

Community Policy

Critical New Age Minerals Ltd is committed to making a positive and lasting impact: creating meaningful relationships and opportunities for our local stakeholders and suppliers, while sharing the benefits of mineral exploration and business with the communities in which we live and operate.

Licensees have a duty to consult with their community. The duty to consult is met when a licensee has:

- Established good ongoing information and participation channels with their identified community.
- Considered the community's views before making decisions that impact on people.
- Communicated how community input has contributed to decision making.
- Documented community consultation processes to demonstrate compliance.

Critical New Age Minerals Ltd does not view consultation as a duty, as we have a philosophy and a willingness to behave as good corporate citizens. We have a moral social responsibility to always respect all stakeholders and the environment.

Simply seeking consensus or agreement for a pre-determined position is communications or public relations rather than engagement.

Critical New Age Minerals Ltd consistently seeks to actively engage and promote community concerns and opinions into our decision-making processes.

We are dedicated to contributing responsibly to environmental, social and economic development of the places we live and operate, based on a foundation of mutual understanding and respect.

We want to ensure communities are given the opportunity to interact with us and provide feedback about our activities that impact or are important to them.

To achieve this, we will be guided by our core values:

- **Integrity** – We practice open and truthful communication; ensure community input contributes to decision making and outcomes; and provide feedback to stakeholders in a timely and considered manner.
- **Respect** - We recognise and value the rights, cultural beliefs, values and interests of stakeholders; and value the educational perspective the community can provide to us.
- We value the Aboriginal and Torres Strait Islander peoples as traditional custodians of the land, and recognise the diversity and richness of cultures, heritage, knowledge, languages and histories.
- **Transparency** – We endeavour to have clearly defined processes; provide accurate, balanced information, and actively encourage feedback on ways to improve this.
- **Accountability** – We are committed to continually defining and refining our processes and responsibilities; track and communicate our decisions; and follow through on our commitments.
- **Trust** – We believe trust is built over time and fostered through the above commitments. Our actions and communications are genuine, meaningful, and hope to develop and contribute to the broader community, as well as our own business.

Defining the Local Community

The members of a community with whom industry interacts can be broad and diverse. It usually involves the local community surrounding the project and will vary depending on who is affected and their interest in the project.

We consider 'community' as inclusive, as anyone on a local level, interested, affected, or impacted by our endeavours.

Identification of Stakeholders

We are committed to taking a proactive approach in identifying, considering, and consulting with stakeholders early to gauge and manage community expectations.

Transparency and open communication are our core values, and our decision-making process is informed with how we impact others.

As a systematic approach, Critical New Age Minerals Ltd seeks to identify, and map affected individuals or communities in the following order:

- Traditional owners and cultural groups
- Community surrounding the geographic location
- Those affected or interested in our activities
- Transport routes and other operational impacts and developments.

We strive to consider the physical, social, historical, cultural, and political aspects of our community. As well as recognise and utilise, the unique and valuable resource community members themselves are in this process.

While we consider and respect all community opinion and suggestion, sometimes needs and wants will differ from what the company is able to provide. To manage differences in expectations, we have developed, and consistently seek to improve, an engagement and consultation process that is timely, respectful, considered, transparent and fair.

Engaging with the community at an early stage, and establishing good communication channels and clear messages, we believe will assist in manage differences in expectations in a respectful and reasonable way.

Our engagement process allows us an understanding of issues from the community point of view. We seek to collect information and engage with stakeholders to build an understanding of the community's values, concerns, attitudes, and expectations.

In order to achieve this understanding, we:

1. **Start consultation early:** To instil confidence and trust, we believe proactive rather than reactive, is the most considered and respectful approach. Our relationships are important to us, and consideration is made to develop this over time.
2. **Focus on process more than outcomes:** It is not only important to us to have the community understand our intentions, but we are genuinely concerned with our impact and influence to the people and places we live and operate. We are keen to understand and contribute to, our own community. Feedback is actively encouraged and appreciated.
3. **Engage with the appropriate community representatives:** inclusivity of all community members attitudes and concerns is paramount to understanding our impact and making considered decisions.
4. **Decision communication transparency:** Being open with the community about and throughout our decision-making process, allows us to make balanced and informed decisions. This allows the flexibility to be reviewed based on feedback.
 - Scope of the decision or issue
 - What is known about it
 - How the decision will be made
 - What alternatives there might be
 - What is the preferred solution
5. **Respect** the privacy and confidentiality of stakeholders, especially where this may genuinely cause anxiety or concern.

We will continue to monitor, improve, and report our activities and performance.