

SUDBURY  
INTEGRATED NICKEL  
OPERATIONS  
A GLENCORE COMPANY

# Community Policy

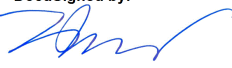
At Sudbury Integrated Nickel Operations, we are aligned with Glencore’s HSEC and Human Rights Policy, Social Performance Standard, Social Contribution Framework, Security Standard and Cultural Heritage Standard, and we strive to achieve a reputation for social responsibility by contributing to the social, economic and institutional development of the communities within which we operate.

Our community engagement practices will be characterized by open and honest dialogue with stakeholders through effective, transparent consultation and communication.

Our health and safety, environment and community management systems enable us to work constructively with governments, local authorities, academia, community representatives, non-governmental organizations (NGOs) and other stakeholders.

We will:

- Build open and honest relationships with the community in which we operate
- Establish fair and equitable processes for engagement with relevant Indigenous groups and local communities as per our Stakeholder Engagement Plan and Agreements
- Respect the human rights of our workforce, communities and other stakeholders
- Communicate and report regularly on our performance regarding economic, health, safety, environment and community targets and objectives
- Support sustainable community initiatives that are aligned with Glencore’s Values and Code of Conduct
- Foster local economic development by supporting local businesses and providing employment opportunities
- Record, investigate and respond to community concerns in a proactive, timely and professional manner
- Consider the needs of our communities during the planning, operational and decommissioning stages of each project and operation

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Zachary Mayer  
Vice President

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