

# First Nations Engagement

Policy

November 2024

PLS-POL-SS-006

## 1 PURPOSE

PLS Group Limited (PLS or the Company) and its subsidiaries (the Group) are committed to understanding and respecting First Nations peoples' rights, cultures, aspirations, perspectives, and interests, as set out by the principles of the United Nations Declaration on the Rights of Indigenous People. The Company recognises its responsibility to respect human rights and cultural heritage of the communities that may be impacted by its operations.

## 2 SCOPE

This policy applies to all directors, officers, and employees of the Company. PLS aims to work with agents, suppliers, contractors, business partners and joint venture partners, and share in these commitments by encouraging them to act in accordance with this policy.

## 3 OUR COMMITMENT

PLS will:

- Comply with applicable laws and regulations relevant to the rights, interests and obligations of First Nations peoples and their communities.
- Seek to actively engage and consult with First Nations peoples early and regularly in a culturally appropriate, meaningful, open, honest, and mutually respectful and beneficial manner consistent with the principles of Free, Prior and Informed Consent (FPIC).
- Seek the effective representation and participation of First Nations peoples, in decisions relating to matters that would affect them.
- Engage with First Nations peoples to ensure the identification, assessment and preservation of cultural heritage, lands and communities.
- Provide grievance mechanisms for feedback, complaints or concerns.
- Promote socio-economic opportunities for First Nations peoples through employment, business development and local community investment.
- Avoid involuntary relocation or resettlement through the Company's operations consistent with government regulations and conditions.
- Provide regular staff training on First Nations engagement practices and cultural awareness.
- Maintain transparent practices, ensuring regular and transparent disclosure regarding the implementation of this policy.

## POLICY HISTORY

This Policy will be reviewed by management and the Board on a two-yearly basis and amended as required.

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| <b>ESTABLISHED</b>   | 25 November 2024 |
| <b>LAST REVIEWED</b> | 25 November 2024 |
| <b>FREQUENCY</b>     | Every two years  |

**The Board of Directors**  
**November 2024**