

## INDIGENOUS ENGAGEMENT POLICY

### PURPOSE AND SCOPE

Tellus Holdings Ltd and its related bodies corporate (together, “**Tellus**” or the “**Company**”) are committed to promoting and maintaining a high standard of integrity, ethics, compliance, investor confidence and good corporate governance.

We seek to understand and promote the rights of individuals and communities and support legal traditional rights and cultural heritage of indigenous people. We also seek to have regular and open engagement with those affected by our operations, relevant government authorities and non-governmental organisations.

This *Indigenous Engagement Policy* (the “**Policy**”) applies to the activities of Tellus, and the people associated with the Company. This includes staff, visitors, consultants, and contractors. Tellus shall ensure that this Policy is communicated and understood throughout the Company and is available for access to relevant interested parties, as appropriate.

### POLICY STATEMENT

Our approach will be characterised by effective communication, consultation and partnering with those who we engage with. To deliver on our commitment we will:

- Value the diverse knowledge, skills, traditions, and cultures of Indigenous peoples
- Promote employment, education, training and contracting opportunities for Indigenous people
- Ensure a coordinated and sustainable approach to the development of Indigenous employment opportunities
- Understand the responsibilities Indigenous people have to their traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility
- Assist Indigenous people in identifying positive economic development opportunities and if appropriate, work towards developing and implementing partnerships
- Encourage awareness of Indigenous cultural diversity across the company
- Develop and implement appropriate Indigenous awareness courses to assist employees to gain an understanding of local culture
- Provide a working environment that is culturally sensitive and supportive for all employees

For questions about the operation of this Policy, please contact Tellus’ Company Secretary.



**Approved by: Nate Smith, Managing Director & CEO**