

Indigenous Peoples Policy

Kalium Lakes Limited recognises the importance of country, law and culture of the Traditional Owners. We recognise stakeholder engagement is the basis for building strong, constructive, and responsive relationships that are essential for the successful management of our social and environmental impacts.

The Traditional Owners' belief that the health and vitality of people (martu), country (ngurra) and law and culture (tjukurrpa) are connected, is formally acknowledged by Kalium Lakes.

The Company recognises that culturally significant places may from time to time be identified on its leases. We will collaborate with the Traditional Owners on the identification, protection, conservation of these places to ensure they are appropriately and respectfully managed.

Kalium Lakes' core principles in engaging with our indigenous stakeholders are:

- the building of trust and respect;
- demonstrating respect for the values, views and rights of individuals;
- a clear and concise approach to consultation and negotiations with landholders;
- adherence to acceptable protocols and meeting procedures that are endorsed by local community representatives;
- establish mutually beneficial long-term relationships, employment and contracting opportunities;
- put in place appropriate and effective grievance mechanisms to receive and facilitate resolution of concerns and grievances;
- ensure that key stakeholders are engaged in a timely, open and transparent manner; and
- maintain a culturally aware workplace.

The Kalium Lakes Health, Safety, Environment and Community Management System (HSECMS) will be utilised to implement this policy.

Approved by the Board – May 2021