




Community and Indigenous Peoples

Document No. CORP-POL-0005
Rev. 0

Approver Name	Approver Title	Signature
David Dicaire	General Manager	



COMMUNITY AND INDIGENOUS PEOPLES

This page is intentionally blank.



COMMUNITY AND INDIGENOUS PEOPLES

1. POLICY STATEMENT

We aim to build respectful trust-based relationships with communities and Indigenous peoples within the sphere of influence of our projects and operations, and through this, work collaboratively with them to seek to incorporate their perspectives into our plans and activities and to improve quality of life. We also support local and regional efforts to meet relevant United Nations Sustainable Development Goals.

2. PURPOSE AND SCOPE

2.1 Purpose

This Community and Indigenous Peoples Policy ("Policy") governs how our company will:

- Make a positive contribution to communities where we operate, recognizing our responsibility to avoid adverse impacts to local communities, minimize such adverse impacts where these cannot be avoided, and facilitate access to remedy in cases where that is needed; and
- Respect Indigenous Peoples's rights by engaging, listening and working collaboratively to achieve mutually beneficial outcomes that extend long past the life of our operations

2.2 Scope

This Policy applies to Directors, employees, contractors, and suppliers. We will take appropriate action where we identify non-compliance with this Policy by employees or third parties acting on our behalf.

2.3 Responsibility

The Sustainability Committee of the Board is responsible for review of this policy. Management of Vicuña Co. and its subsidiaries are responsible for implementation of this policy

3. OUR COMMITMENT

Our aim is to create meaningful, long-term, mutually beneficial relationships with local communities and Indigenous peoples. To that end, we seek to operate in alignment with the International Council on Mining and Metals (ICMM) Mining Principles, Performance Expectations and Position Statements, the United Nations Guiding Principles on Business and Human Rights and the International Finance Corporation (IFC) Performance Standard 5 relating to land acquisition and involuntary resettlement.

We respect the distinct cultures, rights, perspectives, and aspirations of Indigenous Peoples consistent with the ICMM Indigenous Peoples and Mining Position Statement. Accordingly, our Policy is guided by the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Indigenous and Tribal Peoples Convention.

We comply with local laws, and where applicable law differs from the commitments in this Policy, we will comply with applicable laws while seeking to follow the higher standard



COMMUNITY AND INDIGENOUS PEOPLES

4. OUR APPROACH

4.1 Community Engagement

A. Defining Communities:

For Vicuña Co., communities are persons or groups of people living or working in any areas that are impacted by our activities. This includes individuals and communities who rely on the area for a particular reason or who have a significant connection to the area, such as for cultural, religious, spiritual, historical or family reasons.

B. Engagement, Consultation and Feedback:

We recognize our business activities, including capital projects, operating assets, exploration, closure and post closure, can affect communities. As such, we conduct stakeholder engagement with communities, especially vulnerable populations, and interest groups, to understand the local context, inform and consult with them on Vicuña Co. and its business activities. We also provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of concerns or grievances related to the company and its activities.

C. Community Development:

We aim to support local communities and contribute to quality-of-life improvements, in alignment with local and regional planning and stakeholder input. We contribute to social value by prioritizing the employment of local people and working with local enterprises to enable access to procurement and contracting opportunities with Vicuña Co and its supply chain. We also prioritize initiatives related to economic diversification, social development (e.g., health and education), institutional strengthening, and supporting vulnerable groups.

D. Resettlement:

Consistent with the ICMM Mining Principles, we will consider all viable alternatives to avoid and/or minimize involuntary resettlement in situations where land acquisition or restrictions on land use could result in the displacement of landholders, families or communities, or economic hardship. We will apply a mitigation hierarchy and implement resettlement action plans that include remedies to address residual adverse effects to restore or improve livelihoods and standards of living of displaced people

4.2 Indigenous Peoples

A. Overview:

Indigenous peoples have cultural characteristics, individual and collective rights, governance structures and decision-making processes that set them apart from other communities. We will engage with Indigenous peoples to understand their social, economic, and environmental ambitions and take steps to progress suitable opportunities that enable mutually beneficial outcomes. The implementation of this policy will help us avoid causing or contributing to negative impacts to the rights of Indigenous peoples, and it will facilitate access to remedy were such impacts to occur.



COMMUNITY AND INDIGENOUS PEOPLES**B. Consultation:**

We respect Indigenous peoples' right to consultation and recognise Free, Prior, and Informed Consent (FPIC) as an important process to safeguard the collective rights of Indigenous Peoples consistent with the ICMM Indigenous Peoples and Mining Position Statement. This is core to our rights-based approach that aims to understand and mitigate the potential impacts of our business activities. We will carefully consider the perspectives shared by Indigenous peoples, including the extent to which potential adverse impacts on their rights, interests and cultural heritage have been understood, avoided, and/or mitigated.

C. Consent:

The objective of our FPIC processes will be to obtain agreement with affected Indigenous peoples that demonstrates their consent to anticipated impacts to their land or other rights and sets out the terms by which impacts may occur and be managed. Where consent has been provided, we will work closely with Indigenous peoples to maintain consent over the entire lifecycle of our activities.

We recognise that despite the best efforts and intentions of all parties to reach a consensual agreement, we may not always be able to do so. In such circumstances, we will seek to align with the ICMM Indigenous Peoples and Mining Position Statement and escalate senior management involvement in the process to determine if the relevant activity or project will proceed.

END OF DOCUMENT