STANDARD 1
STRATEGIC INTENT & EXECUTION

GOLD ROAD RESOURCES

Gold Road will continue to focus on delivery of our value drivers of Discovery, Operations and Corporate Development to deliver value to our shareholders and stakeholders. Clearly defined ESG objectives, metrics and targets will be integrated into the overall business planning process, supported by policies, standards and systems to enable continual improvement in ESG performance.

REQUIREMENTS

1.1.   Develop an overall business strategy that aligns with the Company's Visions and Values and informs the annual budgeting cycle.

1.2.   Develop and maintain Company Policies and Standards that are appropriate to the nature and scale of Gold Road's activities and approved by CEO and Board.

1.3.   Periodically review and update Policies and Standards as required to ensure they remain relevant and aligned with the strategic intent.

1.4.   Ensure Policies and Standards are available for all relevant stakeholders to access.

1.5.   Develop an effective integrated HSE management system to improve HSE performance across the business.

1.6.   Establish ESG objectives, metrics and targets against which progress, and improvement can be monitored and evaluated.

1.7.   Ensure the business is adequately resourced for effective implementation of the HSE Management system and to ensure ESG objectives, metrics and targets can be achieved.

1.8.   Delegate responsibility and accountability for overseeing implementation of the business strategy, HSE management system and ESG objectives and metrics to Gold Road's Executive Leadership Team.

1.9.   Accountabilities and responsibilities of senior leaders will be clearly defined to enable effective implementation of ESG objectives and the HSE Management system.

1.10.   ESG objectives, metrics and targets will be periodically reviewed to ensure they remain relevant to the nature and scale of the business.

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Version 1.0	25 March 2022	General Manager – Capability & Culture	Board of Directors

STANDARD 2
STATUTORY AND REGULATORY OBLIGATIONS

Gold Road will ensure relevant local, state, federal and international legislation requirements are systematically identified, documented, communicated, and complied with.

REQUIREMENTS

2.1. Identify relevant local, state, Federal and international legislation relevant to our activities and maintain the legal and other obligations in a central register.

2.2. Include commitments and conditions contained in relevant permits, approvals and licences into a central register to enable compliance tracking.

2.3. Identify relevant non-statutory guidelines, codes of practice, voluntary commitments, voluntary reporting initiatives to which business practices should be aligned.

2.4. Include permit, licences, approval expiry dates in a central register to ensure renewals are obtained when required.

2.5. Ensure access to the central register is provided to all relevant personnel

2.6. Ensure responsibility and accountability for managing legal compliance is clearly communicated, supported by appropriate training where required.

2.7. Regularly update and review the central register to maintain its currency and relevance to the company's activities

2.8. Incorporate legal requirements into company standards, procedures and work instructions to embed a compliance culture across the business.

2.9. Develop a compliance audit process to monitor compliance with requirements.

2.10. Require contract partners to provide proof of any permits, licences, approvals required to perform their work for Gold Road. This will be conducted as part of the contractor selection process

2.11. Contractors legal compliance performance will be reviewed for consideration during the contractor selection process.

2.12. Compliance audits will be systematically conducted to determine compliance performance

2.13. Non-compliance with legal requirements will be addressed and corrective actions implemented to rectify non-compliance and recorded in the company's incident management system.

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STANDARD 3
CAPABILITY, COMPETENCY & CULTURE

Work activities at Gold Road will be appropriately resourced, with the personnel having the level of training and skill required to perform their activities to promote their health, safety and the care for the environment. The organisation will foster a culture of learning and continuous improvement to enable us to think and act differently.

REQUIREMENTS

CAPABILITY

3.1.   Gold Road Management will ensure the organisation is adequately resourced with the required resources (people and equipment) to adequately manage risk and promote a healthy and safe work environment with optimal care for our environment.

3.2.   Suitably qualified and experienced HSE professionals will be appointed to assist with ensuring that health, safety and environmental requirements are met.

3.3.   Gold Road HSE professionals shall enable HSE leadership through line management by providing coaching, effectively supporting change management and through the provision of technical HSE advice.

3.4.   HSE requirements shall be considered during the planning process of new projects / ventures to ensure adequate HSE capability and performance is achieved.

3.5.   The recruitment process for new operational leaders shall involve assessment of HSE leadership capability and competence.

COMPETENCY

3.6.   Gold Road leaders shall be provided with an appropriate level of HSE leadership knowledge and skills based on their level of HSE accountability.

3.7.   Gold Road personnel will hold the appropriate skills, competency and experience required to complete their work activities in accordance with HSE requirements.

3.8.   Employee position descriptions will clearly outline HSE roles, responsibilities and accountabilities.

3.9.   Gold Road employees, contract partners and visitors will be made aware of HSE expectations and hazard identification / risk management processes though induction and on-boarding.

3.10.   Gold Road will establish and maintain a system to ensure all core HSE training records, licences and competencies are recorded and stored appropriately.

3.11.   Gold Road will ensure that training and competency programs delivered internally have considered the cultural and educational diversity of the workgroup and where appropriate made reasonable adjustments to ensure the content is delivered in an appropriate medium for effectiveness.

CULTURE

3.12.   HSE leadership and culture shall be assessed formally through employee engagement and culture surveys, which will be conducted at the discretion of Gold Road Executive Management, with findings reported to the Board.

3.13.   Directors, Executive Management and Departmental Managers shall conduct Visible Leadership activities (which are to incorporate HSE) onsite or within operations on a regular basis.

3.14.   Gold Road will establish and maintain the Gold Road behavioural-based program Golden Commitments across all sites to ensure Environmental, Social, Governance (ESG) remains a key business driver.

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STANDARD 4
COMMUNICATION, CONSULTATION AND PARTICIPATION

GOLD ROAD RESOURCES

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.

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.

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STANDARD 5
RISK AND CHANGE MANAGEMENT

GOLD ROAD RESOURCES

> HSE hazards are proactively identified, assessed and managed to prevent or reduce the likelihood and consequence of incidents, including the systematic assessment and management when temporary or permanent changes take place.

REQUIREMENTS

5.1. Gold Road will establish and maintain a risk and change management system appropriate to the nature, scale, health, safety and environmental impacts of the company's activities in line with the intent of the Gold Road Resources Risk Management Policy.

5.2. Risk will be managed by using the appropriate risk management tool to identify hazards, assess consequences and likelihood, evaluating risk and implement preventive and mitigation control measures.

5.3. Where risk cannot be eliminated, control measures are selected and prioritised using the Hierarchy of Control and implemented to effectively manage identified risks to as low as reasonably practicable (ALARP).

5.4. Gold Road will support the right of employees, contractor partners and visitors to cease work or refuse to work in situations that may cause harm, and to immediately bring these situations to the attention of those at imminent risk and to management.

5.5. All employees are to be trained in, and have access to the appropriate tools and documentation to conduct required risk assessments prior to starting work.

5.6. A Company enterprise risk register shall be kept and maintained, as well as site operational risk registers (as required) of HSE risks that includes the following:

- A description and impact of the risk

- The inherent risk rating

- Existing preventative controls

- A control effectiveness rating

- The level of residual risk – the current level of risk with the current effectiveness of controls

- Additional mitigation actions required to reduce the risk to ALARP

- A risk owner.

5.7. Gold Road will identify Critical Risks that have the potential to result in fatality or life altering injury, significant environmental harm or reputational damage and communicate with workers the appropriate Critical Controls required to mitigate the risk. Critical Risks will be incorporated into the relevant HSE risk registers.

5.8. Employees shall be provided with the Critical Risk Standards (and associated resources) relevant to their scope prior to commencing work.

5.9. HSE risk registers will be reviewed at a minimum annually, or as a result of an industry change with the potential to impact Gold Road operations or following a significant event / significant incident to

reflect changes and learnings. Reviews will include site management, Executive and Senior Leadership Team members and Board Directors.

5.10. HSE risk management will be in accordance with the Enterprise Risk framework and Company Risk Appetite Statement and accepted risk tolerance.

5.11. Formal processes and documented procedures shall be in place for the effective assessment and management of risks associated with unplanned, temporary or permanent changes.

5.12. The risk assessment of a change will be appropriate to the nature of the change and the exposure associated with it.

5.13. Mechanisms will be in place for internal/external communication and reporting of HSE risk.

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STANDARD 6
INCIDENT AND INVESTIGATION MANAGEMENT

HSE incidents, including near hits, non-conformances/non-compliances are reported, investigated, and analysed to identify root causes and contributing factors, ensuring that corrective and preventive actions are implemented and learnings are shared throughout the organisation to prevent recurrence.

REQUIREMENTS

6.1.   Gold Road will maintain a system to ensure the timely reporting, investigation, identification and completion of corrective actions and appropriate communication of all actual and potential HSE incidents.

6.2.   Gold Road will establish an incident notification and reporting system that:

- Defines notification and reporting requirements

- Defines the types of incidents to be reported and to whom they are reported to and in what timeframe

- Defines the level of investigation required based on the incident severity / value obtained from the type of investigation

- Meets local regulatory accident and incident reporting requirements

- Triggers the appropriate level of emergency and post emergency response including the Crisis Management System if required

- Defines the level of management who will be involved in the incident reporting, investigation and follow-up of permanent corrective actions

6.3.   The requirement for timely reporting of actual and potential incidents is promoted in induction, internal leader development courses / coaching and through leadership behaviour.

6.4.   Following an incident, the incident scene shall be preserved until evidence appropriate to the investigation being performed has been gathered / collected.

6.5.   Following an incident, work does not resume until actions have been taken to reduce the risk of recurrence to as low as reasonably practical and authorisation for resumption of work is given at the appropriate level (including statutory authorisation if required).

6.6.   Gold Road have adopted the FIVE (5) Whys and Incident Cause Analysis Method (ICAM) incident investigation method. Sites are to ensure that appropriate training is provided for those persons required to conduct / participate in incident investigations.

6.7.   All corrective and preventative actions resulting from incident investigations shall be recorded, tracked and monitored within the Gold Road HSE information management application.

6.8.   Incident findings and corrective actions shall be communicated as appropriate to Gold Road sites and contract partners to encourage the sharing of learnings.

6.9.   Data gathered from incident investigations is analysed to identify patterns and emerging trends, and for management reporting.

6.10.   Gold Road Management will respond appropriately to patterns and emerging trends by initiating appropriate corrective actions and improvement plans.

6.11.   Gold Road will have a system in place for conducting Critical Incident Reviews of Significant Incidents.

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STANDARD 7
CRISIS AND EMERGENCY MANAGEMENT

The Gold Road Health, Safety and Environmental Management System is supported by an effective system, sufficient resources and trained personnel to effectively respond to and manage all relevant crisis and emergency situation(s).

REQUIREMENTS

7.1.   Crisis and emergency management systems are maintained by Gold Road to cater for potential crisis and emergency situations appropriate to the nature, scale and impacts of the Company's activities.

7.2.   Plans are in place to define appropriate response to crisis and emergency scenarios. These plans are documented, accessible, communicated to relevant personnel and periodically reviewed. The plans define:

- Roles and responsibilities for employees and contract partners

- Protocols for managing an emergency and/or a crisis

- Protocols for engagement of other external response agencies

- Resources and aids for external stakeholder communication including next of kin, government agencies, media, and share market

- Resources for internal communication

- Protocols for notification of statutory authorities and for interaction with them

- Protocols for re-establishing normal operations.

7.3.   Gold Road workplaces have appropriately trained Emergency Management Teams (EMT), Wardens and First Aiders to respond to and manage emergency situations as per the site risk profile.

7.4.   Sites shall ensure that internal notifications are undertaken as soon as practical both during and following an emergency.

7.5.   A Corporate Crisis Management Team shall be established to support Site Emergency Management Teams (where required).

7.6.   Resources, including equipment and warning devices, required for emergency response are identified, maintained, tested and made readily available.

7.7.   Crisis and Emergency Management Teams shall consider the risk to personnel before committing responders (e.g. fitness for work, likelihood of injury).

7.8.   Employees, contractor partners, visitors and external stakeholders (as appropriate), shall be trained in and understand the crisis and emergency response plans, their roles and responsibilities, and the use of crisis and emergency response resources.

7.9.   Crisis and emergency response drills and exercises will be scheduled and conducted regularly, including liaison with external response agencies and other stakeholders as appropriate.

7.10.   Post incident review and debrief will be conducted after a crisis and/or emergency event (including drills).

STANDARD 7
CRISIS AND EMERGENCY MANAGEMENT

7.11. First responders and those involved in crisis / emergency situations shall be offered mental health and wellbeing professional support post event through the Company Employee Assistance Program or other suitable service.

7.12. Before recommencing operations, sites shall ensure that emergency management capabilities are reinstated (emergency supplies, personnel etc.).

7.13. Emergency and crisis management plans and protocols shall be reviewed at regular frequency and following any event to ensure they remain relevant and appropriate.

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STANDARD 8
WASTE MANAGEMENT

Gold Road is committed to responsible waste management practices in compliance with applicable laws, regulations and permits. Waste includes both hazardous and non-hazardous materials.

REQUIREMENTS

8.1. Identify, assess and comply with applicable legislation, permits and obligations in relation to waste management

8.2. Support the reduction, reuse and recycling of waste materials.

8.3. Ensure vendor partners are aligned with our waste management approach.

8.4. Assess and classify hazardous and non-hazardous waste streams from our activities during project planning and minimise these where possible.

8.5. Identify and implement appropriate waste minimisation and disposal strategies.

8.6. Recycling or reusing non-hazardous or inert materials where possible and only dispose at a registered landfill location.

8.7. Temporarily store hazardous waste onsite, in legally compliant facilities that are designed to prevent spills to soil or water, for collection by licenced operators for offsite disposal at registered facilities.

8.8. Ensure material characterisation of waste rock is conducted and any potential acid forming is appropriately managed.

8.9. Develop and maintain systems to monitor and record waste disposal to ensure activities are in compliance with approvals.

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STANDARD 09
MINE CLOSURE

Gold Road is committed to responsibly close its mining operations and ensure its sites are safe, stable and non-polluting, minimising risks to the environment and people. Gold Road will consider the entire life cycle of its operations in the planning and decision making stages of project development.

TO ACHIEVE THIS OBJECTIVE GOLD ROAD WILL:

9.1.   Recognise the potential environmental, social, financial and governance risks associated with mine closure and address these risks during the project planning and decision making processes.

9.2.   Ensure shareholder expectations and regulatory requirements are addressed throughout mine closure planning and implementation phases.

9.3.   Develop mine closure plans in accordance with statutory guidelines.

9.4.   Explore and assessing a range of possible mine closure options including alternative land uses for potential beneficial uses, divestment and relinquishment.

9.5.   Ensure closure risks and costs are included as part of project risk assessment processes.

9.6.   Consider un-planned closure scenarios as well as planned closure and care and maintenance situations in mine closure plans.

9.7.   Ensure that communities in which we operate are better off for having Gold Road operating in the region.

9.8.   Conduct ongoing monitoring post closure as required by mine closure plans to ensure effectiveness of closure measures.

9.9.   Conduct early research into effective rehabilitation methodologies to increase rehabilitation success at closure.

9.10.   Conduct progressive closure and rehabilitation activities throughout operational phase where possible.

9.11.   Continue to review and improve our approach to mine closure to further minimise any long term environmental risks.

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STANDARD 10
BIODIVERSITY

Gold Road is committed to identifying and protecting biodiversity values within its areas of operation and will continue to manage its activities to minimise environmental impacts in accordance with the mitigation hierarchy.

TO ACHIEVE THIS OBJECTIVE GOLD ROAD WILL:

10.1. Acknowledge the natural environmental values in areas in which we operate and commit to protecting these values for future generations.

10.2. Recognise the importance of areas reserved for the conservation of flora and fauna along with unique environmental features including salt lakes, rocky ridges and sand dunes.

10.3. Strive to minimise potential environmental risks and realise opportunities to meet our environmental goals.

10.4. Commit to responsible land and ecosystem management.

10.5. Comply with all applicable laws, regulations and other obligations in regards to biodiversity.

10.6. Biodiversity values will be identified, verified and assessed prior to clearing activities through desktop studies and field investigations.

10.7. Design and implement baseline biodiversity studies with adequate time to identify important biodiversity aspects that may be affected by new projects or expansions.

10.8. Conduct field based inspections to determine environmental values prior to commencing clearing activities to obtain an understanding of occurrence and distribution of any conservation significant species. Assessments will be undertaken in accordance with applicable laws and guidelines.

10.9. Biodiversity surveys will be scaled as required commensurate to the project development stage as the project moves from exploration through feasibility, construction, operation and closure.

10.10. Apply the mitigation hierarchy to its activities of avoidance, mitigate, rehabilitate and offset.

10.11. Include biodiversity as a due diligence consideration during project acquisition.

10.12. Develop and maintain systems to monitor and record disturbance to ensure clearing activities are in compliance with approvals.

10.13. Develop management plans to ensure identified environmental values are protected and potential impacts minimised.

10.14. Maintain high quality environmental hygiene management practices to prevent the introduction or spread of weeds and pests.

10.15. Share information obtained through field surveys, particularly in relation to recorded sightings of species of conservation significance, with appropriate government agencies for incorporation into state and national databases.

10.16. Endeavour to protect habitats supporting significant native fauna species and will minimise its interactions with native fauna species.

10.17. Undertake environmental auditing to monitor compliance with environmental legislation, regulations, approvals and guidelines and to ensure effective implementation of appropriate management measures.

10.18. Ensure vendor partners are aligned with our biodiversity approach.

10.19. Gold Road is committed to the sustainable use of resources and will monitor and report on a range of metrics in line with external reporting frameworks including GRI sustainability reporting standards and Sustainable Accounting Standards Board.

10.20. Gold Road's Board oversees the approach to biodiversity through the Risk and ESG Committee.

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STANDARD 11
WATER MANAGEMENT

Gold Road is committed to the responsible management of water resources. Gold Road will ensure adequate water supply for our exploration and operational activities now and into the future while not compromising the environmental, heritage values or affecting other water users.

TO ACHIEVE THIS OBJECTIVE GOLD ROAD WILL

11.1.   Incorporate early assessment of surface and groundwater availability and potential impacts for current and future projects and activities.

11.2.   Ensure a consistent secure supply of water for operations without compromising water availability for other users, or the environment.

11.3.   Maximise use of recycled water.

11.4.   Regularly disclose water use statistics and measures adopted to reduce water use.

11.5.   Prevent pollution of ground or surface water resources by ensuring adequate and appropriate containment of hydrocarbons and chemicals Commit to responsible land and ecosystem management.

11.6.   Commit to continually improving water management measures and initiatives to further reduce reliance on raw water sources.

11.7.   Regularly review and assess climate change risks relating to water security.

11.8.   Regularly review and assess climate change risks associated with changing rainfall and flooding events, including frequency, severity and intensity.

11.9.   Reduce potential water quality impacts by incorporating appropriate surface and ground water management into planning and implementation of activities.

11.10. Ensure water management risks and opportunities are identified and assessed during due diligence for future merger and acquisitions.

11.11. Engage proactively and inclusively with stakeholders, particularly those in our host communities, that may influence or be affected by our water use and discharges

11.12. Support and actively encouraging initiatives that promote improved water use, effective water catchment management and contribute to improved water security.

11.13. Encourage business partners and vendor contractors to adopt similar principles and standards for effective water management across our sites and local regions.

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STANDARD 12
TAILINGS MANAGEMENT

Gold Road is committed to the safe, environmentally sound and socially responsible design, construction and operation of all its Tailings Storage Facilities (TSF).   We believe in responsible tailings management to minimise the risk of dam failures, maintain regional biodiversity values, protect surface and groundwater, prevent uncontrolled releases and reduce long-term closure liabilities.

TO ACHIEVE THIS OBJECTIVE GOLD ROAD WILL:

12.1.   Adopt and maintain leading industry standards and practices with respect to the design, construction, operation, management and rehabilitation of TSFs to ensure integrity of TSF structures.

12.2.   Support the development and implementation of innovative approaches to design, construction, operational performance monitoring, closure and rehabilitation of TSFs through participation in research and other industry initiatives and collaborations.

12.3.   Undertake multi-criteria analysis of feasible location and design options for new TSF structures to ensure optimal positioning and construction.

12.4.   Be open and transparent around tailings management practices and publicly disclose information about tailings management systems, processes and practices.

12.5.   On operations in which Gold Road is not the operational manager we will monitor our JV partners management practices with regards to tailings management to ensure operation meets regulatory standards and commitments.

12.6.   Ensure clearly defined and assigned accountabilities and responsibilities relating to tailings management.

12.7.   Ensure adequate resources are available to fulfil the operational obligations related to safe operation and management of TSF's.

12.8.   Ensure that adequate and appropriate emergency preparedness and emergency response planning are in place for risks involving TSF's.

12.9.   Continually monitor TSF management and performance to ensure operation remains within company risk appetite tolerance.

12.10.   Ensure that our communities are informed and engaged with regards to tailings management and emergency preparedness.

12.11.   Ensure regular TSF audits are conducted to monitor structural and operational integrity.

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STANDARD 13
HEALTH & HYGIENE MANAGEMENT

Gold Road managed sites are committed to effectively identifying and controlling health and hygiene hazards to protect the wellbeing of workers.

REQUIREMENTS

PHYSICAL HEALTH & WELLBEING

13.1. Personnel attending Gold Road sites are to have an approved medical assessment prior to commencement of work and will undergo medical re-assessment at intervals determined using a risk based approach based on occupational role and working environment.

13.2. Gold Road sites are to have adequately trained medical / first response personnel to manage risks associated to the operation.

13.3. Gold Road is to adequately resource and maintain medical equipment and resources commensurate to the respective site or operation's risk profile and proximity to medical support.

13.4. Gold Road is to ensure where workers are exposed to pathogens, the appropriate immunisations are made available to affected workers at required intervals Biodiversity values will be identified, verified and assessed prior to clearing activities through desktop studies and field investigations.

13.5. Gold Road will encourage personnel to maintain a healthy lifestyle and their personnel wellbeing through regular, company led initiatives.

13.6. For Gold Road supplied messing, balanced food options are to be made available to ensure workers are able to maintain a healthy diet, with provisions made for dietary requirements.

13.7. Gold Road will establish and maintain an injury management system to ensure workers compensation and non-work related injuries / illnesses are effectively managed by trained and competent personnel.

MENTAL HEALTH & WELLBEING

13.8. Gold Road leaders and contract owners are to ensure psychosocial hazards and risk factors are considered in work programs.

13.9. Gold Road will ensure that adequate and trained Mental Health First Aiders are appointed as a point of contact for mental health concerns.

13.10. Gold Road will establish a framework and training to support leaders in managing worker mental health.

13.11. Gold Road will provide employees and their immediate family members with a confidential counselling service (employee assistance program).

13.12. Gold Road will conduct regular engagement surveys to seek feedback from the workforce regarding the management of psychosocial hazards at Gold Road sites.

OCCUPATIONAL HYGIENE

13.13. Gold Road will comply with regulatory requirements for the identification and management of health and hygiene hazards including the establishment of health risk assessments, hygiene management plans and reporting of exposure results

13.14. Workers are required to participate and comply with any Gold Road occupational hygiene monitoring.

13.15. Gold Road will work to industry best practice to reduce worker exposure to occupational health & hygiene hazards utilising the Hierarchy of Controls to reduce risk to as low as reasonably practicable.

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STANDARD 14
CONTRACTOR MANAGEMENT & PROCUREMENT

Contract partners providing goods or services shall undertake their activities in accordance with legal, regulatory and Gold Road HSE requirements.

REQUIREMENTS

14.1.   Gold Road shall have a contractor management system in place to evaluate, onboard and provide ongoing management oversight of contracts and their specific HSE performance requirements

14.2.   Contract partners will undergo a HSE prequalification assessment commensurate to the risk of goods / services being supplied prior to contractual arrangements being established.

14.3.   Where a contract partner does not have an existing HSE management system that meets Gold Road requirements, the contract partner is required to adopt the Gold Road HSE management system.

14.4.   A register of approved contract partners is to be maintained for each operation / site and undergo periodic review.

14.5.   For contracts undergoing a tender process, HSE considerations shall be evaluated involving Gold Road HSE professionals and may include site visits / equipment inspections prior to contracts being awarded.

14.6.   Contract partners are to have a scope of work defined outlining the type of work they are performing, equipment and resourcing requirements for the work scope, duration of the activity and associated HSE requirements.

14.7.   Contract partners are required to undertake risk assessments for all activities prior to commencing work and where required establish HSE management plans to effectively manage HSE risk.

14.8.   Contractual agreements are to include a clause for termination in the event of substandard HSE performance.

14.9.   Each contract is to have a Contract Owner appointed with clear reporting relationships, accountabilities, communication and consultation provisions in place that adequately discharges HSE responsibilities.

14.10. Contract Owners are accountable for ensuring compliance against contractual agreements through periodical review and auditing of contract partner HSE systems and performance.

14.11. Contractual agreements shall include relevant HSE performance key performance indicators (KPI's) for contractors to meet that aligns with Gold Road HSE objectives and targets.

14.12. Contract partners shall report regularly on their HSE performance (lead and lag indicators) to Contract Owners and Company representatives.

14.13. Contract partners shall ensure they have suitably trained and qualified personnel to proactively manage HSE including hazard / incident reporting, incident investigation and HSE communications.

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STANDARD 15
MONITORING AUDIT AND MANAGEMENT REVIEW

Health, Safety and Environment (HSE) performance and systems are monitored, audited and reviewed to identify trends, measure progress, assess conformance and drive continual improvement.

REQUIREMENTS

15.1.   Gold Road will ensure that relevant HSE information will be made available to stakeholders including Gold Road will ensure that HSE performance within the workplace is regularly measured, recorded, monitored and analysed with results reported to stakeholders as appropriate.

15.2.   Gold Road will establish objectives, metrics and targets for key HSE components against which performance can be monitored, measured and reported.

15.3.   Gold Road HSE teams will regularly conduct management review on HSE performance with directors, management and other relevant stakeholders to facilitate effective HSE management.

15.4.   A range of metrics will be monitored and   reported on in alignment with external reporting frameworks including industry sustainability reporting standards and Sustainable Accounting Standards Board.

15.5.   Gold Road will develop effective and efficient processes and systems for the collection and storage of HSE performance related data for analysis, evaluation and reporting purposes.

15.6.   HSE inspections are scheduled and conducted by sites at frequencies appropriate to the assessed level of HSE risk.

15.7.   An internal HSE audit system shall be developed, implemented and maintained. Internal audits will be conducted at minimum biennially for the HSEMS and at a minimum of annually for Critical   Risk Standards. Audit findings will be reported to the Gold Road Executive and Board.

15.8.   Each site will identify long term contract partners and/or those completing hazardous works and ensure that an annual audit is undertaken against the contract partners agreed Health, Safety, Environment Management Plan (HSEMP).

15.9.   The internal audit system will evaluate evidence to measure compliance against the requirements of the Gold Road Health, Safety and Environmental Management System (HSEMS).

15.10. External audits of the Gold Road HSEMS   consisting of desktop and in field assessment will be conducted at the discretion of the Executive Health, Safety and Environment Committee to measure conformance with the HSEMS.

15.11. External audit teams shall comprise auditors who are independent of Gold Road.

15.12. Corrective and preventative actions to address non-conformances identified in inspections and audits are to be documented, tracked and actioned with their status regularly reported to stakeholders. Corrective actions must have allocated time for completion and responsibility for each corrective action.

15.13. Annual HSEMS reviews shall be conducted to determine the continuing suitability, adequacy and effectiveness of the HSEMS.

15.14. Information reviewed includes HSEMS audit results, incident reports, performance reports and relevant views from stakeholders.

15.15. Reviews are to be documented, including observations, conclusions, recommendations and follow-up.

15.16. The annual HSEMS review will be used to frame the subsequent HSE strategic plan.

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