



Health, Safety, Environment & Community Policy

Kalamazoo Resources Limited is committed to protecting the health, safety and welfare of its employees, the environment and communities who may be affected directly or indirectly by what we do. This commitment is unequivocal, and in the course of our business we will:

- Assess and manage environment, workforce and community risks associated with our activities;
- Conduct business in accordance with the requirements of Federal, State and / or Territorial Occupational Health, Safety & Environmental legislation and relevant Australian Standards;
- Instil the ethics of environmental responsibility through education and communication with all employees, contractors, consultants and suppliers;
- Provide appropriate training, education and inductions to our people and contractors;
- Remove or reduce the risks as low as it is reasonably practicable to the health, safety and welfare of all employees, the environment and our host communities;
- Acknowledge the cultures, customs and values of people in communities where we operate;
- Engage early in open, inclusive and meaningful communication and incorporate stakeholder views in our decision-making processes;
- Ensure that engagement with the community and stakeholders is culturally fit for purpose and in accordance with the relevant social norms of the community;
- Proactively collaborate with relevant Indigenous communities under National and Local laws to protect and manage cultural heritage in the areas of our activities;
- Maintain open and transparent collaboration with our stakeholders and encourage cross-collaboration between them to identify additional opportunities to create further value;
- Seek to make a positive difference to the social and economic development of the areas in which we operate;
- Collaboratively consult with local landholders and other impacted stakeholders to determine appropriate entities with whom land access should be sought;
- Engage openly and honestly with our host communities about both objectives and limitations and ensure transparent, accurate and clear information is provided to the community;
- Spend time to get to know our local communities and understand what's important to them, in both the short and long term; and
- Be trusted and active members of the communities we interact with; we do what we say we will do.
- Reduce our carbon footprint and become Carbon Neutral as per the obligations under our Climate Active Accreditation

A handwritten signature in black ink, appearing to read "Luke Reinehr".

Luke Reinehr
CEO & Chairman
Kalamazoo Resources Limited
Date: 1/4/2021