

## ABORIGINAL ENGAGEMENT POLICY

### POLICY STATEMENT

Heathgate Resources (Heathgate) recognises that a positive relationship with the Aboriginal communities in the regions in which Heathgate operates is vital to sustaining the long-term viability of our business. Working together, sharing and respecting different knowledge systems will help to unlock future resources and generate mutual benefits.

### OUR COMMITMENT

Heathgate strives to build and maintain positive, long-term, trusting and respectful relationships with the Aboriginal communities in the regions in which Heathgate operates.

Heathgate is committed to protecting cultural heritage, and improving Aboriginal participation through employment, training and business enterprise opportunities.

### OUR STRATEGY

To achieve this Heathgate will:

- Acknowledge and respect the historical and ongoing connection to country of Aboriginal people, through cultural and spiritual sites, language and ceremony.
- Respectfully engage in meaningful, open and honest consultation and ensure conduct is respectful, patient and in good faith.
- Apply best practice in the assessment, identification and protection of cultural heritage throughout all operations.
- Ensure our workers have appropriate cultural awareness training and understand their obligations within agreements and to the protection of cultural heritage sites.
- Provide employment and training opportunities through education and workforce pathways programs.
- Develop procurement strategies that consider local Aboriginal business capability either directly or through Heathgate's supply chain.
- Participate in community events, and support projects and initiatives that bring benefit to the local Aboriginal community.

### APPLICATION

This Policy has been endorsed by the Senior Managers Team and approved by the President and is applicable to all staff and contractors.

Signature:



Date: 28 June 2022

Name: Joe De Gennaro, Chief Financial Officer

President or delegated Senior Manager