



Community and Social Responsibility Policy

Policy Number: P5.5

Introduction

Metro Mining recognises that strong, respectful, and collaborative relationships with the communities in which we operate—particularly Aboriginal and Torres Strait Island communities—are essential to the long-term success and the sustainability of our business.

We are committed to operating in a socially responsible manner that contributes to meaningful, lasting benefits for individuals, local communities, and the broader region. We believe that responsible mining, when managed with care and integrity, can deliver positive economic, cultural, and environmental outcomes.

Our commitment:

Metro Mining will foster transparent and respectful communication, and work in partnership with communities to support shared goals, promote social and economic development, and deliver sustainable environmental outcomes.

To achieve this commitment Metro Mining will:

- **Respect Culture:** Acknowledge and respect the cultural protocols and practices of Aboriginal and Torres Strait Islander peoples and communities.
- **Build Enduring Partnerships:** Develop and maintain long-term, mutually beneficial relationships based on trust, transparency, and meaningful engagement.
- **Protect Cultural Heritage:** Identify, manage, and protect sites of Cultural Heritage significance in collaboration with Traditional Owners and relevant stakeholders.
- **Support Indigenous Empowerment:** Promote Indigenous economic independence through access to employment, business opportunities, training, and education.
- **Set Clear Expectations for Partners:** Require all contractors and service providers to align with and uphold the principles outlined in this policy.
- **Empower Our People:** Ensure all employees and contractors receive Cultural Awareness Training and updates on community commitments to support informed, respectful actions.
- **Establish Robust Systems:** Develop, implement, and maintain systems and processes that effectively support the delivery of our community commitments.
- **Minimise Impact, Maximise Value:** Operate in a way that reduces adverse impacts and enhances sustainable outcomes for the environment and communities.
- **Maintain Transparency:** Regularly report on the social and environmental impacts of our operations in an open and accountable manner.
- **Embed Accountability:** Incorporate community engagement performance into employee and management performance reviews.
- **Localise Engagement:** Ensure each site has tailored Community Relations procedures that are regularly reviewed and updated, especially during project or leadership changes.

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Policy Sponsor / Contact: Manager – Environment, Communities & Tenements

Approved by: Board of Directors