

1. PURPOSE

Gold Road believes that active and inclusive community engagement is a positive contributor to the Company's ongoing success and supports our social licence to operate.

Gold Road believes that open and respectful engagement and decision making regarding its activities can have a beneficial impact on its local communities and key stakeholders.

Gold Road is committed to contributing to sustainable development; and upholding and promoting fundamental human rights where we do business.

2. SCOPE

This Standard outlines Gold Road's principles and approach to community engagement. It applies to all Gold Road directors, employees, and any contractors or service providers that interact with our communities while representing Gold Road.

3. OUR APPROACH

Gold Road is vested in building long-term sustainable relationships with the communities in which it does business. Gold Road applies the following principles and approach to support mutually beneficial outcomes in our communities.

- We will comply with all applicable laws, regulations and voluntary commitments which the Company may adopt
- We will respect and protect the human rights of local community members in all Company dealings with them
- We value diversity and respect for heritage, customs and traditions of local communities including Indigenous people that may be impacted by Company activities
- We will identify, record, engage and consult with relevant individuals and key community groups appropriate to the level of involvement and activity
- We will listen, understand, consider and respond to stakeholder views, concerns and expectations in a balanced way accounting for submissions by various stakeholders
- We will provide easy access to information for identified community members and stakeholders, taking into consideration local barriers that may arise due to culture, language or disability
- We will establish mutually acceptable avenues of communication, consultation and participation processes to create long-term sustainable relationships
- We will identify and seek to minimise adverse social and environmental impacts that may occur in the communities in which we do business
- We will identify and provide opportunities for local communities to share in the benefits that flow from exploration and mining activities, including using local services, suppliers, and creating employment and contracting opportunities
- We will build cross cultural awareness and understanding of connection to country across all Company work sites

- We will not engage in corrupt practices nor offer or accept bribes or other inducements and in all dealings uphold the Gold Road Values and Code of Conduct

4. RESPECTFUL ENGAGEMENT

Gold Road's interactions with its communities and stakeholders are defined by the Company's Values and principles:

Commitment (care for wellbeing of all) demonstrated by identification, early engagement and understanding of stakeholders' expectations

Integrity (we act with integrity) is demonstrated by all parties acting with mutual respect and trust

Trust is gained through open, honest and transparent communication that respects stakeholders' culture, values and beliefs

Inclusiveness (work as one team) is achieved through broad participation and engagement to deliver mutually beneficial outcomes

Respect is earned when stakeholders' values, opinions and beliefs are acknowledged and considered in all interactions

5. MONITORING AND REPORTING

Gold Road will monitor and assess the effectiveness of its community engagement and will report in a timely manner on its social and sustainability performance.

An ethos of continual learning and improvement is fundamental to the way Gold Road operates. Each engagement with a community member or stakeholder provides an opportunity for improvement which can be used to review, amend and improve on our community engagement.

6. FEEDBACK AND GRIEVANCE MECHANISMS

Gold Road appreciates community and stakeholder feedback on its operations and activities. Gold Road has a multi-tiered process to enable stakeholders to provide feedback or raise concerns and have these resolved in a timely manner consistent with the UN Guiding Principles on Business and Human Rights.

Stakeholder feedback or concerns may be provided directly to Gold Road through the following avenues:

- In person:** to a Gold Road employee
- By phone:** +61 8 9200 1600
- By Email:** perth@goldroad.com.au
- In writing:** General Manager – Social Performance & External Relations
Gold Road Resources
PO Box 1157, West Perth WA 6872

Stakeholders may also make a report through the independent online reporting system provided by Safe2Say and can be accessed (24/7) online and from any device.

Click on the button below to complete a Feedback and Grievance Form using the Integrity Reporting Platform:



All matters reported to the Company are recorded and detailed in a report that is provided to the Risk and ESG Committee. Any serious or material matters, or if there are any concerns with independence, will be considered for immediate referral to the Chair of the Risk and ESG Committee.

7. SUPPORTING DOCUMENTS

- [Corporate Code of Conduct](#)
- [Human Rights Policy](#)
- [Anti-Bribery and Corruption Policy](#)

8. REFERENCES AND RELATED DOCUMENTS

- [OECD Guidelines for Multinational Enterprises](#), including [OECD Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector](#)
- [UN Guiding Principles on Business and Human Rights](#)

9. STANDARD REVIEW

This Standard is to be reviewed on an annual basis by the General Manager – Social Performance & External Relations in consultation with the Managing Director and CEO, and presented to the Risk & ESG Committee for review and recommendation to the Board.

10. DOCUMENT CONTROL

Version Number	Revision Date	Document Owner	Document Approver
Version 2.0	5 December 2023	General Manager – Social Performance & External Relations	Risk & ESG Committee