

SUDBURY
INTEGRATED NICKEL
OPERATIONS
A GLENCORE COMPANY

Community Policy

At Sudbury Integrated Nickel Operations, and aligned with Glencore's HSEC and Human Rights Policy, Social Performance, and Cultural Heritage Standards, we strive to achieve a reputation for social responsibility by contributing to the social, economic, and institutional development of the communities within which we operate.

Our community engagement practices will be characterized by open and honest dialogue with stakeholders through effective, transparent consultation and communication.

Our health and safety, environment and community management systems enable us to work constructively with governments, local authorities, academia, community representatives, non-governmental organizations (NGOs) and other stakeholders.

We will:

- Build open and honest relationships with the community in which we operate
- Establish fair and equitable processes for engagement with relevant Indigenous groups and local communities as per our Stakeholder Engagement Plan and Agreements
- Respect the human rights of our workforce, communities and other stakeholders
- Communicate and report regularly on our performance in relation to economic, health, safety, environment and community targets and objectives
- Support sustainable community initiatives that are aligned with Glencore's Values and code of conduct
- Foster local economic development by supporting local businesses and by providing employment opportunities
- Record, investigate and respond to community concerns in a proactive, timely and professional manner
- Consider the needs of our communities during the planning, operational and decommissioning stage of each project and operation

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Peter Xavier

Vice President,

Sudbury Integrated Nickel Operations

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