



## COMMUNITIES POLICY

Palabora Mining Company Limited has a long-term commitment to develop and maintain sound relations with neighbouring communities based on mutual respect and active partnership.

To achieve this core business objective, Palabora will:

- Ensure that all Palabora employees have a common understanding of the policy;
- Seek adherence to this policy by the contractors and suppliers providing a service to Palabora;
- Develop and maintain a cultural and socio-economic database of the communities within which the Company operates;
- Establish an ongoing consultation process that promotes consensus in the community towards a common vision and actions aimed at continuous improvement;
- Evaluate the effectiveness of current programmes and initiate appropriate new programmes;
- Develop the necessary skills of Palabora employees to deal effectively with community relations;
- Integrate communities policy implementation into the long-term objectives and corporate plans and establish quantifiable and appropriate reporting arrangements;
- Strive towards best practice, at all times, through information exchange with other group companies and authoritative sources.



Our key aim is to facilitate development of neighbouring communities to be more self sufficient and independent.



PALABORA MINING COMPANY LIMITED