



# **TRIBAL RELATIONS POLICY**

## Purpose

NewRange Copper Nickel LLC (referred to herein as “NewRange,” “we,” “us” or “our”) is committed to building relationships based on trust with Ojibwe nations who share geography with northern Minnesota. We recognize that our business operates on ancestral Ojibwe lands located entirely within the 1854 Treaty Area, and that the 1854 Treaty guarantees certain rights to Ojibwe bands such as Bois Forte Band of Chippewa, Fond du Lac Band of Lake Superior Chippewa, and Grand Portage Band of Lake Superior Chippewa.

## Scope

The Tribal Relations Policy applies to all NewRange employees, contractors, and Board of Managers.

## Policy Statement

NewRange appreciates the history of northern Minnesota and the geographical context of its projects. We are therefore committed to actively listening to tribal perspectives and engaging with tribal leadership at every stage of project planning, development, operations and closure. We strive to work collaboratively with tribal communities and believe that open dialogue is a necessary feature of any relationship. We hope that this approach allows us to progress together at a pace built on trust.

## Tribal Engagement

NewRange’s Tribal Relations Policy is modeled after the State of Minnesota’s Tribal Consultation Policy. As a company, we are committed to ensuring that tribal voices are heard and invite all tribes sharing geography in northern Minnesota to meet with NewRange leadership annually, or as often as necessary to ensure meaningful engagement. NewRange believes that tribal engagement is an ongoing process and encourages tribal leaders and appropriate tribal government personnel to regularly visit the project site and observe project operations. This commitment to transparency extends to providing tribes access to information and resources necessary for making well-informed decisions. NewRange recognizes that an effective tribal relations policy should be relevant and responsive to tribal needs. We are therefore committed to seeking input from tribal leaders on how to improve this policy and will periodically review and publish updates that incorporate feedback and industry best practices.

## Training

To help facilitate effective tribal engagement, all NewRange employees, contractors, and Board of Managers will undergo training designed to deepen their understanding of the history of Ojibwe nations in what is now called Minnesota, including contemporary challenges such as violence disproportionately targeting American Indian women and girls. NewRange’s training program is informed by tribal perspectives and led by tribal members.

## Ownership and/or Approval

This policy is owned and administrated by our Tribal Relations Advisor with support from other nominated representatives. The Policy and Standards Committee is responsible for the review and governance of NewRange's Compliance Program and policies, inclusive of this policy.

We will regularly review and update this Tribal Relations Policy to ensure its effectiveness and alignment with applicable laws, local regulations, and international standards.

## Questions

If you have any questions relating to this Policy, please contact the Tribal Relations Advisor.

## References

Refer to Minnesota Statute 10.65 for additional information.

# “PROVIDING THE MINERALS FOR A NEW, BETTER FUTURE”

<b>ISSUED BY</b>	<b>Social Relations</b>
<b>ISSUE DATE</b>	<b>October 2024</b>
<b>PILLAR</b>	<b>2 HSE and Social Performance</b>
<b>VERSION</b>	<b>1</b>
<b>DOCUMENT NUMBER</b>	<b>NR-02-SOC-POL-002-V1</b>

This policy has been approved by the NewRange Copper Nickel, LLC Board of Managers

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