



PALADIN ENERGY LTD

ACN 061 681 098

COMMUNITY RELATIONS POLICY

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1. APPLICABILITY

This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants and advisers,

of Paladin Energy Ltd and Paladin group companies and any joint ventures under Paladin's operational control, collectively referred to as Paladin.

2. OBJECTIVES

In its statement of core values, Paladin affirms that it exists to create shareholder wealth by becoming a major uranium supplier and this should be achieved by:

- working safely, with due regard to employees' welfare and the environment;
- respecting the attitudes and expectations of host communities;
- acting with integrity, honesty and cultural sensitivity; and
- contributing to the growth and prosperity of host countries through community development.

Paladin believes that mining and mineral processing activity can play a central role in sustainable community development by acting as a catalyst for positive economic and social change.

When operating in overseas jurisdictions, Paladin acknowledges the importance of understanding that it is operating in a "visitor" capacity in the country of interest and must engage with due respect in all interactions.

Paladin aims to achieve a balance between the economic, environmental and social needs in all phases of its projects.

3. STRATEGY

Paladin's community relations' objectives will be achieved by:

- (a) adhering to the laws and regulations of host countries;
- (b) respecting and responding to local customs, traditions and cultures, unless these are at variance with Paladin's policies and standards;
- (c) contributing to local economic development of communities;
- (d) being open and transparent in all communications and dealings with communities and responding in a timely fashion to any community-based grievances;
- (e) establishing grievance mechanisms for all stakeholders where community related complaints can be received and addressed;
- (f) investing in projects that are of mutual benefit to Paladin and the community;
- (g) ensuring that any resettlement that cannot be avoided is undertaken in compliance with local laws and such that resettled parties are constructively engaged and fairly treated with the principles of free prior informed consent and consultation;
- (h) embracing sound principles of local procurement and employment that contributes to local economic development;
- (i) encouraging, where practical, suppliers and contractors to adopt the same or similar policies, standards and practices; and
- (j) undertaking activities in a manner that is conducive to ensuring that the local operating company is, and remains, a responsible member of the community.

4. RESPONSIBILITIES AND REVIEW

The Board and Managing Director/CEO of Paladin are accountable for ensuring this Policy is implemented. This Policy will be reviewed regularly and updated as required.

Date adopted: 21 May 2013

Last amendment: 18 May 2015

Last review: 5 June 2020