

Aboriginal Respect Policy

AT SMC WE ARE COMMITTED TO WORK WITH ALL
ABORIGINAL PEOPLE INCLUSIVELY AND WITH RESPECT

SMC accepts that:

- Aboriginal People have strong cultural connections to the land and sea
- Our mining operations have the potential to impact on traditional Aboriginal People, country and culture
- Our relationship with Aboriginal People is critical to enable assets to be developed and enhanced for future generations
- Trust is the key to a strong relationship and comes from the alignment of promises and actions

SMC will support local Aboriginal Peoples' interests through adherence to our Core Principles in the following ways:

Enable People

- Involvement through appropriate and timely consultation in SMC matters which have the potential to impact them significantly
- Facilitate employment and contracting opportunities to support economic independence
- Support education & training to build capacity and work-readiness
- Ensure Aboriginal culture and history is understood and valued through the provision of cross-cultural training to our employees and contractors

Seek Excellence

- Ensure best practice systems are in place to prevent unplanned disturbance of Aboriginal heritage sites
- Work together to build capacity within local indigenous communities through our Resourcing the Region investment program
- Monitor, measure and continually improve performance of these principles

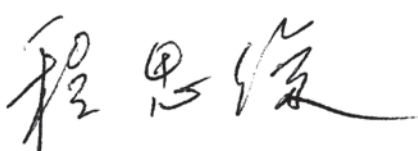
Act with Integrity

- Negotiate win-win outcomes in matters relating to significant local cultural sites and practices
- Deliver on commitments made to Aboriginal groups and communities
- Act with transparency & fairness in our interactions with Aboriginal people and groups

Be Socially Responsible

- Advocate increased understanding and appreciation of local Aboriginal culture
- Respectfully participate in and celebrate Aboriginal Australian events
- Encourage our stakeholders to make decisions that benefit and advance Aboriginal people

This policy will be communicated to our workers and suppliers and is available to the public via the Company's website.



TONY CHENG
MANAGING DIRECTOR