



SILICA RESOURCES
A U S T R A L I A

AUSTRALIAN INDIGENOUS RECONCILIATION STATEMENT

SRA's vision for a reconciled Australia is where the Aboriginal and Torres Strait Islander people of this country will be restored to a place of equity, respect and dignity.

We want Aboriginal and Torres Strait Islander cultures to be fully valued and we wish for broken relationships to be healed and social inequalities eradicated.

SRA commits to deepening its understanding of reconciliation and the difference we can make to helping progress the areas of reconciliation set out by [Reconciliation Australia](#).

As a start, we will do this by:

- Building knowledge and relationships with local indigenous communities around our main mining operations on the North Queensland Coast of Australia; to help us understand the importance of reconciliation.
- Celebrating National Reconciliation Week (NRW) by providing information or materials to staff and encouraging senior leaders to participate in an external event.
- Ensuring that our Company policies and procedures contain existing anti-discrimination provisions where relevant, in order to promote positive race relations.
- In the spirit of reflection, giving staff the option to work on Australia Day if they wish, and taking a day off in lieu. We know that many people have different views about 26 January and we want to respect these different views and attitudes.

We will review our reconciliation commitments as appropriate, to ensure alignment with our organisation values.

Robert Tindall
Managing Director
Date: 22 May 202