



## Community Policy

Ivernia recognises that fostering good relationships with all stakeholders is essential to our sustainable operation and development. We are committed to promoting active and positive partnership and mutual respect with the communities in which we operate.

To achieve this commitment and be a trusted corporate citizen, Ivernia will:

- Value and respect human rights of all stakeholders.
- Recognise that each community is unique, and respect and protect local values, rights, cultures and traditions of each community.
- Provide accurate and transparent information on our business plans, activities, and other issues of community interest to all related stakeholders, where appropriate.
- Actively seek input from both internal and external stakeholders, and respond to them in an honest and timely manner.
- Commit to support sustainable development of communities by giving thoughtful consideration to both positive and negative impacts of mining development, production and closure.
- Ensure all employees and contractors are informed of and behave in accordance with this policy as well as all applicable regulations and codes of conduct.
- Continuously monitor, report and improve our activities and performance.

Alan De'ath

President and Chief Executive Officer

Ivernia Inc.

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