

# Incitec Pivot Limited

## Sustainable Communities Policy

Incitec Pivot Limited is committed to:



- Listening to and working with the community;
- Striving to be a valued corporate citizen in the communities in which we operate; and
- Respecting our neighbours, their values and cultural heritage, and be considerate to them in carrying out our operations.

IPL contributes to the social and economic development of sustainable communities associated with our operations in multiple ways including:

- The provision of local employment opportunities
- Payment of royalties and taxes to local, regional, and national governments
- Encouraging everyone to carry our commitment to health, safety & environment to their homes and to the community
- Honest and regular engagement
- Supporting communities through funding, sponsorship, and in-kind support

### Indigenous peoples

IPL is a global business and many of the communities in which we operate include indigenous peoples. In accordance with our commitment, we respect their values and cultural heritage and will be considerate to them in carrying out our operations.

In particular we will:

- Respect and protect land of special cultural significance that our sites are on or near, supported by our Refusal to Work Policy which extends beyond employee safety and environmental concerns to community safety and sites of cultural significance.
- Seek to provide specific training, employment, and business opportunities to indigenous peoples in specific areas of operations
- Seek to support local indigenous communities through sponsorship of community events or activities that promote health, education, and agricultural programs.

**Incitec Pivot Limited**

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INNOVATION ON THE GROUND