

COMMUNITY POLICY

Lynas cares for the communities in which we work and live, making it a priority to take an active role in building better communities. We aim to share the sustainable benefits of our operations by making a positive contribution in local employment, skills, education, health, and the environment.

Lynas acknowledges and respects the cultural heritage and traditions of First Peoples. In each of the communities in which we operate we aim to increase training, employment and supplier opportunities for First Peoples and enrich our workforce through inclusion, understanding and appreciation of all cultures.

Lynas will:

- Respect the human rights, values and heritage of our communities, including those of First Peoples;
- Operate in a safe, sustainable and responsible manner and always seek to avoid or minimise adverse social and environmental impacts;
- Engage openly and regularly with our host communities and consider community views in our decision making;
- Build a workforce that is representative of the diverse communities in which we operate and work to increase cultural awareness;
- Prioritise local buying and hiring, and build local capability;
- Contribute to community led initiatives in Lynas' four priority areas – health and sport, environment, education and training, and supporting vulnerable community members;
- Provide mechanisms for community concerns and feedback; and
- Report transparently on our sustainability performance.

This Community Policy is based on Lynas' values of Care, Achievement, Expertise, Diversity and Sustainability.

				
Care	Achievement	Expertise	Diversity	Sustainability
We care for and respect each other, our communities and the environment. We make sure we all go home safe and well.	We are resilient and committed. We overcome challenges to achieve our goals.	We are driven to be the world's best in Rare Earths and to earn the respect of our customers.	We are a multicultural company. We value and embrace diversity.	We are passionate about contributing to a sustainable future and green technologies.



Amanda Lacaze

Chief Executive Officer

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