



SYRAH RESOURCES

Social Policy

Syrah Resources Limited (ASX code: SYR) is an Australian-based industrial minerals and technology company with its flagship **Balama Graphite Operation** in Cabo Delgado, Mozambique, and downstream operations in the United States. Syrah's vision is to be the **leading supplier of superior quality graphite products**, working closely with our customers and supply chain to innovate and bring enhanced value to industrial and emerging technology markets **globally**.

Syrah Resources Limited is committed to **Partnering with Stakeholders** for social sustainability and recognises that maintaining open and productive relationships with the communities in which we operate and with our key stakeholders will sustain the Company's Social License, a critical requirement for our long-term success.

Syrah Resources Limited will maintain its social performance by:

- **Ground-up stakeholder engagement** that maintains mutual understanding, active partnerships and long-term commitment to the communities in which we operate.
- Adopting a **whole-of-business approach** to working with communities and key stakeholders ensuring all our people demonstrate respect and contribute their knowledge and skills to social development.
- **Acting with integrity** and maintaining transparent communications with key stakeholders in respect to social performance and development initiatives.
- **Creating mutual benefit** via the delivery of local programs that are aligned with social need and complementary to our business.
- **Setting goals** across the business to develop and maintain social sustainability, and holding each of our employees and contractors accountable for achieving them.
- **Striving for continual improvement** by working with regulators and local stakeholders to review our social sustainability practices and to monitor our performance against international standards.
- **Supporting local economic development** through training and employment opportunities and the procurement of local goods and services.
- **Respecting and promoting diversity and inclusion** by acknowledging the different values, customs, beliefs and preferences of the communities in which we operate and incorporating these into workforce management practices and decisions where practicable.
- **Good governance** that provides a transparent account of local, provincial and national contributions.
- Reporting social performance outcomes regularly to the **Sustainability Committee** to ensure alignment with the strategic objectives of the Company.

Shaun Verner
Managing Director & Chief Executive Officer

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