OUR POLICIES

STAKEHOLDER ENGAGEMENT

Black Cat Syndicate Limited ("**Black Cat**" or "**the Company**") is committed to maintaining open and robust engagement with stakeholders. Black Cat will ensure its activities are carried out in a manner that minimises impact to the communities we work near.

This commitment is endorsed by our Board and championed by all members of the leadership team. Additionally, it is the responsibility of all personnel to identify, assess, and manage our activities to avoid or minimise any negative impacts on stakeholders and/or communities.

Black Cat will take reasonable and practical steps to meet this commitment through the implementation of a management system and processes focused on:

- Operating in accordance with applicable laws and regulations.
- Establishing collaborative and respectful relationships integrating transparent and meaningful engagement with all stakeholders with a particular focus on surrounding communities, government departments, non-government organisations, pastoral station owners and traditional owners.
- Identifying, assessing and managing the social risks of our activities to avoid impacts on affected communities. Where avoidance is not possible, implement measures to minimise these impacts.
- Establishing a grievance reporting mechanism that allows stakeholders' concerns to be raised freely, addressed satisfactorily and responded to in a timely and meaningful manner.
- Respecting cultural heritage, customs and traditions by avoiding or mitigating our impacts through early engagement, meaningful consultation and agreed processes for cultural heritage protection where appropriate.
- Ensuring communities and stakeholders are appropriately informed prior to the commencement of our activities and appropriate consents are obtained.
- Providing opportunities for local communities to participate in our activities through local employment, procurement and/or business opportunities.
- Developing community projects that will deliver long term outcomes.
- Promoting cross-cultural awareness, including training of personnel to ensure culturally appropriate and respectful behaviour.

The commitment in this policy is underpinned by Black Cat's responsible operating framework that is integral to all aspects of our business.

This policy should be followed by all Black Cat personnel including employees, contractors, suppliers or visitors.

Paul Chapman
Chairperson

James Bruce
Managing Director