

Effective Date: 1 December 2023

Our commitment

Our contributions align with our values and commitments.

Our approach

In making any contribution we seek to act honestly, fairly, ethically, and in accordance with applicable laws.

Our principles

We:

1. Contribute via various methods including in-kind support, awards, volunteering, donations, sponsorships, programs, research and partnerships;
2. Adopt formal approval and documentation requirements for contributions and, where relevant, apply rigorous due diligence;
3. Follow processes and procedures detailed in company policies including Anti-Bribery and Anti-Corruption Policy and our Code of Conduct to ensure transparent contributions;
4. Do not engage in political donations, sponsorships, or support, including contributions to political parties, politicians, elected officials or candidates for public office in any country;
5. Seek community input and broad community support prior to implementing contributions relevant to those communities;
6. Consider stakeholder relationships and seek to avoid conflicts of interest;
7. Support employee participation through programs such as volunteering and matched giving initiatives for employee-led causes;
8. Seek to ensure that any contributions do not conflict with local practices and customs, our policies or the law;
9. Do not intentionally favour any potential recipient of our contributions based on them belonging to one religious, ethnic, or political group;
10. Prepare community contribution plans that adopt an evidence-based approach that considers community aspirations, interests, balance and benefits;
11. Pursue focus areas for our contributions that consider our commitments, plans and diverse operating contexts; and
12. Consider the sustainability of our community contributions and aim to ensure they are delivered in a manner that has minimal or no adverse environmental impact.

Responsibilities and accountabilities

This is a policy of St Barbara Limited and its controlled entities (collectively, "St Barbara Group"). It applies to all directors, officers and employees 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.

This policy will be reviewed regularly by the Board at least biennially and updated as required. The General Counsel and Company Secretary is responsible for ensuring that this policy is implemented.

Policy governance

Policy Approver: Board
Policy Owner: General Counsel and Company Secretary
Review Cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
3.0	7/12/2021	7/12/2021	Periodic review
4.0	1/12/2023	1/12/2023	Periodic review