

INTRODUCTION

Alligator Energy are committed to fostering positive, productive, and respectful relationships with all our stakeholders (indigenous and non-indigenous) and community members. This Stakeholder and Engagement Policy outlines our approach to engaging with these groups in a manner that is inclusive, transparent, and mutually beneficial for all parties involved.

PURPOSE

The purpose of this policy is to:

- Establish a clear framework for our interactions with all stakeholders.
- Ensure compliance with all applicable laws, regulations, standards, and industry good practices.
- Ensure that our engagement processes are conducted ethically, responsibly, and in a way that contributes to the sustainable development of the communities where we operate.
- Build trust, foster mutual respect and create value for both Alligator Energy and our stakeholders
- Provide the framework for Stakeholder engagement management systems including management plans, procedures and forms etc.

SCOPE

This policy applies to all employees, contractors, and representatives of our organisation. It covers all forms of engagement with our external stakeholders (indigenous and non-indigenous), including customers, suppliers, local communities, governmental and non-governmental organisations, and the public.

RESPONSIBILITIES

- Senior Management are to ensure the policy is implemented effectively and resources are available for meaningful stakeholder and community engagement.
- Community Relations personnel are to lead the development and execution of engagement strategies, monitor relationships and report on engagement outcomes.
- Employees, contractors and other company representatives are to conduct themselves in a manner that reflects Alligator Energy's commitment to positive stakeholder and community relations.

PRINCIPLES & COMMITMENTS

Our principles and commitments include:

- Ensuring the projects on which we work respect the rights, interests, aspirations, cultures, and livelihoods of indigenous peoples and landholders, other stakeholders and community groups.
- Recognising and value the perspectives of stakeholders and community groups regarding progression of our projects and their impacts.
- Establishing early timely and culturally appropriate engagement and consultation processes with stakeholders (indigenous and non-indigenous) and communities, ensuring their meaningful participation in decision-making and to ensure their interests in an Alligator Energy project and potential impacts are understood.
- Building respectful relationships with all stakeholders and community groups.
- Being open and honest in our communications and sharing relevant information freely, subject to privacy and confidentiality considerations.
- Promoting practices that support long-term environmental, social and economic well-being.
- Seeking opportunities to work together with stakeholders and community members on projects and initiatives that deliver mutual benefits including employment, training, local sourcing, logistical assistance etc.
- Providing channels for stakeholder and community members to offer feedback, raise concerns and contribute ideas.
- Regularly reviewing and improving our engagement practices based on feedback and changing needs.

REVIEW & MONITORING

This policy will be reviewed on a three yearly basis and updated as necessary to reflect changes in legislation, industry standards, and organisational practices. Performance against this policy's objectives will be monitored regularly to ensure its effectiveness.

Approved by the Board of Directors
19 June 2024