

Effective Date: 22February 2022

Our aim is to safeguard St Barbara's reputation when using social media

Our commitment

We are committed to using social media under the continuous disclosure requirements of the Corporations Act 2001 (Cth) (Corporations Act) and the Australian Securities Exchange (ASX) Listing Rules.

We are committed to providing guidelines on responsible use of personal social media in a business context.

Our approach

We will use St Barbara's social media channels as a communications tool to provide business and community updates, share values, strategy and culture-related stories and celebrate success. We will use it to share information during a crisis or when there is an urgency to provide information to our communities and stakeholders.

As our people are often at the heart of this content, we will provide guidelines on how to share and comment on business information from personal social media accounts.

Our principles

We will:

1. Never disclose market-sensitive or confidential information on social media and will adhere to the Continuous Disclosure and External Communications Policy.
2. Define social media as ever-evolving internet applications and websites that allow user-generated content and multi-directional exchange of information in any format. Given the nature of social media, this policy applies at all times.
3. Delegate accountability and access to all St Barbara social media channels in appropriate job descriptions.
4. Encourage our people to share business content through their personal social media channels and provide guidelines on risks and responsible behaviour.
5. Never use social media applications to share confidential business information that are not supported or secured by St Barbara.

Responsibilities and accountabilities

This is a Policy of St Barbara Limited ("St Barbara") and its controlled entities (collectively, "St Barbara Group"). It applies to all directors, officers, employees, contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation acting for or on behalf of the St Barbara Group ("Personnel").

This policy will be reviewed regularly and updated as required.

Policy governance

Policy Approver: Managing Director & Chief Executive Officer
Policy Owner: General Manager People
Review Cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
5	22.02.2022	22.02.2022	New Policy/Material changes