

COMMUNITY POLICY



Northern Minerals Limited (NTU) recognises that community endorsement is vital to the success of our business and is committed to fostering relationships and making lasting positive contributions to the communities in which we operate.

Our mining and exploration activities are undertaken with a responsibility to balance our economic and operational requirements with a commitment to minimising the impact of our activities on local communities and respecting cultural values and human rights.

Our commitment to Community support is underpinned by our values of caring for people (**Respect**), doing the right thing (**Integrity**), looking out for ourselves, others and speaking up (**Safety**), counting on each other (**Accountability**), being clear and asking if you're unsure (**Clarity**) and being curious and seeking to continuously improve (**Innovation**).

We believe that through implementation of effective policies and procedures, visible leadership, clear communication, and the active involvement of all workers, we will achieve the best possible social performance.

To achieve this, NTU will ensure that we do all that is reasonably practicable to:

- Actively promote a culture of ethical social practice and behaviour including respect for cultural and community values.
- Engage meaningfully and respectfully through transparent and inclusive dialogue with communities, including potentially vulnerable or marginalised groups, impacted by our activities.
- Acknowledge the views held and expressed by the community and collaborate openly and honestly to achieve mutually beneficial outcomes.
- Ensure cultural heritage sites, traditions and customs are appropriately respected by establishing agreed processes for cultural heritage protection and prioritise avoidance of impacts.
- Contribute to local economic development by prioritising local procurement and employment.
- Undertake effective and transparent engagement and communication with internal stakeholders and members of our workforce.
- Establish an effective and transparent grievance reporting mechanism for internal and external stakeholders and work to resolve complaints and grievances in a fair and timely manner.
- Consider social aspects and impacts a high priority in the decision-making process at Board and management level.
- Comply with applicable laws, regulations, and mandatory standards applicable to the jurisdictions in which we operate, and where these do not exist, apply appropriate internal standards.
- Establish, review, document and monitor our social objectives and targets to continually improve our performance in line with internationally recognised social governance standards and principles (such as the Equator Principles).
- Fulfill our responsibility to respect Human Rights in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs) by carrying out human rights' due diligence activities.
- Ensure all employees, contractors, workers, and visitors (Personnel) are aware of this policy.
- Educate and train all Personnel to assist with the achievement of NTU's social performance objectives and targets.

A handwritten signature in black ink, appearing to read 'Shane Hartwig'.

Shane Hartwig
Managing Director
April 2025

THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT