

Cultural Heritage Policy

1. Our Commitment

Denison recognises the fundamental role and value that cultural heritage plays in our engagement with local communities. Denison strives to build positive, long term, beneficial and trusting relationships with the Indigenous communities from where we operate. Denison is committed to engaging in meaningful conversation with Indigenous communities, protecting cultural heritage, and improving Indigenous participation through employment, training and business development.

2. How to achieve this

Denison will:

- Acknowledge the Traditional Owners on who's country we operate - the IMAN, Gunggari & Western Kangoulu People and respect their traditional customs and cultural and spiritual connection to Indigenous lands, language and ceremony.
- Engage in meaningful, open and honest consultation and work closely and involve Indigenous communities and traditional custodians to understand any potential impacts of Denison activities and develop solutions together.
- Promote inclusion within the business with cultural awareness training and inductions for all Denison employees and contractors (**Denison Personnel**) and recognition or participation in Indigenous community events.
- Sharing benefits to create and maximise local employability and business development.
- Plan and effectively implement cultural heritage management at all levels of the Denison business.
- Ensure all Denison Personnel understand the value of cultural heritage and Our Commitment.

3. How will we do this?

We work in partnership with the Traditional Owners in the management of cultural heritage. We have strong processes and practices to identify and avoid impacts to sites of Indigenous heritage and cultural significance.

The IMAN & Gunggari Cultural Heritage Management Agreements provide the framework for success and the implementation of 'duty of care' principles ensure no unauthorised impacts.

4. Your Responsibilities

This Policy applies to all employees, directors and officers, as well as contractors under Denison's direct supervision, working for a Denison office or site directly or indirectly controlled or operated by Denison.

You must ensure that you read, understand and comply with this Policy.

5. Monitoring and Review

The Risk and Sustainability Committee will regularly review this Policy to enable the identification and management of any emerging risks in matters relating to Denison's relationship with Traditional Owners and the management of cultural heritage.



Any amendments to this Policy must be reviewed by the Risk and Sustainability Committee and receive approval from the Board.

VER*	Approved By	Approval Date
0	Board	23/10/23

Application: This policy applies to the companies of the Denison Group, including Denison Gas Limited and its subsidiaries Denison Gas (Queensland) Pty Ltd, Denison Renewables Pty Ltd and Denison Petroleum Services Pty Ltd.