

POLICY

COMMUNITY AND STAKEHOLDER RELATIONS

We strive to make a positive impact in the communities we share through our commitment to open, honest and timely communication, as well as working collaboratively with our stakeholders to build mutually beneficial relationships based on trust and respect. We recognise delivering on this commitment is fundamental to our long-term success and to creating shared value in our communities. We will achieve this by:

- Operating responsibly and being respectful in the communities we share.
- Engaging early and enabling regular, open and honest dialogue to understand stakeholder expectations, concerns and interests.
- Utilising appropriate communication, consultation and participation channels, recognising that stakeholders communicate and engage differently.
- Developing, implementing and maintaining systems that identify, assess and manage impacts and risks.
- Addressing grievances in a fair, timely and respectful manner.
- Ensuring the needs and expectations of stakeholders are balanced with the interests of the company.
- Respecting local cultures, values, traditions and customs and fostering an inclusive environment through cross cultural awareness training and sharing.
- Encouraging and providing opportunities for local communities to actively participate in employment, education, training and business development activities arising from our operations.
- Identifying ways where our remote operations can share resources with local communities.
- Complying with statutory requirements and accepted industry standards.

We expect our leadership team to ensure this policy is implemented and maintained, and employees take all reasonable steps to adhere to it and remain courteous while conducting company activities.

This policy applies to Pilbara Minerals' employees, subsidiaries and contractors, all of which are required to act in line with our Code of Conduct and our commitments under What We Stand For.



Ken Brinsden

Managing Director and CEO
October 2019