



Community & Social Responsibility Policy

Policy Number: P5.4

Introduction

Metro Mining believes that a fundamental requirement of a successful business is the support and approval of the communities in which it operates, and that a properly managed mining operation will bring significant benefits to Traditional Owners and individuals along with the local and regional communities.

In all processes Metro Mining aims for honest and open communication and to endorse community ideals and goals. In addition, Metro Mining is committed to long term and mutually beneficial relationships and to social and economic benefits with net environmental gain.

To achieve this aim Metro Mining will:

- » Respect the culture, customs, interests, needs and rights of communities, including Indigenous peoples;
- » Strive to build long term and mutually beneficial relationships with Traditional Owners and local communities based on open and honest communication;
- » Identify and protect sites that have significant cultural heritage value;
- » Encourage and support Indigenous economic independence through appropriate opportunities for employment, business development, education and training;

- » Require all relevant contractors to comply with this policy;
- » Provide employees and contractors with appropriate training so they are aware of Indigenous issues and community commitments and that company values and operating procedures are understood and implemented;
- » Develop, implement and maintain business systems that support the ideals and delivery of this policy;
- » Ensure that operations or activities minimise any adverse impacts while maximising benefits the operations may bring;
- » Be transparent when reporting on the impacts of any activities;
- » Include performance under this policy in the performance review of staff;
- » Ensure each site has local Community Relations procedures that are regularly reviewed, particularly at change in project or management.

This Community and Social Responsibility Policy covers all aspects of our business including offices, mine sites and tenements.