

INDIGENOUS PEOPLE POLICY

Flinders Mines respects the traditions and cultures of Indigenous People, and recognises the unique relationship that Indigenous People have to both land and sea. Flinders Mines believes that effective management of indigenous matters forms an integral part of successful operations.

Flinders Mines principles in dealing with Indigenous People are:

- (a) The building of trust and respect.
- (b) Respect for human and property rights, and sites of cultural or religious significance.
- (c) A clear and concise approach to negotiations with landowners.
- (d) Adherence to acceptable protocols and meeting procedures that are endorsed by Indigenous People.
- (e) Identification and implementation of commercial enterprises, employment and career development opportunities.

Flinders Mines as a minimum will comply with laws and regulations relating to Indigenous People in states and countries in which it operates. However, it also expects its managers to be educated and active in fostering long term relationships with Indigenous People.

Indigenous People Statement of Commitment

Flinders Mines is committed to developing and maintaining relationships of mutual understanding and respect with the indigenous peoples of the areas in which the company is operating or proposes to operate.

The Company and its employees recognise and respect Aboriginal traditions, culture and heritage.

The Company will protect heritage sites in accordance with State and Commonwealth legislation.

Where appropriate it will conduct archaeological and anthropological studies in order to identify sites of cultural significance and avoid accidental damage of those sites.

We will ensure that our employees and contractors approach the Company's activities at culturally significant sites with understanding and recognition of the desire of indigenous peoples to fulfil their responsibilities within their traditional culture.

Flinders Mines aims to develop positive working relationships with local Aboriginal people based on respect.

To achieve this aim the Company will, wherever reasonably feasible and appropriate, provide local indigenous groups with the opportunity to participate directly or indirectly in employment opportunities and where appropriate provide the opportunity for local indigenous businesses to tender for the supply of goods and services to the Company.