

PYBAR MINING SERVICES PTY LTD (PYBAR) recognises that there are many complex factors involved when its operations interact closely with indigenous communities.

The Company's policy in this regard is:

- to respect the traditions, customs, culture and dignity of indigenous communities with whom the Company comes into contact; and
- to consult with indigenous communities over issues that could affect their cultural, social and economic well-being and their ability to enjoy their traditional way of life.

### **Sites of Cultural and Religious Significance**

Where it can be established that an indigenous community has a continuing traditional link with land on which the Company intends to conduct activities, the Company will endeavour to identify any sites of special cultural or religious significance and treat these with respect.

### **Indigenous Employment and Contract Services**

In projects that take place on land on or near indigenous communities, the Company will consider employing suitably qualified indigenous persons from that community in positions for which they are competent and willing to fill, and consider providing training programs for these roles where appropriate.



**Brendan Rouse**  
**Chief Executive Officer**  
**PYBAR MINING SERVICES PTY LTD**

Date: 19/07/2017