

1. PURPOSE

Gold Road Resources Limited (**Gold Road or the Company**) is committed to developing and maintaining fair and harmonious workplace relationships with employees and their representatives, through thoughtful engagement, consultation, and communication.

The purpose of this Standard is to establish and communicate Gold Road's labour relations practices and processes with relation to:

- The development of workplace agreements
- Consultation relating to employment matters
- Engagement with third party employee representatives.

2. SCOPE

This Standard applies to all directors and employees of Gold Road. Where stated in a specific contract, this Standard may apply to contractors, vendors, contingent workers (labour hire personnel) and other business partners.

3. LABOUR RELATIONS PRACTICES

Gold Road appreciates the complex nature of labour relations and respects employees' rights to freedom of association and collective bargaining, including to establish or join trade unions and representative organisations of their own choosing. Where possible, it is Gold Road's preference to engage directly with employees on matters relating to employment conditions and workplace changes.

Gold Road will not impose terms on its vendor partners that would prevent the employees of those parties engaging in collective bargaining or exercising the right to collectively bargain

Gold Road will establish, maintain and develop constructive and collaborative relationships with employee representatives should employees choose to be represented by a union or collective bargaining association, while maintaining balance to ensure the non-unionised workforce is not unfairly disadvantaged.

Gold Road will engage in constructive negotiations with employees and/or employee representatives with a view to reaching agreement on terms and conditions of employment. This includes providing information to employees and/or employee representatives necessary for meaningful negotiations on conditions of employment

Gold Road supports the rights of all employees and the workers of our vendor partners working at Gold Road sites to work in a healthy, safe and fair environment, and will adhere to all relevant legislation and regulations. Gold Road is committed to, ensuring:

- Working conditions that support the employees' health, safety and wellbeing, including (but not limited to) mental health and emotional wellbeing.
- Adequate steps are taken to eliminate forced or compulsory labour, including child labour, in its operations.

LABOUR RELATIONS STANDARD



- Fair and equitable employment conditions.
- Equal pay irrespective of age, sex, ethnicity, political opinion or other status.
- Competitive remuneration and benefits.
- Proactive consultation and communication with the workforce.

Gold Road:

- Adheres to all applicable employment legislation and regulations in our labour relations practices, including but not limited to the collective bargaining process and the recognition of employee representatives.
- Recognises and understands employees' rights to freedom of association and to collectively bargain.
- Upholds any legally authorised and executed collective bargaining agreement for the term of the agreement.
- Maintains proactive, meaningful and timely consultation which includes dialogue with employees and their representatives on matters related to their employment which could substantially affect those employees as a result of significant operational changes.
- Commits to a period of consultation which is consistent with comparable employers but which in any event is at least SEVEN (7) days except in extenuating circumstances, in emergencies and/or mutual agreement with the workforce.
- Expects vendor partners to engage with and provide timely consultation with their respective workforce(s).

4. DOCUMENT CONTROL

Version Number	Revision Date	Document Owner	Document Approver
Version 4	3 December 2021	General Manager – Capability & Culture	Board of Directors