



COMMUNITIES POLICY

The Company recognises its human resources to be its most important asset, and social responsibilities are of the utmost priority. The Group commits to identifying key stakeholders associated with operations and engaging with them in a culturally appropriate, open and transparent manner both at an early stage, throughout the life cycle of our operations to facilitate mutual benefit and active participation.

Rupert Resources commits to the social and economic development of sustainable communities associated with our operations by:

- Social impact assessments or other social baseline analyses will be undertaken to identify those who may be impacted by a project. The conduct of such studies should be participatory and inclusive.
- Respecting rights, local traditions, interests and cultures of local communities including minority groups and indigenous peoples (as defined by the UN).
- Recognising a large proportion of the focus areas for the company operations are located within the land area where reindeer herding has specific rights. Access to land is of crucial importance to both natural resource development and reindeer husbandry.
- Working to reduce adverse community impacts. Applying the mitigation hierarchy to address adverse impacts and deliver sustainable benefits for local communities and other local stakeholders. This means first to seek to anticipate and avoid negative impacts, then minimize, and as a last resort compensate and offset.
- 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.
- Deploying appropriate social risk management plans.
- Supporting local communities and their sustainability where possible through measures such as local sourcing of goods and services and employment of local people.
- Preserving cultural and historical heritage sites in the areas in which we operate.
- Providing local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.
- Ensuring before any activities take place on private land, all applicable consent(s) and permit(s) are received and work is executed in accordance with any required conditions.

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.

Approved by the Board of Directors on April 2, 2024