



## Traditional Owner Engagement Policy

Nico Resources Ltd (Nico) recognises the importance of the lands of Ngaanyatjarra Council (NGC), Ng Lands Council and Yarnangu Ngaanyatjarraku Parna Aboriginal Corporation and APY Lands Council on behalf of the Traditional Owners (TOs). Nico commits to ensure TOs benefit from our presence on country by:

- Showing respect for TOs, their rights, the land, and important areas of cultural heritage.
- Providing information of impacts in advance of disturbance of land required for Project development.
- Consulting with and obtaining approval from relevant TOs before conducting field-oriented activities.
- Identifying social risks, opportunities and impacts of the Project and adopting a mitigation hierarchy to avoid, and where this is not possible, minimise impacts on TOs heritage and cultural values.
- Providing cultural awareness training to our workforce.
- Promoting socio-economic development through work training and employment programs, royalties, and procurement.
- Committing to, where reasonably possible, implementing a “TO first or hire local” program for the awarding of contracts and the employment of project-based personnel.
- Setting objectives and targets for the employment and career development of TOs.
- Avoiding or minimising involuntary resettlement of the Irrunytju Community.
- Responding to grievances in a timely manner and to manage them appropriately.
- Complying with applicable statutory laws and regulations, Agreements, Access Permits, and the United Nations Declaration on the Rights of Indigenous Peoples.
- Conducting negotiations of our Project fairly and with free, prior, and informed consent.
- Conducting our activities in a culturally appropriate and sensitive manner.
- Collaborating with TOs to develop an effective emergency response and preparedness program.
- Utilise the skills and knowledge of TOs in revegetation and rehabilitation programs.

Nico consults, informs, and involves the Ngaanyatjarra Lands People and APY Lands People directly and through the NGC and Implementation Committee, on various aspects of this policy to build strong, constructive, and responsive relationships. Nico employees, contractors and subcontractors, authorised visitors and any personnel working for or on behalf of Nico are responsible for implementing this policy. Senior management are committed to the implementation of this policy.

A handwritten signature in black ink that reads "Jonathan Shellabear".

Jonathan Shellabear  
**MANAGING DIRECTOR**  
 30 October 2023