



COMMUNITY AND HUMAN RIGHTS POLICY

Rincon Resources is committed to creating positive legacies for communities within which we operate and supporting shared value and opportunities from our activities. We depend upon the communities where we work to support our business and to be successful, we will:

- Be respectful and build durable relationships with local communities
- Respect cultural heritage, traditional livelihoods and the beliefs of land connected communities
- Develop partnerships that enhance positive economic, environmental, and social outcomes

We will meet our social performance commitments through the implementation of a management system focused on:

- Respecting the dignity, wellbeing and human rights of employees and the communities in which we operate, as well as others affected by our activities
- Complying with all applicable legal and regulatory requirements and the United Nations Guiding Principles on Business and Human Rights as a minimum operating condition and respecting human rights as defined in the United Nations Universal Declaration of Human Rights
- Engage early, openly, honestly, and regularly with the communities impacted by our operations and consider their views in our decision-making
- Identifying social and community risks and for these to be eliminated or managed effectively in operations
- Provide the necessary training, education, information, and opportunity for participation for employees and contractors to understand their responsibilities in achieving good social and community practices
- Report transparently and in a timely manner on our community and social performance
- Continuously review and improve our social management system and performance

Gary Harvey

Managing Director

Date: 21/02/2022

Next Review Due: 01/02/2023