

Effective Date: 20 February 2024

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 create a positive legacy for future generations.

Our approach

We will:

1. Assess and understand the risks and potential impacts to local communities from our activities and supply chain and establish performance objectives and standards which are integrated into our management practices.
2. Respect the dignity, culture, wellbeing and human rights of our employees, the communities and others affected by our operations.
3. Engage with local communities to ensure healthy relationships with mutually beneficial outcomes.
4. Work to obtain prior and informed consent of our communities.
5. Invest in development projects that benefit the community beyond the life of the mine to deliver long term outcomes for the community.
6. Proactively engage with stakeholders with timely information about our activities.
7. Provide accessible and effective grievance mechanisms and investigate complaints or other incidences and take corrective action when required and report to applicable authorities and within public reporting.
8. Improve the health and wellbeing of local communities through education and health programs to reduce the impacts from preventable diseases.
9. Comply with all legislation, regulations and permits including with respect to human rights.

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 and, where applicable contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation when acting for or on behalf of the St Barbara Group (“Personnel”).

Policy governance

Policy approver: Board
Policy owner: 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
6.1	20 February 2024	20 February 2024	Periodic review – merging the Community Relations and Human Rights Policies into the one Policy.