

Effective Date: 4 May 2022

Our aim is to engage with and contribute to the communities in which we operate, recognising that mining can provide social and economic development for local communities.

Our commitment

We are committed to helping our communities thrive, grow, and prosper. We build meaningful relationships, investing time and energy to ensure local communities are enriched by being our neighbours.

Our approach

We will:

1. Positively engage in an open, transparent, timely, and culturally appropriate way with all stakeholders, including Governments, local communities, employees, contractors and regulatory authorities.
2. Implement processes to educate and upskill employees who engage with local communities about cultural awareness.
3. 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 in a sustainable way.
4. Maintain an up-to-date and comprehensive understanding of the needs and issues in our local communities.
5. Strive to ensure that our contributions address the needs of local communities and are implemented with the goals of the community as well as considering opportunities for employee participation.
6. Invest in community development projects that benefit the community beyond the life of the mine to deliver long term outcomes for the community.
7. Conduct operations and interactions with local communities in a manner consistent with internationally recognised principles and legislation on security, human rights and modern slavery.

Our principles

Our personnel are expected to:

1. Demonstrate respect for local communities and their cultural values, traditions and beliefs.
2. Uphold the St Barbara Code of Conduct and Values and not engage in corrupt practices nor offer or accept bribes or other inducements.

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 by the Board via the Health, Safety, Environment and Community Committee at least biennially and updated as required. The Executive General Manager People is responsible for ensuring that this Policy is implemented.

Policy governance

Policy approver: Board
Policy owner: Executive General Manager People
Review cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
6.0	4 May 2022	4 May 2022	Periodic review and new format