



## **Rupert Resources Ltd. Community Policy**

Rupert Resources recognises that human resources are our most important asset, and hence social responsibilities are a basic priority for our business. We commit to the social and economic development of sustainable communities associated with our operations by:

- Identifying the communities and other stakeholders associated with our operations and engaging with them in a culturally appropriate and transparent manner at an early stage, throughout the life cycle of our operations to facilitate mutual benefit and active participation;
- Respecting rights, local traditions, interests and cultures of local communities including minority groups and indigenous peoples (as defined by the UN);
- Working with governments, local authorities, community leaders, inter-governmental and non-governmental organisations and other interested parties to develop and support projects to benefit local communities;
- Recognising that local community members are often also our employees;
- Deploying appropriate environmental and social risk management plans;
- Working to reduce adverse community impacts, and avoiding or reducing sole dependence on our operations, to provide lasting benefits;
- Supporting local communities and their sustainability through measures such as development programmes, local sourcing of goods and services and employing local people;
- Ensuring that stakeholder engagement is conducted in a free, open, transparent and culturally appropriate manner;
- Preserving cultural and historical heritage sites in the areas in which we operate;
- Setting aside funds for social development initiatives to benefit communities associated with our projects;
- Ensuring any activities taking place on private or indigenous lands take place with the free, prior, informed consent of the landowner; and
- Following the recommendations of, and engaging with FinnMin (Finnish Mining Association) that corresponds to the Swedish association SveMin (Association for mines, mineral, and metal producers in Sweden), and those of national and regional governments.

Management, employees and contractors play a key role in achieving the above by:

- Respecting and adhering to the Company Community Policy; and
- Working with communities and other stakeholders to build strong relationships as part of operational practices.