

# **INDIGENOUS PEOPLES ENGAGEMENT**

At Banpu, community engagement is a process of communication and interaction between the company and its communities aimed at achieving social and organizational outcomes. It primarily involves a dialogue where both Banpu and the community collaborate to create social capital. Engagement is most effective when communities share their aspirations, concerns, and values. This process can take various forms and involve different partners such as groups, agencies, or individuals. Successful engagements foster a stronger sense of community ownership and improve mutual understanding, tailored to the specific needs of the community.

The objective of this standard is to provide community engagement practitioners with tools to build and manage relationships with indigenous peoples through consultation and involvement. It offers guidelines to understand the potential impacts of proposed projects on communities and identify opportunities to enhance benefits for local communities and society as a whole.

### **Who are Indigenous Peoples?**

Indigenous communities, peoples and nations are distinct groups with a historical continuity from pre-invasion and pre-colonial societies on their ancestral territories. They are non-dominant in current societies and are committed to preserving and passing on their ethnic identity, cultural traditions, and social structures, along with their ancestral lands, to future generations.

### **Indigenous Peoples and Banpu**

It might have an opportunity for Banpu to involve indigenous peoples during our project development as well as operation. Therefore, Banpu commits to build a meaningful relationship with Indigenous Peoples and communities based on our **honesty, integrity, and respect** that is aligned and integrated with “Banpu Heart”.

Banpu aims to positively contribute to reconciliation with indigenous peoples and communities in all country where we operate by recognizing and respecting their rights and culture, understanding the diversity of Indigenous cultures across such country, and by jointly seeking opportunities to work together for mutual benefit.

Banpu will ensure our business activities to be conducted based on the following **principles**:

- Establish and maintain respectful and meaningful relationships;
- Respect and value the unique cultures and traditions in every country where we operate;
- Strive to increase understanding of indigenous cultures and traditions;
- Work in collaboration with indigenous peoples and communities, in every country where we operate, through operations and into closure;
- Seek to understand indigenous perspectives through engagement and dialogue with impacted indigenous communities, and take measures to mitigate the impact of Banpu’s activities on those communities.

Banpu will demonstrate the commitment through our business activities and implementation of indigenous peoples engagement by acknowledged that:

- Indigenous peoples in the country where we operate have constitutionally-recognized and protected rights;
- Indigenous peoples and communities in the country where we operate have a unique connection to the land and water and a strong desire to retain their culture and traditions;
- Investing in human capacity is needed to ensure the participation of indigenous peoples as qualified, contributing members to Banpu's success;
- Banpu must be responsive to feedback from indigenous communities where our activities impact the ability to exercise constitutionally protected rights, their way of life, their traditions, and cultures including their cultural heritage;
- Indigenous communities must have the opportunity to benefit from Banpu's development, including employment and investing in human capacity-building opportunities.

### **How to Engage with Indigenous Peoples**

- **Step 1: Indigenous Engagement Environmental Scan**  
This step involves gathering information to help Banpu understand key factors and issues that influence its strategic decisions. It also aids in understanding the engagement process, building a business case for indigenous engagement, and identifying opportunities for the company.
- **Step 2: Indigenous Engagement Relationship Building**  
This step involves examining the specific strategies and practices that Banpu needs to implement to achieve success in building relationships with indigenous peoples.
- **Step 3: Grievance mechanisms**  
Grievance mechanisms will be implemented to address complaints or concerns from indigenous communities about the project's impact on their rights, well-being, and traditional territories, including resettlement. The company is responsible for handling and resolving these issues in accordance with its standard practices for Community Complaint Management and Resettlement Management.