



Community Value Creation Policy

We enable a culture that:

- Recognises communities can be local, regional, or wider, with each community being unique and comprising many individuals and sub-groups, with a diverse range of values and connections with the lands on which we operate;
- Respects the diversity and rights of Land Connected and First Nations peoples, and acknowledges the cultural and material interests they have in the land, their history and cultural heritage;
- Earns the trust and support of communities so that they want to be our ambassadors;
- Builds the sustainability capability and capacity of our communities;
- Builds trusting relationships with our communities to establish mutual confidence;
- Seeks to align the value that we create for communities with their aspirations;
- Leaves a positive legacy by contributing to the achievement of local aspirations for future generations;
- Builds enduring relationships through partnering or alternative ownership structures to create mutual value.

We maintain The OZWay governance and capability to ensure we:

- Work with our communities to build our knowledge base of what is important to them;
- Make social contributions informed by the community's needs and aspirations in a transparent, well governed manner;
- Prioritise recruiting and developing local, Land Connected and First Nations people;
- Understand, promote, and uphold fundamental human rights with all of our Stakeholders;
- Use free, prior, and informed consent (FPIC) as a fundamental tenant of all our agreements with Stakeholders;
- Provide our Community Stakeholders with accessible avenues for communicating concerns and grievances
- Respond to Community Stakeholder complaints and grievances in a timely manner with respect and cultural sensitivity;
- Strive to eliminate waste and water from non-renewable sources in all our processes;
- Strive for our operations and future developments to have a positive impact on land and biodiversity and restore existing operations to Stakeholder agreed, co-developed, post closure land use.