

# Community & Stakeholder Relations

Policy

September 2023

PLS-POL-BM-001

## 1 PURPOSE

Pilbara Minerals Limited and its subsidiaries (PLS, the Group) values the communities in which it operates and works to ensure that it provides both direct and indirect meaningful benefits to local communities. The Group does this through responsible operations and ethical business practices, as well as a commitment to open, honest and timely communication. The Group recognises that delivering on this commitment is fundamental to its long-term success and to creating shared value.

PLS recognises the UN Guiding Principles on Business and Human Rights and acknowledges its responsibility to respecting human rights. This policy outlines PLS' approach to engaging, communicating with, and investing in local communities and stakeholders to build mutually beneficial relationships based on trust and respect.

PLS is committed to:

- Operating responsibly, ethically and being respectful
- Ensuring stakeholders are appropriately identified and prioritised
- Utilising appropriate and transparent communication, consultation and participation channels, recognising that stakeholders communicate and engage differently
- Developing, implementing and maintaining systems that identify, assess and manage impacts and risks
- Addressing grievances in a fair, timely and respectful manner
- Ensuring the needs and expectations of stakeholders are balanced with the Group's interests
- Engaging early to understand stakeholders' expectations, concerns and interests, particularly on environmental, social and economic impacts consistent with the principles of seeking Free, Prior and Informed Consent (FPIC)
- Encouraging and providing opportunities for local communities to actively participate in employment, education, training and business development activities arising from PLS' operations whenever practicable
- Sharing value with the community by investing in community programs, events and projects that align with the Company's community investment framework and priorities, and supports the community's needs
- Investigating any concerns of manipulation, bribery, or illegal conduct within PLS stakeholder engagement processes and taking appropriate corrective action; and
- Complying with statutory requirements and accepted industry standards.

This policy applies to all Pilbara Minerals' employees, subsidiaries, and contractors.

## 2 RELEVANT DOCUMENTS

- Anti-bribery and Corruption Policy
- Code of Conduct
- Community Investment Strategy
- Sustainability Policy
- Whistleblower Policy
- Stakeholder Grievance Procedure

## POLICY REVIEW

This policy has been approved by the Board and will be reviewed by Management every two years.

<b>Established</b>	17 March 2023
<b>Last Reviewed</b>	29 September 2023
<b>Frequency</b>	Every two years

**The Board of Directors**  
**September 2023**