

WA Community Statement of Commitment FY21-22

Lynas cares for the communities in which we work and live, making it a priority to take an active role in building better communities. We aim to make a positive contribution to local employment, skills, education, health, and the environment.

Aboriginal Participation

Lynas acknowledges and respects the traditional custodians of the land on which we operate.

Lynas is committed to developing long-term, beneficial, and reciprocal partnerships. We aim to increase training, employment and supplier opportunities for Aboriginal people and enrich our workforce through inclusion, understanding and appreciation of Aboriginal cultures.

Lynas will engage and consult with Aboriginal Traditional Land Owners and community groups in Laverton and Kalgoorlie.

We will tailor development and employment opportunities for local Aboriginal individuals.

We will work with local Aboriginal businesses to explore business opportunities of mutual benefit.

In Laverton, Lynas is an active member of the Laverton Cross Cultural Association, which aims to foster mutual respect and understanding between cultures, support reconciliation, implement community initiatives, and facilitate training and employment for local people.

Employ Local

We are committed to employing locally. We recognise the importance of local employment to our communities. We value and embrace diversity in our workforce.

At Mt Weld, we will give preference to local residents and FIFO personnel who are WA residents.

At Kalgoorlie, we will employ local residents and candidates who will relocate to the region.

Buy Local

Lynas will preference local, then regional and WA businesses and suppliers. Lynas recognises the positive impacts local businesses make on our communities. To support this Lynas will:

- Incorporate a premium allowance for locals in our procurement processes
- Maintain a procurement portal for local businesses to register their interest
- Where possible split tender packages, to encourage local suppliers to participate
- Partner with major contractors to support local content e.g. local employees and suppliers.

Community Participation

Lynas and our employees are actively engaged with our local communities and provide opportunities for the community to be engaged in Lynas activities.

Our key areas of support include: health and wellness, education and employment, and vulnerable community members.

Chris Torrisi



General Manager WA

Date: 1/3/2021

Kam Leung



VP Upstream

Date: 1/3/2021