

## INDIGENOUS AFFAIRS POLICY

The Company from time to time deals with Indigenous groups and believes that correct engagement will improve Company outcomes.

The Company has identified policies and strategies to ensure that its Indigenous Affairs Policy improves Company operations, as detailed below.

- Establish and maintain effective and positive communication with indigenous groups that the Company comes into contact with during the course of its activities.
- Formulate and implement, for relevant Company personnel, an indigenous awareness programme that is pertinent to the local situation and will engender the required understanding and sensitivity, as well as respect for local indigenous people.
- Wherever reasonable and appropriate, provide local indigenous groups with the opportunity to participate, either directly or indirectly, in employment opportunities.
- Where appropriate, provide the opportunity for qualified indigenous people to tender for the supply of goods and services for the Company's exploration and mining activities.

The Company has identified, and observes, the following government policies and strategies in its areas of operation.

- Recognise and observe all government laws with respect to indigenous and cultural matters.
  - In specific areas within which the Company is operating or intends to operate, identify the indigenous groups that have an interest in that area and define the basis for their Interest, be it cultural traditions, historical associations, occupation and social and/or economic need, and deal with those groups on the basis of their Interest and in accordance with the relevant government policy.
  - Recognise the desire of indigenous people to fulfil their responsibilities as demanded by their traditional culture.
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