

LOCAL CONTENT POLICY

Contract Resources is committed to creating sustainable employment and economic development within the communities we operate in. This includes ethical, responsible, sustainable, and fair business practices that support local industry, and comply with regional regulations and guidelines regarding local participation.

We are responsible to our local communities to operate safely and generate local jobs to drive economic growth. We want to ensure our operations create a positive impact and do not cause harm. The health, safety and wellbeing of Contract Resources' personnel and the communities we operate in, is a priority for all Contract Resources' stakeholders.

Contract Resources is committed to always taking practical steps to utilise local workforces and providers of goods/services by:

- Complying with relevant legislation in the communities we operate in.
- Considering local capabilities during project planning to include, where applicable, the involvement of local businesses and resources.
- Identifying, promoting and supporting opportunities for working with local businesses.
- Actively recruiting local workers that meet our requirements.
- Enhancing the social and economic wellbeing of the communities where our employees live and work.
- Encouraging local businesses to adopt best practices and realise innovative solutions.
- Providing a safe and discrimination-free environment for local businesses to interact with, and employees to work in.
- Respecting the rights of communities and indigenous peoples, in line with Contract Resources' "Zero Harm" value.
- Identifying, assessing and managing human rights and modern slavery risks within Contract Resources' operations.

Our Chief Executive Officer is committed to and has responsibility for the implementation of this Policy. Our CEO is supported by our senior management team who are accountable for the application of this Policy in their respective areas of responsibility.

This policy will be made available to interested parties and the public, reviewed annually by senior management to ensure its continued relevance to the organisation, and reviewed two-yearly by the Board.



Michael Charles
Chief Executive Officer