

Cultural Heritage Policy

Purpose

The purpose of this policy is to ensure the respect and protection of the cultural heritage associated with the areas and sites we operate.

Definitions

“Personnel” shall mean:

- all directors, senior executives, employees and officers of the Company;
- contractors (including sub-contractors) occupying permanent or part time fixed term contracts;
- consultants or suppliers of goods or services and their employees; or
- third parties including intermediaries and associates.

Scope

This policy applies to all Federation Mining Personnel

Oversight & Enforcement

Our approach to the respect and protection of cultural heritage is an embedded priority across the organisation. We will apply our Risk Management frameworks to manage our approach to all cultural heritage risks and aspects.

The implementation of this policy will be monitored by the Vice President responsible for Sustainability. The Board will be provided with regular reports on progress and performance.

This policy will be subject to regular periodic review which as a minimum will be conducted annually.

Cultural Heritage Principles

Federation Mining will achieve the purpose of this Policy by:

- Demonstrating good corporate governance and comply with local laws and regulations relating to cultural heritage
- Engaging and fostering positive, constructive relationships with our stakeholders
- Seeking to consult with stakeholders regularly on matters relating to cultural heritage
- Undertaking participatory and inclusive social, archaeological and environmental impact assessments
- Protecting cultural heritage associated with our sites
- Actively engage with Indigenous & Traditional Owner groups in relation to issues of cultural heritage
- Operating at the highest standards of financial and ethical behaviour
- Supporting the preservation of cultural heritage through implementing a framework for identifying, documenting and managing aspects of cultural significance
- Ensuring procedures implemented focus on the identification, reporting, recording and protection of any previously unidentified sites during exploration, development, expansion and construction work
- Incorporating cultural and heritage site information into site training, including new hire inductions and refreshers

By operating under these principles, we will maintain and enhance our social licence to operate as we strive to become an industry leader in sustainable mining and exploration. This policy should be read in conjunction with the Federation Mining Sustainability Policy and Integrated Management System.

Signed: Mark Le Messurier

Mark Le Messurier

Managing Director

November 2021