

COMMUNITY ENGAGEMENT POLICY

Evolution Mining Limited ("**Evolution Mining**" or the "**Company**") has a strong corporate culture and commitment to proactively and positively engage with the communities in which we operate. We recognise the need to proactively consult and understand the values, needs, beliefs, traditions and sensitivities of the communities in which we operate.

Our Community Engagement Policy is built upon principles of respect for diversity of culture, ethnicity, age, gender and ability. Our community-focused programs are built around the belief that working collaboratively leads to more appropriately targeted and sustainable social initiatives.

We commit to the following when planning and implementing social initiatives in order to deliver lasting benefits to communities and other key stakeholders;

- Active promotion of sound community engagement practices to all Evolution Mining staff, regardless of their role or position.
- Active participation and liaison within the community to foster long term relationships and develop mutual understanding, trust, cooperation, and respect.
- Support for the development and implementation of best practice sustainable social initiatives in partnership with community leaders and representatives – from initial planning through to implementation and evaluation.
- We will respect the history, cultural heritage and diversity within the communities in which we operate and this will be reflected in our program design and approaches.
- The establishment of effective communication between communities and the Company. This includes maintaining a high level of access to senior management for traditional and community leaders and appropriately recruited and trained Evolution Mining staff allocated to specific community liaison roles.
- Establishment of best practice participatory community project management systems, and involvement of community representatives at all stages of the program cycle. Evolution Mining will seek community input as we monitor, assess and manage existing and potential impacts on communities in and around our operations.
- We will communicate, educate and increase awareness of the diversity of community beliefs, traditions, sensitivities and values to our employees and contractors, and will mainstream respectful and collaborative engagement strategies throughout our operations.

Jake Klein
Executive Chairman
Evolution Mining Limited