



Gippsland Critical Minerals

LOCAL CONTENT GUIDELINES

1. Introduction

Gippsland Critical Minerals recognises that building relationships and working collaboratively and transparently with our local community, government, employees, industry partners and investors is critical to our long-term success.

A key component in the successful delivery of projects we undertake is to work to enhance social and economic outcomes in the local region by providing opportunities to engage local people and businesses on our projects.

The Fingerboards project will provide stable, long-term jobs for the local region, with up to 200 direct jobs over the 15-20 year life of the project and 200 jobs during construction.

In addition, local businesses will be needed to support all aspects of the Fingerboards project, from the construction of the mine infrastructure, operation of the mine, management of the rehabilitation process and administration of the project.

This Local Content Guideline establishes the framework from which we will seek to maximise these opportunities locally.

2. Local Content Objectives

Our objective in maximising local content is to make a positive impact on the communities associated with our operations.

Our activities will strive to enhance the social and economic capacity and wellbeing of these local communities and make contributions to the long-term sustainability and prosperity of the East Gippsland, Wellington and greater Gippsland region.

3. Scope

Our local content guidelines are focused on the delivery of the following outcomes:

1. Providing training and employment opportunities for local people
2. Building the capability and capacity and purchasing goods and services from local suppliers

4. Definitions

Under these guidelines, local content is defined as the proportion of procurement expenditure and employment outcomes which are delivered within the local region.

Local will be measured and defined using a tiered system, based on proximity to the project:

- Zone 1 is within the East Gippsland and Wellington Shire municipalities.
- Zone 2 is within the remainder of the Gippsland region (covering the municipalities of South Gippsland Shire, Latrobe City, Baw Baw Shire and Bass Coast Shire)
- Zone 3 is within the rest of Victoria.
- Zone 4 is within the rest of Australia.

We will prioritise opportunities for employment and business engagement based on the above tier structure, with Zone 1 the highest priority region for the project, followed by Zone 2, Zone 3 and Zone 4.

Local businesses are defined as those that have a local office and a physical local presence within the defined zone (i.e. not just postal addresses), regardless of whether they have offices elsewhere.

5. Application of the Guidelines

Opportunities for local (Zone 1 and Zone 2) outcomes will be maximised by Gippsland Critical Minerals through a range of initiatives, including:

- Providing industry briefings on future work programs and how local businesses can best prepare.
- Building relationships to promote co-operation between Gippsland Critical Minerals and local businesses.
- Establishing and maintaining a database of businesses based in East Gippsland and Wellington Shire Councils and the greater Gippsland region that could support construction, operations, rehabilitation and decommissioning of the project.
- Evaluating tenders using a formula that weights local content in the assessment, with Zone 1 holding the highest weighting
- Requiring tenderers to demonstrate local content (employment and local business engagement) within their submissions, and preferentially weighting this in the assessment
- Requiring suppliers to report on local content outcomes (employment and business engagement)
- Advertising all tenders in local newspapers and on relevant local procurement portals
- Working with local businesses and employers to understand the potential impact of new opportunities on their current and future workforce
- Identifying skill shortages and areas of training which will be required to enable locals to gain appropriate qualifications and employment

- Working with local education providers to develop training courses to accommodate any skill shortages in the region.
- Encouraging and supporting ongoing training through local partnerships with a view to keep abreast of the changing landscape of the mining industry
- Seeking to provide work exposure opportunities for local people such as site tours, work experience and through participation in jobs fairs and expo's
- Advertising all job opportunities locally and through local employment partners
- Engaging and working collaboratively with industry bodies to identify and build the capacity of local suppliers and local people to work on the project
- Engaging with regional stakeholders such as the Industry Capability Network (ICN), GROW Gippsland and Committee for Gippsland to:
 - Identify potential local suppliers who can support the delivery of our projects
 - Profile the project and the opportunities available for local suppliers
 - Monitor and report on goods and services supplied to the project and review and report on this on an annual basis, including the impact to the local economy
 - Where appropriate encourage and promote Joint Venture opportunities for local contractors and suppliers
 - Establish opportunities for social impact, such as social procurement and inclusive employment outcomes.
 - Facilitate employment and training programs for local people.

6. Review

These guidelines will periodically be reviewed by Gippsland Critical Minerals to ensure they remain consistent with the company's broader suite of policies and processes and continues to meet the objectives and expectations of the local community and project.

Related documents:

- Gippsland Critical Minerals Stakeholder Engagement Policy
- Gippsland Critical Minerals Code of Conduct
- Gippsland Critical Minerals Community Engagement Plan

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.0	Management	Reviewed	J. Patarica	Chairman: B. Farrell	June 2021	June 2023



We acknowledge the Gunaikurnai People as the Traditional Aboriginal Owners of country that encompasses the proposed Fingerboards Project area. We pay our respects to their culture and their Elders past, present and emerging. Gippsland Critical Minerals is committed to creating a safe and inclusive environment for all its employees.