



Indigenous Peoples Policy

Trekor is committed to developing mutually beneficial relationships with Indigenous Peoples and with local communities that are affected by, or that affect, the company's various endeavors.

To fulfill this commitment the following principles will guide our decisions and the conduct of our employees. We will:

- Respect Indigenous and Treaty rights and seek to understand local perspectives on those rights;
- Acknowledge and respect the social, economic, environmental and cultural interests of Indigenous Peoples;
- Engage with Indigenous Peoples to develop open and effective relationships throughout the mining lifecycle;
- Undertake early, timely and culturally appropriate engagement with Indigenous peoples, including within the environmental assessment process, to ensure their interests in a project and its potential impacts are understood;
- Consider traditional knowledge to minimize or mitigate potential adverse environmental and social impacts, and enhance positive benefits of mining and related activities;
- Develop agreements for participation, where appropriate, either directly with local Indigenous communities or in conjunction with governments;
- Work with governments and communities to support and encourage community development programs, which may include education, training, employment and business development, or other community needs and priorities;
- Support and encourage Indigenous involvement in environmental monitoring, closure planning and reclamation and other environmental activities that may be of interest to them; and
- Develop and implement company policies and systems that support these commitments and encourage suppliers of goods and services to the industry to do the same.



Stuart McDonald, *President and CEO*