



## COMMUNITIES POLICY

At AMMAN, our community policy is driven by our vision to be the most thoughtful and progressive technology company in natural resources and our mission to reimagine how our world works. We understand that our success goes hand in hand with the well-being of the communities around us.

AMMAN acknowledges the pivotal role that mine-adjacent communities play across all our business activities, from exploration, mining, processing, to closure and rehabilitation. It is only right that we should also seek broad-based community support for our operation by engaging in a meaningful, inclusive, and durable dialogue with our neighbours.

We recognize that our activities directly and indirectly affect mine-adjacent communities, their livelihood, and resources. As a result, we take specific measures to monitor, minimize, and manage our impacts on the community. At the same time, we consult with affected communities to identify their needs and set aside time and resources to contribute to community development.

AMMAN respects and embraces the importance of culture, heritage, and traditional rights wherever we operate. We take care to identify Indigenous Peoples around our operations and ensure that engagements with them involve culturally appropriate representative bodies and adhere to the principle of Free, Prior, and Informed Consent (FPIC). We support the identification, recording, and protection of indigenous cultural heritage sites.

Should land acquisition or resettlement become necessary due to our activities, we are committed to exploring alternative project designs which require fewer changes to the landscape and minimize environmental impact as well as physical/economic displacement. We strive to implement a resettlement action plan that fairly compensates affected communities and addresses residual adverse impacts.

We regularly monitor relations with our neighbours and aim to improve our social performance in line with societal expectations and industry best practices. We provide employees and contractors with training and resources to ensure culturally appropriate and respectful behaviour, and undertake disciplinary measures as required for behaviour that does not meet these standards. We establish effective grievance mechanisms for our surrounding communities and stakeholders to provide effective access to remedy for any adverse impacts due to our activities.

All directors, employees, business partners, and visitors are required to consider the full scope of their potential impacts on the community in which they are working; avoid behaviour and activities that could negatively impact on the community; report all community complaints to Management; and support actions to address community concerns.

These commitments are consistent with AMMAN's Vision, Mission, and Core Values, are approved by company directors, and are promoted and championed by senior management.



Alexander Ramlie, President Director