



(the "Corporation")

Community Relations Policy

July 1, 2013

The Community Relations Policy defines the Corporation's standards for engagement with communities ("Communities") residing in the areas of impact related to the Corporation's projects. It provides direction to the Corporation's employees and contractors, for the creation of mechanisms which will better enable the Corporation to engage with Communities in a consistent and good faith manner, so that their concerns can be voiced and considered in decision-making regarding the Corporation's activities. The Corporation's philosophy is to work to build trust, understanding and positive working relationships based on an open exchange of information to enable informed decision-making between the Corporation and affected Communities. The Policy should be read in conjunction with the Corporation's Code of Business Conduct.

The policy promotes an interactive approach to engagement with Communities that:

- respects the rights and related interests of all Communities and individuals, in a manner consistent with the Corporations core values and policies;
- recognizes cultural diversity and the potentially differing needs and aspirations of different Communities;
- promotes the development of Communities through a sharing of benefits associated with the Corporation's operations ; and
- recognizes the expectations that Communities and individuals have of the Corporation: to assess and understand the cultural and economic context in which it is working; and to enhance the Communities' social and economic well-being

The Corporation's commitments

Consistent with applicable laws and regulatory requirements in engaging with Communities, the Corporation :

- will meet or exceed broadly accepted industry standards for community engagement;
- will record feedback and support from the Community for its activities in ways that reflect a process of engagement and objectives agreed upon with the Community in question; and
- will assess and address the potential impacts of its activities, both positive and negative, at appropriate stages in the life of its operations;

The Corporation also recognizes that Communities often possess a unique body of cultural and environmental knowledge. These traditional and other forms of knowledge, when communicated to the Corporation, will form part of the Corporation's assessment of the potential impacts of its activities.

The Corporation will ensure that there is a grievance mechanism, including but not limited to its Whistleblower policy and reporting process, which is transparent, involves the Communities, and has

clear lines of accountability for following through on commitments made by properly designated representatives of the Company.

The Corporation will strive to contribute to the sustainable economic and social development aspirations of Communities to work constructively for outcomes which promote mutual benefits for Communities and the Corporation.

Supporting the policy

The Corporation will build the capacity of its employees and contractors to understand and appreciate the diverse Communities where it works. In the interest of continuous improvement the Corporation will review this policy annually.

This policy, along with the Corporation's policies on its Code of Business Conduct and other governance policies is intended to promote good faith engagement and respect for human rights in the Corporation's dealings with Communities.

The Corporation's responsibilities are bounded by applicable laws where it conducts its activities. The Corporation does not control other actors who may act without its knowledge or clear consent and in ways that the Corporation does not intend. However, the Corporation will seek to influence others with whom it has a business relationship to act in a manner consistent with this policy.

Practical implementation guidelines

The Corporation's emphasis is on:

- academic education for the youth in the Community in which Strategic operates e.g. donations of books and field trips;
- practical education for the youth in the Community in which Strategic operates e.g. tools for shop classes to encourage learning and continue developing a skilled labour force that could potentially be drawn on;
- daily assistance to the youth in the Community e.g. youth center meal programs;
- support for adult learning centres; and
- awards recognizing students for their efforts in academic and sports and cultural achievements to help motivate other students to stay in school and continue learning.

To be facilitated by the Corporation from an annual budget allocated to certain projects/initiatives in the communities which would raise awareness of both the Corporation's presence in the area and also to enable a positive perception of the Corporation and its concern about the communities that it operates in.