



CANNON

RESOURCES

ABORIGINAL CULTURAL HERITAGE MANAGEMENT POLICY

Aboriginal Cultural Heritage Management Policy

1 Purpose

Cannon Resources Limited ACN 646 149 902 (**Company**) acknowledges the traditional custodians of the land on which the Company operates. The Company recognises and values the rich cultural heritage of Australia's Aboriginal peoples and the special significance of cultural heritage sites and places to Aboriginal communities. The Company is committed to preserving, safeguarding, and appreciating Aboriginal cultural heritage (**ACH**) throughout all aspects of the Company's operations.

This Aboriginal Cultural Heritage Management Policy (**Policy**) provides a framework for the preservation, protection, and responsible management of ACH, whether known or unrecorded, within the operations of the Company.

The Company recognises that the Company's ability to identify ACH and address the risk of harm to or interference with ACH is imperative to ensure safeguarding of ACH. This Policy will encourage and provide guidance for ongoing promotion, understanding, and appreciation of ACH and Aboriginal learnings and traditions.

2 What is Aboriginal Cultural Heritage?

ACH refers to the places, objects, traditions, knowledge, and practices that have developed over thousands of years and are significant to Aboriginal people. Aboriginal people have a deep connection to their land, waters and sky which is a fundamental part of Aboriginal identity, shaping their way of life and reflecting their respect for and responsibility towards their land and cultural heritage.

ACH encompasses both the tangible and intangible elements that are of significance to Aboriginal communities. These elements are recognised for their social, spiritual, historical, scientific, and aesthetic value, representing an integral part of Aboriginal tradition.

ACH may be an area, a cultural landscape, a tangible object, or bodily remains. It may also include intangible values like customs, ceremonies, or knowledge passed down through generations.

3 Regulatory Framework

In Western Australia, the protection of Aboriginal cultural heritage was primarily governed by the *Aboriginal Heritage Act 1972 (WA)* which on 1 July transitioned to the *Aboriginal Cultural Heritage Act 2021 (WA)* (**ACH Act**). Nationally in Australia, ACH is governed by the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)* and the *Native Title Act 1993 (Cth)*.

The purpose of the ACH Act is to establish a modern framework for recognition, protection, conservation, and preservation of ACH.

Under the ACH Act, if a proponent proposes to carry out an activity that may harm ACH, the proponent will need to undertake a due diligence assessment (**DDA**) to assess whether ACH is present in the activity area, including whether the area is a protected area under the ACH Act.

The DDA must be undertaken in accordance with the ACH Management Code published by Department of Planning, Lands and Heritage (**DPLH**). The ACH Management Code provides steps for undertaking a DDA, which may include requesting advice from DPLH as to whether any ACH exists in the relevant area and consulting with each Local Aboriginal cultural heritage service (LACHS) regarding the proposed activity.

Once the presence of ACH is identified and the risk of harm to ACH is considered, depending on the classification of the relevant activity proposed to be undertaken under the ACH Management Code, a proponent may require a permit under the ACH Act or an ACH management plan approved or authorised under the ACH Act. Proponents

found in breach of the ACH Act (i.e., by harming ACH and not having undertaken a DDA in accordance with the ACH Act) may be liable to severe monetary penalties as well as potential jail time.

4 Objectives

The Company is committed to identifying and protecting ACH, promoting understanding and respect for ACH, and proactively seeking to engage with Aboriginal communities.

The Company will:

- (a) strive to adhere to best practices in relation to the identification and management of ACH and adhere to all laws and regulations in respect of ACH, including the ACH Act;
- (b) regularly assess and strive to reduce the impact of its operations on ACH by implementing appropriate measures wherever possible;
- (c) provide ongoing education and foster understanding and respect among its personnel regarding ACH and Aboriginal culture and traditions more generally;
- (d) take all necessary and available steps to minimise the Company's impact on ACH and remedy any impact on ACH as soon as possible;
- (e) respect the rights, interests, customs, culture, and values of all Aboriginal communities, and all individuals and groups with whom the Company interacts; and
- (f) proactively engage with affected Aboriginal communities, seeking informed consent for activities undertaken by the Company in line with the requirements of the ACH Act.

The Company aspires to achieve the objectives in this Policy and is committed to ensuring that its corporate culture and values at all levels support preservation, protection and respect of ACH.

The Company's Board of Directors and Management Team are committed to ensuring that appropriate and relevant management strategies are implemented to meet the Company's commitments under this Policy, and laws in respect of ACH, including the ACH Act.

5 Practical Approach

The Company recognises that the following practical steps may be undertaken by the Company to assist in achieving the Company's objectives under the Policy:

- (a) **Educating Company Personnel:** Educate company personnel, including executives, managers, and field staff, about the significance of ACH and the need to respect and protect it, including by conducting or encouraging attendance at workshops, training sessions, and awareness programs to foster cultural sensitivity and understanding.
- (b) **Engaging with Aboriginal Communities:** Initiate proactive engagement with Aboriginal communities impacted by the Company's activities. Establish respectful relationships based on trust, transparency, and mutual benefit. Seek their guidance and involve them in decision-making processes regarding ACH management.
- (c) **Conducting Heritage Surveys:** Before beginning on-ground activities, carry out heritage surveys where possible and appropriate in collaboration with the relevant Aboriginal communities, in order to identify and protect significant sites and areas and foster a relationship with the Traditional Owners.
- (d) **Developing Cultural Heritage Management Plans:** Based on the outcomes of heritage surveys, where appropriate, develop comprehensive ACH Management Plans in consultation with Aboriginal communities. These plans should outline strategies for avoiding, minimizing, or mitigating impacts on cultural heritage sites and values during exploration activities.
- (e) **Collaboration and Capacity Building:** Foster collaboration between the company, Aboriginal communities, and relevant stakeholders to build capacity and share knowledge in ACH management. This can involve providing training opportunities, employment, and subcontracting opportunities for Aboriginal community members in heritage monitoring, preservation, and other related activities.

- (f) **Review and Continual Improvement of the Policy:** Regularly review and update the Policy based on feedback received from Aboriginal communities, regulatory changes, and emerging best practices. Foster a culture of continual improvement and adaptive management to ensure the policy remains effective and relevant over time.
- (g) **External Stakeholder Engagement:** Engage with external stakeholders, such as government agencies, non-governmental organizations, and industry associations, to share experiences and learn from their approaches to supporting the Policy. Participate in relevant forums, conferences, and industry initiatives to contribute to the wider dialogue on cultural heritage protection.
- (h) **Public Reporting and Accountability:** Demonstrate transparency and accountability by publicly reporting on the company's progress in implementing the Policy. Share information about heritage surveys, ACH Management Plans, and any discoveries or significant milestones achieved. This helps build trust with Aboriginal communities and demonstrates the company's commitment to cultural heritage preservation.

6 Review of the Policy

This Policy shall be reviewed annually by the Board to ensure that it is operating effectively and ascertain whether changes are required to the Policy.

The Policy was last reviewed on June 30, 2023.