

 BRAZILIAN NICKEL	Policy 04 Social & Community		
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Social & Community

To respect and protect stakeholders' rights and to leave a positive legacy of stronger, more sustainable host communities at the end of our projects is central to the continued growth and success of Brazilian Nickel Ltd. The Group is therefore committed to partnership with local communities and other allies to create long-lasting economic and social opportunities.

To this end, the Directors and Executive Management of BRN consider that their primary responsibilities in all areas of Group operations are to:

- Develop positive relationships with local communities through transparent and honest behaviour, effective communication and regular consultation about project impacts.
- Eliminate where possible - or else effectively minimize and manage – any negative impacts of the project through appropriate policies and practices.
- Work in partnership towards the sustainable development of the local community.
- Ensure that none of its projects contribute towards local conflicts or human rights violations.

BRN will seek to do this by:

- Upholding ethical business practices and meeting or exceeding applicable legal and other requirements.
- Respecting and protecting the fundamental human rights of its employees, host communities and other stakeholders.
- Respecting the rights of indigenous and tribal peoples and communities and valuing cultural heritage.
- Designing projects to avoid any potentially significant adverse impacts and where this is not practicable, minimize, manage and/or compensate fairly for impacts.
- Engaging and consulting with local communities in a fair, timely and culturally appropriate way throughout the project cycle.
- Developing partnerships that foster the sustainable development of the local community.
- Establishing a Grievance Mechanism and a point of contact for grievances.
- Regularly reviewing performance and publicly reporting progress.

Good community relations are the responsibility of all BRN employees.

The Board of Directors and the Executive Management therefore expect all line managers and supervisors to act at all times in full compliance with these policies and to exercise effective leadership through their personal example and attitude.

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