

## STAKEHOLDER ENGAGEMENT POLICY

Cadoux Limited seeks to work with our stakeholders to achieve their future aspirations. As a member of the communities in which we operate, we strive to make a positive difference and to earn the trust of all with whom we interact.

The way we behave is integral to building trusting relationships with our stakeholders. That is why we place equal emphasis on our behaviour as well as on our results.

When interacting with community stakeholders, representatives of Cadoux are required to conduct themselves in accordance with Cadoux's Values, Code of Conduct, Community procedures and other relevant policies.

To achieve excellence in community relations, the following applies:

1. Our approach to our stakeholders must always be guided by Cadoux's Community Principles:
  - Everyone and anyone can contribute to building positive community relations.
  - Every decision we make is influenced by its potential impact on the community.
  - We strive to ensure that every interaction with our community stakeholders is positive and aligned with our values.
  - We communicate with our stakeholders with integrity and in an open, timely and transparent way.
  - We work closely and actively seek opportunities to collaborate with our stakeholders.
  - We highly value the diversity of our stakeholders. We respect their culture, backgrounds, aspirations, and beliefs. We strive to achieve outcomes of mutual benefit wherever possible.
2. Every person covered by this policy recognises, understands and accepts their individual responsibility to:
  - Comply with all applicable laws, internal policies and other commitments to our stakeholders to which we subscribe. For example, commitments relating to: safety, environment, cultural heritage, Native Title, land access (neighbouring properties), Indigenous land use, and use of community facilities.
  - Avoid behaviours that could harm Cadoux's reputation or relationship with local communities.
  - Respect the Indigenous cultural heritage of the communities in which we operate and attend cultural heritage training where required
  - Consider the community impact of every decision that is made.
  - Immediately record any incidents that have (or may have) a negative impact on the community in HSE.
  - Support Cadoux in sharing the economic benefit with our local communities by, where possible, maximising local procurement.
  - Not make any significant commitments to community stakeholders on behalf of Cadoux without prior approval from the CEO and the appropriate corporate Manager (External & Indigenous Relations or Landholder & Community Relations). Significant commitments include any commitments involving human

resources, equipment or monetary payments from Cadoux, an offer of employment or joint business initiatives.

3. Cadoux is committed to working with our communities to help achieve their future aspirations, including:
  - Identifying opportunities for partnerships that create shared value, both for Cadoux and our community stakeholders.
  - Investing in community development projects that will continue to benefit the community long beyond the life of the mine, including projects that deliver long term outcomes that are aimed at supporting our communities to be resilient, to thrive and to be sustainable in the long term.
  - Sharing the economic benefit with our local communities by, where possible, maximising local procurement and local employment and training opportunities, particularly for local Indigenous communities