

## POLICY

### COMMUNITY AND STAKEHOLDER RELATIONS

Pilbara Minerals values the communities in which it operates, especially the Pilbara regional communities that are near to the Pilgangoora Project. The Company strives to ensure both direct and indirect meaningful benefits are provided to our local communities. The Company does this through responsible operations and ethical business practices, as well as a commitment to open, honest and timely communication. The company recognises that delivering on this commitment is fundamental to its long-term success and to creating shared value.

This policy outlines Pilbara Minerals' approach to engaging, communicating with and investing in our local communities and key stakeholders to build mutually beneficial relationships based on trust and respect.

Pilbara Minerals will achieve this commitment by:

- Operating responsibly and being respectful;
- Engaging early and enabling regular, open and honest dialogue to understand stakeholders' 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 whenever practicable
- Identifying ways where our remote operations can share resources with local communities;
- Ensuring our investment in community programs, events and projects aligns with the Pilbara Purpose, identified impacts of the Project, and Pilbara Minerals' aspirations for responsible corporate citizenship
- Complying with statutory requirements and accepted industry standards.

This policy applies to all Pilbara Minerals' employees, subsidiaries and contractors, and will be reviewed on an annual basis.

## RELEVANT DOCUMENTS

- Antibribery and Corruption Policy
- Code of Conduct
- Community Investment Strategy
- Sustainability Policy
- Whistleblower Policy

## POLICY REVIEW

This policy will be reviewed by Management on an annual basis and amended as required.

Established	15 October 2019
Last Reviewed	17 March 2022
Frequency	Annually



### **Ken Brinsden**

Managing Director and CEO

March 2022