

OUR APPROACH TO **ENGAGEMENT** WITH INDIGENOUS, TRADITIONAL AND TRIBAL PEOPLES



We recognise that respectful relationships with Indigenous, Traditional and Tribal Peoples¹ are built over time, and that good faith engagement is essential to enable meaningful participation in decisions that may affect their rights.

We operate globally in areas where Indigenous, Traditional and Tribal Peoples have enduring cultural, historical and relational connections to land, waters and territories.

We recognise that our activities have the potential to result in both positive and negative impacts on the rights of Indigenous, Traditional and Tribal Peoples, and that historical and ongoing marginalisation and power imbalances can heighten the risk of adverse impacts on their rights.

Our commitment

We are committed to respecting all internationally recognised human rights². Our approach is guided by the aims of the UN Declaration on the Rights of Indigenous Peoples.

We recognise Indigenous, Traditional and Tribal Peoples as distinct rightsholders³, with their own cultures, identities, governance systems and decision-making processes.

We aim to build lasting and respectful relationships with Indigenous, Traditional and Tribal Peoples that support good faith engagement, meaningful participation in decisions that may affect their rights and reconciliation initiatives.

Meeting our commitment

We seek to meet our commitment by embedding respect for Indigenous, Traditional and Tribal Peoples' rights into our governance and business practices, including by:

- applying the principles and processes of free, prior and informed consent to new projects and material changes to existing projects, through relevant engagement, due diligence and agreement-making processes
- identifying potentially impacted rightsholders and engaging meaningfully with them in culturally appropriate ways
- conducting human rights due diligence to identify actual and potential impacts on their rights
- for new projects and material changes to existing projects where it is not feasible to avoid adverse impacts on their rights, working with rightsholders to reach agreement on the management of those impacts
- providing access to culturally appropriate grievance mechanisms to enable concerns to be raised and remedy sought
- supporting and contributing to outcomes shaped by the priorities and aspirations of Indigenous, Traditional and Tribal Peoples
- building the capability needed within our business to implement our commitment consistently and effectively.



Learn more in Our Approach to Human Rights, available at www.south32.net.

¹ Informed by definition and characteristics described in Article 1 of ILO No. 169 on Indigenous and Tribal Peoples.

² Our commitment to respecting internationally recognised human rights is set out in the Sustainability Policy and the Our Approach to Human Rights.

³ For the purposes of this document, 'rightsholders' refers to Indigenous, Traditional and Tribal Peoples whose rights may be impacted by South32's activities or business relationships.

Our management approach

Our approach reflects our corporate commitment to respect human rights, which exists alongside the duty of the State to protect these rights, including those of Indigenous, Traditional and Tribal Peoples. We implement our approach through our engagement, relationships, practices and processes.

Through meaningful engagement, we aim to understand and learn from the perspectives, knowledge and lived experience of Indigenous, Traditional and Tribal Peoples. We recognise that what we learn shapes how we operate, in ways appropriate to the community and context, and informs how we implement and revise our approach over time.

Engagement, meaningful participation and due diligence

We engage with Indigenous, Traditional and Tribal Peoples with the aim of ensuring approaches are culturally appropriate, inclusive and grounded in good faith to understand and manage impacts to their rights and to support their meaningful participation in decisions that may affect their rights.

- We identify rightsholders who may be impacted by our activities.
- We seek to engage early and throughout the project or activity lifecycle to inform our baseline understanding, impact assessment and ongoing due diligence.
- We aim to engage in ways that mitigate the risk of further marginalisation and support their safe, meaningful inclusion, particularly of Indigenous, Traditional and Tribal Peoples in vulnerable situations.
- We support their informed participation by providing access to information about our activities and potential impacts in culturally appropriate and accessible ways.
- We conduct and maintain human rights due diligence to inform our understanding of rightsholders with a view to avoiding where feasible or mitigating adverse impacts on rights, proportionate to the potential scale and significance of impacts.
- Where due diligence does not identify potential adverse impacts on their rights, we continue to engage in a manner appropriate to their context, to build respectful relationships, and identify participation and development opportunities.
- Where due diligence identifies potentially impacted Indigenous, Traditional and Tribal Peoples living in voluntary isolation or initial contact, we do not authorise business activities impacting them without heightened internal scrutiny.

Managing impacts and agreement-making

For new projects and material changes to existing projects where it is not feasible to avoid adverse impacts on the rights of Indigenous, Traditional and Tribal Peoples, it is our intention to work with them to reach agreement on how those impacts will occur and be managed.

Our agreement-making activities with rightsholders are designed to apply the principles and processes of free, prior and informed consent and are intended to:

- align with their self-determined governance and decision-making processes, including customs and cultural protocols
- enable consent to be freely given or withheld by them.

Where agreement is achieved, we aim to document the relevant outcomes of engagement and negotiation, including the consent provided as part of the process. By way of example, an agreement of this nature may include:

- impact mitigation and management measures
- arrangements for monitoring and review
- benefit-sharing, reflecting local context and rightsholders' aspirations and priorities
- a redress mechanism for potential infringements of the agreement.

If agreement is not achieved, we seek to resolve differences through continued engagement and other context-appropriate measures, which may include third-party facilitation, expanded consideration of feasible alternatives, additional due diligence and strengthened mitigation measures.

While our aim is to achieve agreement, where agreement is not achieved, after expanded engagement and consideration of feasible alternatives, any decision to proceed is subject to heightened internal scrutiny. Such decisions are informed by an assessment of relevant risks (including potential impacts on Indigenous, Traditional and Tribal Peoples' rights and the effectiveness of proposed mitigation measures).

Access to remedy

We provide access to grievance mechanisms⁴ to enable Indigenous, Traditional and Tribal Peoples to raise concerns and seek remedy where we have caused or contributed to an adverse impact to them. These mechanisms are intended to be culturally appropriate, safe and responsive to local context.

Capacity building

We support our people with training, guidance and access to expertise to build capability to engage with Indigenous, Traditional and Tribal Peoples. Where appropriate, we also support Indigenous, Traditional and Tribal Peoples' capacity to engage with us and to participate meaningfully in decision-making and agreement-making processes.

Knowledge and cultural heritage

We respect Indigenous, Traditional and Tribal Peoples as the holders of cultural and traditional knowledge and use that information only in accordance with the terms under which it is shared with us. This may include cultural and other knowledge shared to inform engagement, decision-making, impact assessment, agreement-making and participation.

 Learn more in Our Approach to Cultural Heritage available at www.south32.net.

What guides us

Our approach is guided by global standards and initiatives including:

- United Nations Declaration on the Rights of Indigenous Peoples
- United Nations Guiding Principles on Business and Human Rights
- International Finance Corporation Performance Standards (specifically Standards 7 and 8)
- ICMM's Mining Principles and Performance Expectations
- ICMM Indigenous Peoples and Mining Position Statement (2024)
- International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples.

Governance

Our Board has ultimate responsibility for our Company's governance and strategic direction. The Sustainability Committee assists the Board in its oversight of our sustainability management, performance, assurance and reporting practices.

Management accountability for social performance, including engagement with Indigenous, Traditional and Tribal Peoples, is assigned to our Chief Legal, External Affairs and Sustainability Officer.

Our commitment to respecting all internationally recognised human rights is underpinned by our Board-approved Sustainability Policy and Code of Business Conduct and is implemented through our internal performance standards, supplemented by procedures that account for local and regional operating conditions and regulatory requirements.

Where local laws do not fully align with the management approach outlined in this document, we will comply with applicable law and, where practicable, seek to apply additional measures consistent with our commitment to respect the rights of Indigenous, Traditional and Tribal Peoples.

⁴ Consistent with the United Nations Guiding Principles on Business and Human Rights effectiveness criteria.

Application

This document summarises our approach to engagement with Indigenous, Traditional and Tribal Peoples across operations under South32's operational control. This approach does not extend to operations in which South32 has an ownership interest but does not have operational control.

This approach was approved for publication by our Chief Legal, External Affairs and Sustainability Officer in August 2026. It will be reviewed as necessary, so it remains relevant and appropriate.

To learn more

Further information on our engagement with Indigenous, Traditional and Tribal Peoples, including performance and progress, can be found on our Sustainability page and in our Annual Reporting Suite at www.south32.net.