



Kalbar Stakeholder Relations Policy

1. Introduction

Building relationships and working collaboratively and transparently with our local community, government, employees and investors is critical to our long-term success. We do this by engaging regularly, openly and honestly with people affected by our operations and by taking their views and concerns into account in our decision-making.

2. Policy objectives

This policy outlines Kalbar's intent to engage purposefully, honestly and effectively with all stakeholders and indicates the way in which we intend to achieve this.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants and any other party representing Kalbar wherever it operates across the world.

4. Policy statements

- We engage with our community and seek to understand the social, cultural, environmental and economic implications of our activities so that we can respond to concerns, reduce negative impacts and optimise benefits for the local community and the overall economy.
- We seek a social licence to operate through respect for stakeholder views and by building trust in Kalbar through its actions.
- We will engage with stakeholders in an open, honest and timely manner.
- We will be transparent in the provision of factual and consistent information.
- We incorporate the community's rights, values and cultural heritage in our decision making process.
- At all times we reflect Kalbar's values when engaging with our local community.
- We proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner.
- We effectively report and independently verify progress and performance.
- We will maintain adequate documentation of engagement and regulatory compliance
- We will work to enhance social and economic development by seeking opportunities to address local community needs.

5. To achieve these objective we will:

- consult with the community and proactively engage with our neighbours in an open and meaningful manner;
- ensure all stakeholders have access to information and opportunities to participate in the stakeholder engagement process;
- ensure communications materials for the community consultation process are concise and factual;
- utilise appropriate data validation and verification processes to provide public confidence in the information being reported;
- ensure all Kalbar representatives engage with our stakeholders in a manner that reflects this policy by treating all people with fairness and dignity;
- act as ambassadors for Kalbar ensuring that our behaviour always reflects positively on our own reputations and that of the company;
- seek to understand community values and respect them;
- actively seek stakeholder views and listen respectfully to their concerns;
- seek to work with relevant stakeholders to identify and address concerns and expectations and to maximise potential opportunities from our Company;



- commit to recruiting locally where possible and to working in partnership with our community to foster local economic development;
- source goods and services locally where possible;
- maintain a stakeholder database and record all interactions with stakeholders, including follow-up action to respond to stakeholder communications; and
- operate a community complaints and grievance process to acknowledge, investigate and document community concerns and complaints.

6. Policy Review

This policy will periodically be reviewed by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Kalbar Code of Conduct
- Kalbar Whistleblower Policy
- Kalbar Community Engagement Plan
- Misconduct Reporting Procedure

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	V.Hugo	Chairman: Brad Farrell	24.2.2020	Feb 2021