



Community and Stakeholder Engagement Policy

SW-POL-120

Seymour Whyte is committed to working with its stakeholders and the local communities where we operate to achieve practical, sustainable outcomes. This commitment extends across all levels of the company as we seek to continuously improve our performance in:

- Delivering industry best practice communication and engagement, in line with the *International Association for Public Participation (IAP2) Code of Ethics and Quality Assurance Standard* (standard is attached and is on [Yanara](#));
- Identifying, assessing and managing potential community and reputation risks; and
- Undertaking socially sustainable and responsible development.

To deliver on these commitments, we will:

- **Be prepared** — provide all necessary resources for the effective management of community and stakeholder engagement and ensure that employees have adequate understanding, skills and resources to be effective ambassadors for the company in the community;
- **Be proactive** — track and report on community and stakeholder engagement feedback, initiatives and lessons learnt to ensure continuous improvement;
- **Be open-minded** — actively look at all alternatives and ideas to address community and/or stakeholder issues, without

assumptions or pre-judgement;

- **Be inclusive** — engage the community and stakeholders early to consider their issues and needs in planning our work and seek opportunities to leave a positive legacy;
- **Be responsive** — respond to all community and stakeholder enquiries and complaints in a timely manner, and ensure every effort is made to resolve issues efficiently and equitably;
- **Be sensitive** — maintain confidentiality and show consideration for communities close to our work areas and minimise impacts through managing construction activities and staging; and
- **Honour all commitments** — ensure that commitments made to the community and stakeholders, including those by the decision-maker, are made in good faith and are followed through to completion and are appropriately documented.

Building a solid reputation and trust with communities and stakeholders is a team effort. It is up to everyone in our business to participate and play their part. As Directors, we are accountable for the implementation of this Policy and we personally empower everyone in our business to achieve our goals.



D Mackay | Chairman
July 2022



J Kirkwood | Managing Director and Chief Executive Officer