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COMMUNITY AND INDIGENOUS PEOPLES POLICY

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1 PURPOSE

The Community and Indigenous Peoples Policy describes the approach of Paladin Energy Ltd (**Paladin**), its personnel, and all subsidiaries to building respectful, long lasting and mutually beneficial relationships with local communities and Indigenous peoples where we operate.

It outlines the way we engage with stakeholders and rightsholders, understand and manage our social impacts, and contribute to socio-economic development.

2 SCOPE

This Policy applies to each of the following individuals (collectively, **Paladin Personnel**):

- (a) executive and non-executive directors (**Directors**);
- (b) full-time, part-time and casual employees (**Employees**); and
- (c) contractors, suppliers, consultants, agents, representatives and advisers (**Contractors**) of Paladin, Paladin group companies and any joint ventures under Paladin's operational control.

3 OBJECTIVES

Establishing and maintaining community understanding and acceptance of our activities is fundamental to Paladin's success. We believe that local communities and Indigenous peoples affected by our operations should have access to open, transparent and timely information, be meaningfully engaged, and realise socio-economic opportunities and benefits from our activities.

Paladin recognises the unique rights, cultures and histories of Indigenous peoples, as well as their distinct interests and concerns. We respect and uphold Indigenous rights throughout the lifecycle of our operations that take place on the lands of Indigenous peoples and seek to develop partnerships that promote ongoing communication, relationship building, engagement, and socio-economic benefits for Indigenous communities.

4 COMMITMENTS

Paladin's objectives are achieved by:

- Early, open and respectful engagement with local communities and Indigenous peoples to understand and respond to their interests, priorities, and concerns.
- Being guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) including seeking free, prior, and informed consent.
- Respecting the social, economic and cultural interests of local communities, including Indigenous peoples, and building cultural awareness across our projects and operations.
- Ensuring that adverse social impacts associated with our operations are identified, assessed and avoided or mitigated.
- Contributing to social and economic development, including through training, local employment, business participation and local procurement.



- Having community investment programs that support the needs and priorities of local communities.
- Monitoring, evaluating and disclosing the Company's social performance and progress in delivering on the commitments we make to local communities and Indigenous peoples.
- Maintaining formal grievance and dispute resolution mechanisms to record and respond to complaints in a fair, constructive and timely manner.

5 RESPONSIBILITIES

- (a) All Paladin Personnel are expected to support and comply with this Policy.
- (b) The Board is accountable for ensuring the Policy is properly implemented and resourced.
- (c) Management is responsible for ensuring that relevant management measures are integrated into daily work practices.
- (d) Paladin may review, amend, or revoke this Policy at any time.

Note: All references to the Chair of the Board, Chief Executive Officer, Company Secretary and Chief Financial Officer refer to those officers of Paladin Energy Ltd.

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