

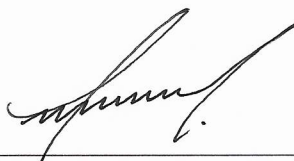
COMMUNITY POLICY

Mineral Sands Resources (Pty) Ltd ("MSR") is committed to building enduring relationships with our community stakeholders, characterised by ethical and moral investment based on respect, genuine partnerships and long-term commitment.

The key objective of MSR's investment initiatives is to provide community socio-economic upliftment with minimum impact to lifestyle and a long-term objective of sustainable legacy at the completion of its operations. We understand projects are set amongst communities with their own qualities and characteristics, and we recognise our partnerships must suit the needs of each respective community.

We achieve these objectives by:

- Assessing the demographic to understand the community members and stakeholders and engage early in meaningful communication.
- Respecting and acknowledging the local cultures and heritage, and considering community impacts when making decisions.
- Sharing the economic benefits with our local communities where possible by maximising local procurement and employment.
- Undertaking our activities in such a way that enhances community socio-economic wellbeing.
- Encouraging all employees to take responsibility for community relationships as well as providing the requisite capacity and resources to do so.
- Working with government agencies and other organisations to encourage wider participation in community development and to create transparency with regards to the economic benefits arising from our operations and projects.
- Empowering and supporting local people through culturally appropriate and gender balanced employment, preferred procurement, local business development and community development programs.



LUQMAN ACQUAH
General Manager

21/06/2021
Date

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