

CULTURAL HERITAGE POLICY

1. PURPOSE

BCI Minerals Limited and its subsidiaries (the Company) are committed to respecting, protecting, and appropriately managing Aboriginal cultural heritage. The Company recognises the enduring cultural, spiritual and historical connection of Aboriginal people to land and water and is committed to working collaboratively and productively with Traditional Owners on whose land our activities occur.

2. POLICY STATEMENT

We will:

- Respect and protect cultural heritage by implementing systems and processes to identify, document and manage aspects of cultural significance.
- Commit to engage with Traditional Owners consistent with the principles of free, prior and informed consent (FPIC).
- Carry out activities in a manner that avoids or minimises impacts to cultural heritage wherever practicable. Where disturbance cannot be avoided, we will work collaboratively with Traditional Owners to manage and implement appropriate mitigations.
- Demonstrate good corporate governance through compliance with relevant legislation, approvals, agreements and Cultural Heritage Management Plans.
- Ensure procedures focus on the identification, reporting, recording and protection of identified sites during exploration, development, expansion and construction work.
- Work with Traditional Owners to ensure cultural heritage issues and activities are managed in a culturally appropriate and sensitive manner.
- Engage and consult with Traditional Owners during all phases of project development, implementation and closure.
- Engage Traditional Owners to invite their participation in heritage surveys and environmental monitoring programs on country.
- Maintain open communication with Aboriginal people and Traditional Owner groups.
- Provide all employees and contractors with cultural awareness and cultural competency training, delivered in partnership with Traditional Owners where practicable.
- Incorporate cultural and heritage site information into site training, including inductions and refreshers.
- Support Aboriginal people and Traditional Owners in the development and implementation of commercial and business opportunities and initiatives that strengthen long-term capability.
- Communicate this policy to all BCI employees and make it available on the BCI website.

- Communicate to contractors BCI's expectation that they will comply with this policy and applicable legislation and agreements.
- Periodically review this policy to ensure it remains current and aligned with legislation, agreements and best practice.

DOCUMENT CONTROL

1	18 June 2026	Issued for Use	E Goegan	Board
0	5 May 2022	Issued for Use	J Fell	Board
Revision	Date	Description	Author	Approver
DOCUMENT NUMBER:		BCI-ESM-POL-002	Total Pages: 2	

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