

POLICY

Social Responsibility

PURPOSE AND SCOPE

This Policy reflects Round Oak's purpose to create positive impacts for all of our stakeholders through sustainable and responsible operations. Round Oak's approach to social responsibility is aligned with our values.

This Policy applies to all directors, officers and employees of Round Oak and its subsidiaries, and all contractors and visitors at our worksites and facilities. In addition, where explicitly stated in applicable contracts, this Policy will apply to Round Oak's business partners.

OUR COMMITMENT

Round Oak is committed to creating shared value and making a positive contribution to the communities in which we operate. At Round Oak we:

- Respect the dignity, wellbeing and human rights of employees and all people affected by our operations
- Acknowledge Australia's First Peoples as the traditional custodians of the land on which we undertake our activities and acknowledge their unique cultural and spiritual relationship to Country
- Understand the cultural heritage, economic and social values of communities in which we operate as well as others affected by our activities
- Implement standards and procedures, and foster a culture, which values the creation of shared value with our communities
- Review and improve our social performance to ensure alignment with community expectations
- Promote awareness to all Round Oak personnel of their role in achieving Round Oak's community and social responsibility commitments

- Build trusting relationships through transparent and timely engagement with local communities, Australia's First Peoples, landowners and relevant authorities
- Promote economic prosperity in our communities, including by providing project development, business and employment opportunities to local communities
- Operate our facilities at all times in compliance with all applicable standards, legislation and regulations

This Policy is to be communicated to all our employees, contractors and visitors and shall be displayed at the workplace.

Round Oak's Sustainability Committee is responsible for reviewing this Policy at least annually and the Managing Director & CEO is accountable to the Board of Directors for ensuring this Policy is implemented effectively.

Robert Cooper
Chief Executive Officer
Round Oak Minerals Pty Limited

