

COMMUNITY POLICY

At GEM, top management are dedicated to fostering a strong relationship with the local community and ensuring the protection of heritage areas, especially those of cultural significance to First Nations people. We are committed to ongoing engagement, collaboration, and improvement to ensure the sustainable coexistence of our activities. Striving to achieve a harmonious balance between conducting effective ground electromagnetic geophysics surveys and preserving the heritage and cultural significance of the areas in which we work.

GEM crews work closely with local stakeholders to ensure a positive relationship is established. With an aim to keep open communications regarding our planned activities and reduce the impact of our activities as much as practicable. GEM personnel understand the importance of fostering mutual respect, understanding, and shared benefits.

GEM's Heritage Management Plan includes:

1. Heritage Assessment:

- We collaborate with our clients to assess the areas where our ground electromagnetic geophysics surveys are planned, identifying potential heritage sites and areas of cultural significance;
- We align our work with the requirements of the client's conservation management plans for each project, ensuring adherence to the relevant guidelines specific to the area of operation, and
- We engage in active consultation with local First Nations communities through on-site ceremonies, information sessions, and the appointment of survey monitors on certain projects, enabling us to gain insights and incorporate community perspectives.

2. Consultation and Collaboration:

- We recognise the importance of consultation and collaboration with First Nations communities, valuing their participation in the decision-making processes related to exploration and ongoing surveys, and
- We actively seek input from onsite community members, Elders, and cultural heritage representatives to ensure their perspectives and knowledge are integrated into our practices and decision-making.

3. Protection and Mitigation Measures:

- We implement controls to protect heritage areas, areas of cultural significance and agricultural areas that are identified during the assessment process;
- Working closely with our clients, we establish appropriate mitigation measures to avoid or minimise any potential impacts on cultural heritage sites and values, and
- We regularly review and update our mitigation measures to ensure their ongoing effectiveness and compliance with applicable regulations and agreements.

4. Training and Education:

- We ensure that comprehensive training and education is undertaken by our employees as required by the project/ client creating an opportunity for understanding the importance of cultural heritage, land protection and sensitivity. This enables team members to be better equipped with knowledge about cultural protocols, practices, and heritage values associated with the areas in which we operate, and
- We encourage continuous learning and awareness-building to foster a culture of respect and preservation of cultural heritage.

5. Compliance:



- We uphold our commitment to comply with all relevant legislation, regulations, and agreements pertaining to heritage protection and cultural heritage management;
- Regular consultation with our clients allows us to align our heritage management controls with their expectations and make improvements as necessary, and
- We conduct reviews in consultation with our client to ensure that surveys are conducted in line with regulatory requirements, conservation management plans and community expectations. This evaluation process benefits best practice by creating opportunities for improvement regarding current, ongoing and future projects.

Approved by Ben Morgan

Managing Director

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