

## INDIGENOUS PEOPLES POLICY

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### Scope

Andromeda Metals Limited (Andromeda) recognises that its operations are conducted on land under the custodianship of Aboriginal and Torres Strait Islander peoples.

Andromeda acknowledges the customs, traditions and language of Australia's Indigenous Peoples and is committed to working with them to identify, protect and conserve evidence of the ancient and continuing occupation of Aboriginal and Torres Strait Islanders in Australia.

This policy applies to all employees, contractors, suppliers and visitors.

### Our commitment

Andromeda recognises and respects the rights of Indigenous Peoples and acknowledge their right to maintain their culture, identity, traditions and customs.

Andromeda is committed to:

- Foster a trusting, respectful and co-operative relationship with Aboriginal and Torres Strait Islanders who may have interests in areas where Andromeda operates.
- Listen to Aboriginal and Torres Strait Islander people and their advisors about the importance of places and objects and discuss how these places and objects can be protected.
- Communicate in an honest and open manner with Aboriginal and Torres Strait Islander people and their representatives.
- Negotiate in good faith consultative agreements with Aboriginal and Torres Strait Islander communities and their representatives.
- Respect the unique Aboriginal and Torres Strait Islander heritage by protecting sites of cultural significance.
- Have regard for diverse views and perspectives.
- In collaboration with Indigenous Peoples and their representatives, identify and act upon prospects for economic opportunity including training, employment or procurement for local Indigenous and Torres Strait Islander peoples.
- Encourage our directors, employees, suppliers, consultants and contractors to respect the interests of Aboriginal and Torres Strait Islander people.
- Comply with State and Federal regulation

**Governance**

This policy has been approved by the Andromeda Metals Limited Board of Directors and the Executive Management Team are responsible for regularly reviewing the effectiveness of this policy.

**Date:**

19 May 2021

Date	Version	Changes Made/Reasons for Changes	Changed By