



STEENCORE
MINING & ENERGY

CORPORATE SOCIAL RESPONSIBILITY

Version 2.0 | 2022/23



STEENCORE

CONNECTING THROUGH COMMUNITY

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Effective from May 2020
Last Reviewed in June 2022

A Commitment to Corporate Social Responsibility

Steencore's future is dependent on its ability to develop its project opportunities into viable operations, and to manage and operate those operations responsibly through their life cycle to final closure. The project development through to closure life cycle is consistent with our commitment to sustainable development, protection of human life, health, the environment, and to adding value to the communities in which we operate.

We believe that building relationships based on trust and mutual advantage is essential to our business success. This will be achieved through our leadership using reliable systems that support effective and conscionable decision making.

To realize its commitment to Corporate Social Responsibility, Steencore will:

Identify

- Opportunities for improvement and set challenging standards that are congruent with community values and expectations.

Implement

- Maintain and continuously improve our social programs (in accordance with Steencore's integrated and discipline specific management systems, that identify and manage risks, and profiles accurate information to support effective and conscionable decision making.

Consult

- The community on its concerns, aspirations and values regarding the development, operational and closure aspects of mineral projects, recognizing that there are links between economic, social and cultural issues.

We will do this by:

- **Understanding and respecting** the needs and aspirations of all members of the communities we work with.
- **Conducting our activities** in ways which will benefit those with whom we work.
- **Demonstrating respect** for the values, views and human / cultural rights of individuals.

Integrate

- Social considerations into all aspects of the company's activities, including exploration, project development, mine operations, mine expansion, acquisitions, divestments and closures.

Design

- Construct, operate and decommission all facilities and associated infrastructure to avoid or mitigate adverse social impacts and enhance social benefit.

Select

- Appropriately qualified and capable people, and provide necessary training to enable employees, contractors and suppliers to recognize the potential and actual social impact of their activities to ensure they are able to manage their activities in accordance with this policy.

Undertake

- Regular social impact assessments and embrace recommendations for improvement with prompt follow-up actions.

Communicate

- Openly about its performance in an accurate, transparent and timely manner.

LOOKING FORWARD

Steencore's Working Group has set the following priorities for FY22.

Policy Review

Review the current policy framework to ensure it meets best practice.

Training

Deliver training to all procurement staff to increase capability and ensure they are able to assist suppliers in building their capabilities.

Engagement

Engage with suppliers to ensure they understand their requirements and assist them through the process to build capabilities.

Collaboration

Continue to work with organizations and businesses to share learnings and build capabilities.

Assurance

Review the current assurance process to ensure it meets best practice.



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