

## COMMUNITIES 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)
- Participate with governments, local authorities, community leaders, intergovernmental 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 where possible through measures as local sourcing of goods and services and employment of 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
- Ensuring any activities taking place on private lands take place with the free, prior, informed consent of the landowner
- Following the recommendations and engaging with national and regional governments as well as industry bodies such as FinnMin (Finnish Mining Association)

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