

Community Value Creation Policy

Objective

Community support is essential for the creation and ongoing operation of our Assets, thereby allowing Value Creation for all our Stakeholders. The objective of the Community Value Creation Policy is to drive a focus on Value Creation for this Stakeholder group. We seek to ensure OZ Minerals is aligned with its Land Connected and Indigenous peoples and host communities in a transparent way that builds trust-based, collaborative and sustainable partnerships, which are focused on the betterment of OZ Minerals, our host communities, the regional communities in which our sites are located, the industry and society generally.

Commitment

To meet the objective of the Community Value Creation Policy, OZ Minerals will:

- Recognise communities can be local, regional or wider, with each community being unique and comprising many diverse sub-groups, individuals or organisations, all of whom value different things
- Seek to understand each community's strategy and aspirations, with a view to creating value as they define it
- Empower our Assets to leave a positive legacy post mining by adapting to their local conditions and delivering activities along the value chain that contribute to local aspirations for future generations
- Engage through strategic partnering to understand and respect the diversity and rights of Land Connected and Indigenous peoples, and acknowledge the interests they have in the land, their history and cultural heritage
- Ensure free, prior and informed consent is the basis of our agreements with Stakeholders
- Recognise that many different individuals and groups have a strong affiliation with the land on which we operate
- Engage openly and honestly with our host communities regarding objectives and limitations, and ensure transparent, accurate and clear information is provided proactively to the community
- Work with our local communities to build a collective knowledge base to understand what is important
- Become trusted and active members of the communities with whom we interact by doing what we say we will do
- Give preference to co-creating and developing local suppliers, both big and small
- Give preference to training, developing and recruiting local and Land Connected and Indigenous peoples
- Seek to build enduring relationships and invest in mutual Value Creation by building each other's capacity and capability
- Develop sustainable legacies with social investment decisions, using robust data-driven approaches to inform our decision making
- Ensure community investments are defined, driven and informed by the community's needs and aspirations
- Ensure community donations are transparent and appropriately governed
- Earn the support of communities so they recognise our contribution and feel confident to advocate on our behalf
- Demonstrate to the community our commitment to, and adherence of, all regulatory requirements and our commitment to strive for a high standard across our operations
- Understand, promote and uphold fundamental human rights within our sphere of influence, including within our supply chain, and commit to identifying and eradicating modern slavery.