



Social Policy



SYRAH RESOURCES

www.syrahresources.com.au

enquiries@syrahresources.com.au

03 9670 7264

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.

Syrah Resources Limited			
Title	Social Policy		
Document No.	SYR-POL-EN-0001_0	Revision	0
Document Status	IFU	Language	English
Last Review	1 October 2019	Next Review	1 November 2020
Level of Confidentiality	Group Document		

This Revision	
Author (s)	Jordan Morrissey – Chief People Officer
Authorised Reviewers	
Authorised Approver	Shaun Verner – Chief Executive Officer

Revision History						
Author (s)	Reviewer (s)	Approver	Revision Number	Status	Revision Date	Description