

COMMUNITY POLICY

In this Community Policy, Molycop means any company or business within the Molycop group of companies and businesses, including any other companies and businesses that may be acquired by, or form part of, the Molycop group, from time to time.

Molycop's primary operations include steelmaking from scrap metal sources, the manufacture of intermediate and finished steel products, and the distribution and sale of metal and chemical products. Molycop seeks to improve business sustainability by valuing environmental, social and economic considerations in its decision-making.

As an organization, Molycop strives to be a trusted, respected, and valued member of the communities in which we operate and regarded as an organization who takes its obligations seriously and who constantly works to make a positive and lasting contribution.

We believe in developing strong, enduring and mutually beneficial relationships with the communities where we do business and contribute to their economic and social development.

To achieve this, Molycop will:

- comply with applicable laws, regulations, and all voluntary commitments to which Molycop subscribes wherever we operate
- establish an open, accessible, and transparent process to enable people and communities to raise and proactively resolve concerns
- respect the cultural heritage, customs and traditions of our host communities including those of indigenous people and their special connection to local lands and waters
- provide all employees and contractors with an understanding of the business' community context and commitments via induction and awareness sessions
- undertake community initiatives, in partnership with our stakeholders that reflect community priorities
- identify and strive to minimise adverse social and environmental impacts of our business interests
- build a workforce that includes and represents the diverse communities in which we operate
- where possible, maximise local employment opportunities and support local goods and service suppliers
- report transparently and in a timely manner on our social and sustainability performance



Jim Anderson

Chief Executive Officer

February 2022