



COMMUNITY ENGAGEMENT POLICY

PURPOSE

The purpose of this Community Engagement Policy is to establish guidelines for effective engagement with the local communities wherein PRI and its subsidiaries operate. This policy is designed to ensure that our organisation engages with the community in a transparent, respectful, and collaborative manner.

POLICY STATEMENT

PRI is committed to building strong relationships with the community. We recognise that the community is an important stakeholder and we believe that its participation is critical to the longterm success of our organisation. We will engage with the community in a transparent, respectful, and collaborative manner.

GUIDELINES

- 1. Transparency:** We will provide timely and accurate information to the community about our organisation's goals, objectives, and activities. We will be open and honest in our communication with the community, accepting engagement through various channels (direct, email, phone or via 3rd party).
- 2. Respect:** We will treat all members of the community with respect and dignity. We will listen to their concerns and opinions, and we will respond in a timely and courteous manner.
- 3. Collaboration:** We will work collaboratively with the community to identify and address community needs and priorities. We will seek input from the community in our decision-making process. Where possible, we will employ local community members, especially for temporary jobs that do not demand skilled labor and where that unskilled labor can replace machinery without tempering budget goals and projects' timelines.
- 4. Accessibility:** We will ensure that our engagement activities are accessible to all members of the community, including those with disabilities and those who speak languages other than English.
- 5. Diversity and Inclusion:** We will respect and value the diversity of the community and ensure that our engagement activities are inclusive and equitable.
- 6. Feedback:** We will actively seek feedback from the community about our engagement activities, and we will use this feedback to improve our engagement practices. For this purpose, a Grievance mechanism procedure with instructions on how to trigger it is visibly displayed at all of our facilities.
- 7. Continuous Improvement:** We will regularly review and evaluate our engagement practices, especially when the grievance mechanism is triggered, to ensure that they are effective and aligned with our organisation's goals and objectives.

IMPLEMENTATION

This policy applies to all employees, volunteers, and contractors of PRI and its subsidiaries. It is the responsibility of all employees, volunteers, and contractors to follow this policy and ensure that our engagement activities are conducted in accordance with these guidelines.

CONCLUSION

Our organisation is committed to building strong relationships with the community. We believe that effective community engagement is critical to our success, and we are committed to engaging with the community in a transparent, respectful, and collaborative manner.

On: 25th January, 2023

Ray Power
CEO