

# Indigenous Peoples Policy



At Iluka we understand that our business takes place on traditional lands of Indigenous peoples. We believe that as temporary stewards of the lands on which we operate, it is important to build and maintain a respectful and sustainable relationship with Indigenous host communities. We seek to achieve this by adhering to Iluka's values of acting with Integrity, demonstrating Respect and taking Accountability.

We will:

- Seek to engage with host communities early
- Engage collaboratively with Indigenous peoples to identify opportunities for partnerships to protect and maintain cultural heritage values where our operations may have an impact
- Demonstrate respect in acknowledging some of the oldest living cultures in the world
- Provide transparency throughout our engagements at all times
- Encourage our Indigenous workforce to share their perspectives and insights
- Strive to create opportunities for Indigenous employment and business
- Collaborate with host communities in supporting the removal of barriers to self-determination
- Provide a culturally safe and supportive work environment for our Indigenous workforce
- Provide opportunity for our Iluka workforce to undertake cultural competency training

A handwritten signature in black ink, appearing to read "T O'Leary".

**Tom O'Leary**  
**Managing Director**

April 2026

