



SOCIAL RESPONSIBILITY POLICY

The vision of Stawell Gold Mines is to be a respected leader in Social Responsibility. Stawell Gold Mines believes that social responsibility is essential to its business, and we believe that building relationships is based on trust and open, honest communication.

To realise our commitment to Social Responsibility, the Company commits:

Comply with, as a minimum standard, all applicable legal requirements and commitments to which we subscribe;

Acknowledge all cultural and other human rights that are relevant to our operations and ensure all levels of the workforce are provided with training to understand and respect these rights;

Demonstrate our commitment to Indigenous rights by acknowledging and respecting local cultural beliefs and aspirations;

Engage stakeholders on their concerns, aspirations and values regarding the development, operational and closure aspects of mineral projects, recognising the strong links between economic, social and cultural issues;

Communicate openly and honestly to all stakeholders about our performance in a timely manner;

Integrate social considerations into all aspects of the Company's business decisions and activities, including exploration, project development, mine operation, mine expansion, acquisitions, divestments, and mine closures to avoid or mitigate adverse social impacts;

Develop, implement and maintain corporate standards and procedures to mitigate the risk of misleading communication to communities and stakeholders;

Enhance the Local Community by maximising local procurement and enterprise development, local employment, training and community development opportunities;

Commit to mining practices focused on sustainable economic development, and to work with our employees, their families, the local communities in which we operate, and society at large to improve the quality of life in a way that is both good for local economic development and our shareholders;

Identify social impacts by conducting regular audit and assessment programs and to develop and implement continuous improvement plans to manage the significant impacts, risks and opportunities.