

STANDARD 4

COMMUNICATION, CONSULTATION AND PARTICIPATION



Effective, transparent and open communication and consultation is proactively conducted with stakeholders associated with Gold Road activities to enable the management of Health, Safety and Environmental (HSE) performance.

REQUIREMENTS

- 4.1. Gold Road will ensure there are processes in place to ensure that stakeholders are informed about and encouraged to participate in relevant HSE activities. Stakeholders include, but are not limited to: employees, contract partners and the local community.
- 4.2. Gold Road will ensure that relevant HSE information will be made available to stakeholders including (but not limited to):
 - Policies, Standards and Procedures
 - Risk Assessments
 - Incident notification and reports
 - Minutes of HSE Meetings.
- 4.3. Employees and business partners will be encouraged to be involved in the development, implementation and review of HSE improvement initiatives.
- 4.4. Communication and consultation processes will include a provision for providing feedback and tracking actions.
- 4.5. Systems are in place to receive, analyse and respond to internal and external concerns and complaints regarding company activities.
- 4.6. Mechanisms are in place to allow for matters to be raised anonymously at the request of the complainant.
- 4.7. Gold Road has a responsibility to ensure its employees, contract partners and other stakeholders are, to the extent relevant to them, aware of and understand:
 - Gold Road Health, Safety and Environmental Policies
 - Health, Safety and Environment roles and responsibilities
 - Health, Safety and Environmental legal and other obligations
 - Gold Road Critical Risks
 - Emergency Information
 - Health, Safety and Environmental objectives, metrics, targets and KPIs
 - Relevant Standard Operating Procedures (SOP)
 - HSE statistical data and trends
 - Methods for employee and contract partner feedback.

STANDARD 4 COMMUNICATION, CONSULTATION AND PARTICIPATION



- 4.8. HSE information and key learnings will be shared openly across Gold Road as appropriate.
- 4.9. Gold Road shall ensure that Safety and Health Elected Representatives are involved with HSE activities and provided with the appropriate time and resources to support Gold Road HSE strategic objectives.
- 4.10. Gold Road shall prepare regular reports concerning HSE performance to stakeholders to facilitate effective HSE management.
- 4.11. Gold Road shall have systems in place to communicate the HSE objectives and publicly report HSE performance.
- 4.12. Gold Road will, where appropriate, provide proactive and open consultation and communication with governments, authorities and other relevant external parties.
- 4.13. Concerns, complaints and relevant external communications related to the HSE aspects of Gold Road activities are recorded, acknowledged, and investigated as incidents and outcomes reported back to relevant stakeholders.

Version Number	Revision Date	Document Owner	Document Approver
Version 1.0	25 March 2022	General Manager – Capability & Culture	Board of Directors