

## **Our Approach to Aboriginal and Torres Strait Islander Peoples' Cultural Heritage**

We acknowledge the challenges in articulating a global approach to cultural heritage and using broad terms to describe what is a diverse and evolving area. This approach focuses only on Aboriginal and Torres Strait Islander Peoples' cultural heritage. Separate approaches will be developed for other South32 operating regions. In all cases, we are committed to work with all stakeholders and we comply with local laws and regulations including those relating to the protection of all forms of cultural heritage.

### **Acknowledgments**

South32 acknowledges and respects the cultural values, heritage, laws, lore and traditions of the Aboriginal and Torres Strait Islander Peoples' of the lands and waters, on which we operate. Aboriginal and Torres Strait Islander Peoples' have a distinct spiritual connection with landscapes, waterways and rivers and that their cultural values, traditions, lore and customs are an integral part of their identity which is passed down to future generations.

We acknowledge that cultural heritage can be tangible (such as artefacts, natural landscapes, buildings) and intangible (such as language, stories, connectedness, rituals, beliefs, cultural landscapes and customs). We acknowledge the significance of cultural heritage is defined by reviewing aesthetic, historical, scientific, social and spiritual value; considered individually or holistically across a landscape; and can be an evolving process as new information is uncovered.

We respect the collective rights of Aboriginal and Torres Strait Islander Peoples, including the right of self-determination, the right to enjoy and maintain their traditional knowledge, distinctive spiritual practices and traditional way of life.

### **Our Principles**

In our approach to engaging with Aboriginal Torres Strait Islander Peoples in respect of cultural heritage, we are guided by the following principles:

1. We will engage with Aboriginal Torres Strait Islander Peoples throughout the life of our operations, including from exploration, project studies, construction, operations and mine closure, to create shared value. Our engagement with Aboriginal and Torres Strait Islander Peoples will be sensitive to and respect any cultural protocols.
2. We will engage with Aboriginal and Torres Strait Islander Peoples to identify, survey and map cultural heritage, together with broader conservation and rehabilitation efforts.
3. The Vice President Operations, supported by other senior management, have accountability for the management of cultural heritage and for building meaningful relationships with local communities, including Aboriginal and Torres Strait Islander Peoples.
4. We will assess and manage our approach to cultural heritage in consultation with the appropriate Aboriginal and Torres Strait Islander Peoples as follows (in the following order):
  - identify cultural heritage and values;
  - assess risks and potential impacts;
  - where possible, avoid adverse impacts to cultural heritage;
  - mitigate, minimise and manage impacts (such as efforts to rehabilitate, restore or relocate); and
  - monitor, evaluate and report on our performance.

Where impact to critical cultural heritage<sup>1</sup> is unavoidable, we will work to obtain the free, prior and informed consent of the impacted Aboriginal and Torres Strait Islander Peoples.

5. We will work with impacted Aboriginal and Torres Strait Islander Peoples document our agreements, together with developing cultural heritage management plans.
6. We will make available and regularly review, our community complaints and other “Speak Up” processes so that Aboriginal and Torres Strait Islander Peoples know, trust and can use them to provide feedback, complaints or concerns. In no circumstances will we restrict an individual from speaking out about cultural heritage.
7. In line with our Community Investment Approach (which focuses on the areas of education, economic participation, health and social wellbeing, and natural resource resilience), we will invest in initiatives to protect the cultural heritage of Aboriginal and Torres Strait Islander Peoples, such as promoting better access to country, reconciliation, conservation of cultural heritage and traditional livelihoods.
8. We will provide training for employees and contractors to increase their cultural awareness as well as their understanding of cultural heritage. Where possible, we will develop these in partnership with Aboriginal and Torres Strait Islander Peoples.

We tailor our approach to the individual context at each location where we work. Where differences exist between our approach and local laws, we apply the higher standard of conduct. Our approach is guided by the following international standards:

- International Finance Corporation Performance Standards (specifically Standards 7 and 8);
- International Council on Mining and Metal 10 Principles and International Council on Mining and Metal Position Statement on Indigenous People and Mining;
- ILO Convention No. 169 on Indigenous and Tribal Peoples;
- United Nations Declaration on the Rights of Indigenous Peoples;
- United Nations Guiding Principles on Business and Human Rights;
- United Nations Educational, Scientific and Cultural Organization (UNESCO) Convention Concerning the Protection of the World Cultural and Natural Heritage;
- UNESCO Convention for the Safeguarding of the Intangible Cultural Heritage; and
- Australia ICOMOS Charter for Places of Cultural Significance (Burra Charter).

Our Approach applies to all directors, management, employees, contractors and third parties who act on behalf of South32. We endeavour to influence our non-controlled joint ventures to adopt standards of conduct consistent with ours and as relevant to that joint venture.

Our approach to Aboriginal and Torres Strait Islander Peoples’ Cultural Heritage was released in May 2021 and applies to our Australian based operations and joint ventures. We will continue to develop and improve systems and processes as necessary, to embed these principles in the way we do business.

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<sup>1</sup> As defined in International Finance Corporation Performance Standard 8