

INDIGENOUS CULTURAL HERITAGE POLICY

OUR VISION

MZI will engage proactively with indigenous stakeholders to ensure the protection of cultural heritage at all our operating sites.

OUR COMMITMENT

The Company will:

- communicate early, openly and regularly and ensure any agreements are negotiated with respect, integrity and in good faith;
- ensure economic opportunities, promote sustainable commercial relationships and seek to improve the wellbeing of Indigenous people wherever we operate;
- engage with representative organisations to facilitate and promote understanding of indigenous cultural heritage and comply with all relevant agreements;
- comply with the requirements of relevant state territory and commonwealth legislation providing for the protection of indigenous cultural heritage;
- ensure heritage surveys are planned and implemented by experienced and qualified personnel acceptable to the company and traditional owners;
- develop and maintain appropriate procedures for ensuring the protection of indigenous cultural heritage; and
- promote cross-cultural awareness to ensure an understanding and respect for the values of the communities across our areas of operation.

OUR EXPECTATION

Management are responsible for the implementation of this policy and will lead by example.

All employees, contractors and visitors will take measures appropriate for their respective areas of work to ensure the protection of indigenous cultural heritage. Where there is any doubt, no work is to be undertaken until the risk of harm is assessed by competent personnel and relevant mitigation measures instituted.

CONTINUOUS IMPROVEMENT

The Company is committed to regular review and improvement of its stakeholder engagement and indigenous cultural heritage practices.

A handwritten signature in dark ink, appearing to read 'Martin Purvis', is positioned above the name and title.

Martin Purvis
Managing Director and Chief Executive Officer