

Northern Star Resources Limited (**Northern Star** or **Company**) understands that to achieve its purpose of providing superior returns to shareholders, it must look after the interests of all its stakeholders; and that the support and endorsement of its activities by the communities in which it operates is fundamental to the long-term success of its business.

Northern Star values its social licence to operate and actively encourages open and reciprocal dialogue with local communities and key stakeholders. The Company regards its reputation amongst the communities in which it operates as a strategic advantage, and seeks to ensure that local communities benefit from its presence.

Northern Star shall drive our relationships with local communities and key stakeholders by:

- Developing, implementing and maintaining management systems to identify, assess and manage impacts on the community at all stages of its operations as a fundamental part of its long-term strategy.
- Recognising that communities are comprised of internal and external stakeholders.
- Establishing mutually acceptable methods of communication, consultation and participation processes to create enduring and beneficial relationships built on shared respect and trust.
- Engaging in open and honest dialogue with local communities over their concerns about the impacts of the Company's mining activities in their locality, and incorporating these concerns into studies and business plans.
- Encouraging consultation and providing opportunities for local communities to share in the benefits which flow from mining activities in their regions, including local employment and business opportunities.
- Valuing diversity through the recognition and respect of different local cultures, values, traditions and customs, and by providing our workforces with location specific cross cultural training, and enforcing the adherence to the Company's STARR Core Values.
- Incorporating sustainable development initiatives in business plans to ensure that the social and economic benefits obtained by communities are safeguarded in the long-term.
- Holding managers and supervisors accountable for their responsibilities to local communities at all stages of the Company's activities and operations.
- Monitoring, continuously improving and reporting our stakeholder relations performance.

As a minimum, Northern Star will honour its obligations under all applicable legislation, and provide sound guidelines and processes to respect and positively engage our local communities. The Company will not bypass its commitment to engage local communities and it will proactively seek to enact this policy.

All employees and contractors at Northern Star have a duty to ensure that they act in a manner that reflects our Code of Conduct and our STARR Core Values, and that at all times they honour and respect our commitment to our stakeholders and the communities in which the Company operates.

The Stakeholder Policy applies to all people employed by Northern Star, its subsidiaries, any contractors or visitors interacting in or with our business.

Northern Star encourages the participation and feedback of everyone in all matters relating to stakeholder or community issues, and commits to provide adequate resources to enable effective implementation of this policy.

This policy is subject to annual review by the ESS Committee.

Prepared by:	Chief Legal Officer	Document Status:	Uncontrolled
Approved by:	Environmental, Social & Safety Committee	Review Date:	08/09/2023
		Approver's Signature:	Liza Carpene

Document No:	NSR-COR-004-POL
Revision No:	4.0
Issue Date:	08/09/2022
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