



INDIGENOUS AUSTRALIANS POLICY

PURPOSE

Primero is committed to respecting the rights of Indigenous peoples and preserving their culture and customs in the communities in which we operate. Primero recognises that appropriate and authentic Indigenous engagement can contribute to the delivery of sustainable project outcomes, whilst also achieving significant community, social and economic benefits.

OUR AIM

The Primero Indigenous Engagement Strategy outlines our aim to embed genuine engagement with the Indigenous community through four engagement pillars:

- **Cultural Recognition and Awareness** – the understanding, value and recognition of Indigenous traditions, histories, knowledge and rights through cultural learning.
- **Indigenous Procurement and Subcontracting** – partnering with Indigenous businesses to support improved economic and social outcomes.
- **Indigenous Employment and Development** – providing sustainable employment and development pathways for future and existing Indigenous employees.
- **Community Involvement** – establishing and maintaining meaningful relationships with local Indigenous communities in the areas in which we operate.

These engagement pillars provide the foundation for Primero to meet our commitment to:

- Building a positive future for both Indigenous and non-Indigenous peoples together.
- Supporting outcomes that improve relationships between Indigenous and non-Indigenous peoples.
- Facilitating Indigenous employment opportunities and career development.
- Pursuing partnerships with communities and Indigenous groups on business opportunities that deliver shared social and economic benefits.
- Senior management support for cultural diversity and engagement across all levels of the business.

COMMITMENT TO OUR CLIENTS

This Policy applies to all Primero personnel and contractors across all projects and operations at all times. The Executive Leadership Team commits to the promotion of this policy and ensuring that employment, development and business opportunities for Indigenous peoples are embedded into our operations, while accompanied by relevant support programs.

Cameron Henry

Chief Executive Officer and Managing Director