

Community Relations Policy

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1 Applicability

A reference to **Birimian** in this policy is a reference to:

- (a) Birimian Limited ABN 11 113 931 105 (**Company**) and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This policy applies to all directors, officers, employees, consultants and contractors of Birimian (**Personnel**).

This policy also applies, as far as is reasonably achievable, to Birimian's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this policy via the Company's [website](#). Training or awareness sessions on this policy will be held from time to time, as required. This policy should be read in conjunction with the Company's Code of Conduct, available on the Company's [website](#).

2 Purpose and objectives

Birimian believes that mining and mineral processing activity can play a central role in sustainable community development by acting as a catalyst for positive economic and social change.

When operating in overseas jurisdictions, Birimian acknowledges the importance of understanding that it is operating in a "visitor" capacity in the country of interest and must engage with due respect in all interactions. Birimian aims to achieve a balance between the economic, environmental and social needs in all phases of its projects.

The purpose of this policy is to provide a framework for Birimian to work with the communities in which it conducts its operations.

3 Strategy

Birimian's community relations objectives will be achieved by:

- (a) adhering to the laws and regulations of host countries;
 - (b) considering community impact in the decisions that Birimian makes;
 - (c) respecting and responding to local customs, traditions and cultures, unless these are at variance with Birimian's policies and standards;
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- (d) contributing to local economic development of communities;
 - (e) being open and transparent in all communications and dealings with communities and responding in a timely fashion to any community-based grievances;
 - (f) establishing grievance mechanisms for all stakeholders where community related complaints can be received and addressed;
 - (g) investing in projects that are of mutual benefit to Birimian and the community;
 - (h) ensuring that any resettlement that cannot be avoided is undertaken in compliance with local laws and such that resettled parties are constructively engaged and fairly treated with the principles of free prior informed consent and consultation;
 - (i) embracing sound principles of local procurement and employment that contributes to local economic development;
 - (j) encouraging, where practical, suppliers and contractors to adopt the same or similar policies, standards and practices; and
 - (k) undertaking activities in a manner that is conducive to ensuring that the local operating company is, and remains, a responsible member of the community.
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4 Responsibilities

4.1 CEO

The Managing Director or Chief Executive Officer of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this policy is effectively implemented.

4.2 Personnel and Third Parties

Personnel and any Third Parties must comply with the terms of this policy.

5 Review

The Board will review this policy at least annually, and update it as required.

Date adopted	19/06/2017
Last amendment	
Last review	