs and economic opportunity, including for regional and Indigenous communities.
<p>Free, Prior and Informed Consent</p>	<ul style="list-style-type: none"> • Undertaking our activities in line with the guidance set out in: <ul style="list-style-type: none"> ○ the United Nations Universal Declaration of Human Rights; ○ the United Nations Declaration on the Rights of Indigenous Peoples; and ○ International Council on Mining and Metals Indigenous Peoples and Mining. • Seeking to move towards obtaining and maintain free, prior and

	informed consent for our projects.
Reconciliation	<ul style="list-style-type: none"> Looking for opportunities to work towards a just, equitable and reconciled country.
Complying with heritage obligations	<ul style="list-style-type: none"> ASM continues to review cultural heritage sites within the project footprint and ensures Traditional Owners are engaged and consulted on heritage issues, in accordance with legislation. ASM continues to identify heritage sites (outside of the project footprint) additional to those described in the Dubbo Project's Environmental Impact Statement; these sites have been protected from farming activities. ASM will comply with the Aboriginal Cultural Heritage Management Plan, prepared in accordance with the Development Consent.

Responsibility for this Policy

ASM respects the rights of Indigenous Peoples and in turn expects each stakeholder to uphold the same standard of rights we do, and to adhere to this Policy.

ASM's Board oversees our approach to engagement with Indigenous Peoples and is responsible for this Policy. We have established a governance structure to oversee and implement this Policy and the commitments detailed in the Policy.

We will communicate our performance and impacts in our annual reports, the community via our community newsletters and committee engagement and to staff, contractors and suppliers.

Internal Use Only

Human Rights Policy	
Status	APPROVED
Author	Human Resources Manager
Reviewer	Managing Director
Approved	Board
Next Review	March 2025

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Initial Policy Board Approved	1	21.02.24	02.02.24	21.02.24