



Community Relations Policy Statement

St Barbara operates in a range of socially diverse environments, both within Australia and in the Pacific countries of Melanesia.

At St Barbara, we believe that mining can be a positive force for social and economic development for local communities. We strive to conduct our activities in a socially responsible manner and demonstrate respect for St Barbara's host societies. Through engagement, we try to maximise the positive impact of St Barbara's operations for local communities and balancing the interests of competing stakeholders.

Our approach in dealing with local communities and stakeholders is guided by the following principles:

- > Positively engage and communicate in an open, timely and transparent way with all stakeholders, including Governments, local communities, employees, contractors and regulatory authorities in the countries where St Barbara operates.
- > Encourage employees, contractors and consultants to engage with and demonstrate respect for local communities and their cultural values, traditions and beliefs.
- > Implement processes to educate employees who are dealing with local communities about cultural awareness and encourage proactive and transparent community engagement and involvement in St Barbara's operations.
- > Seek to maximise the positive impact of St Barbara's operations on local economies through employment and training opportunities and supporting the development of local businesses.
- > Conduct operations and interactions with local communities in a manner consistent with internationally recognized principles on security and human rights.
- > Uphold St Barbara's values and not engage in corrupt practices nor offer or accept bribes or other inducements.
- > Adhere to the laws and regulations of the country in which St Barbara operates.

Bob Vassie
Managing Director & CEO