Community and Heritage Policy

1. Purpose

At Chalice we believe that the community's acceptance and support for our activities is fundamental to the success of our business, and we are committed to delivering a lasting, positive contribution to the communities where we operate.

We recognise the rights of Traditional Owners, acknowledging their connections to lands and waters where we operate and respect their right to maintain their culture, identity, traditions, and customs.

2. Scope

This policy is applicable to all Chalice employees, contractors, suppliers, and visitors across all Company controlled work sites. Complete and consistent implementation of this policy and its supporting standards and procedures will be verified through regular internal or external audit and review.

Each person at Chalice has a duty of care to ensure they work in a manner which complies with the Company's policies and procedures, and that they act in a manner that reflects our Code of Conduct and Core Values.

3. Commitments

We are committed to:

- Building respectful, trust-based and inclusive relationships with our stakeholders, which includes local communities, Indigenous groups and governing organisations.
- Engaging regularly, openly and honestly with local communities and other stakeholders and take their views and concerns into consideration in our decision-making.
- Working with local Aboriginal communities and their representatives to understand the cultural values in the areas where we operate and their expectations of Chalice, and to identify and address the risks and opportunities to cultural heritage that might arise from our activities.
- Making a positive difference to the social and economic development of the areas in which we operate by creating local jobs and investing in initiatives that deliver other local benefits.
- Implementing a robust stakeholder engagement system in which all engagements, including complaints are recorded, reviewed, and dealt with in a constructive and timely manner.
- Complying with laws that govern the protection and management of Aboriginal cultural heritage.
- Providing cultural heritage awareness training and inductions to our employees and contractors.
- Respecting human rights, cultures and customs of employees, communities, and suppliers.

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