

GRI STD Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2 General Disclosures 2021	2-1 Organizational details	-	-	SR Contact Information AR Corporate Information SR Boundary and Scope	 SR - Page 113 AR - Page 174 SR - Page 19 			
GRI 2 General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	-	-	AR Financial Report SR About This Report	• AR - Page 100-162 • SR - Page 4			
GRI 2 General Disclosures 2021	2-3 Reporting period, frequency and contact point	-	-	SR Boundary and Scope SR Contact Information	• SR - Page 19 • SR - Page 113			
GRI 2 General Disclosures 2021 GRI 2 General Disclosures 2021	2-4 Restatements of information 2-5 External assurance		-	SR Restatement of Information SR About this Report SR A Message from our ESS Chair SR Sustainability Performance Metrics SR Appendix A: Assurance Statement Corporate Governance Statement 2023	 SR - Page 19 SR - Page 4 SR - Page 8 SR - Pages 23 SR - Pages 102-103 CGS - Page 21 			
GRI 2 General Disclosures 2021	2-6 Activities, value chain and other business relationships	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	EM-MM-000.A EM-MM-000.B	SR Overview SR Supply Chain Modern Slavery Statement	 SR - Pages 12-23 SR - Pages 60-62 MS - 2-21 	• N/A	∘ N/A	• N/A
GRI 2 General Disclosures 2021	2-7 Employees	8 DECENT WORK AND ECONOMIC GROWTH	- EM-MM-000.B	 SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	 SR – Pages 6-7 SR – Page 12 SR – Pages 34-47 SR – Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
		10 REDUCED INFORMATION	2.11 000.0	 SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	 SR – Pages 6-7 SR – Page 12 SR – Pages 34-47 SR – Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-8 Workers who are not employees	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.B	 SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	 SR – Pages 6-7 SR – Page 12 SR – Pages 34-47 SR – Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GNI 2 General Disclosures 2021	2-0 Workers will are not employees	10 REDUCED NEQUALITIES	LW-WW-000.B	 SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	 SR – Pages 6-7 SR – Page 12 SR – Pages 34-47 SR – Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-9 Governance structure and composition	16 PRACE, INSTINCE AND STRONG INSTITUTIONS.	-	SR Corporate Directory SR Corporate Governance Overview & Framework Northern Star Website CGS Board and Management CGS Board Committees CGS Directors CGS Directors Independence CGS Board Composition CGS Director Appointments CGS Board Skills and Experience AR Directors Report	SR - Page 113 Northern Star Website - Governance, Ethics & Transparency Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 AR - Pages 48-61	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-10 Nomination and selection of the highest governance body	5 GENDER EQUALITY	-	SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website	Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	• N/A	• N/A
GNI 2 General Disclosures 2021	2-20 Nonlination and selection of the highest governance body	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website	Northern Star Website - Governance, Ethics & Transparency CGS – Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-11 Chair of the highest governance body	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website	Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	16 PENOE, JUSTICE AND STRONG INSTITUTIONS	-	SR Our Sustainability Approach SR Corporate Governance Overview & Framework SR Stakeholder Engagement Summary Northern Star Website Corporate Governance Statement 2023 Northern Star Website	SR – Pages 18-23 Northern Star Website - Governance, Ethics & Transparency SR – Page 22 Northern Star Website - Stakeholder Engagement Summary CGS – Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	16 PEACE, INSTINCE AND STRONG INSTITUTIONS	-	SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website	Northern Star Website - Governance, Ethics & Transparency CGS – Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	• N/A	• N/A
GRI 2 General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website	Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency	• N/A	● N/A	• N/A



	able GRI Sector Standard(s)	N/A			L .			_	NORTHERN STAR
GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2	General Disclosures 2021	2-15 Conflicts of interest	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	Corporate Governance Statement 2023 Code of Conduct	CGS – Pages 3-11 Northern Star Website - Corporate Governance	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-16 Communication of critical concerns	16 PEACE, INSTICE AND STRONG INSTITUTIONS	-	Northern Star Website SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023	Northern Star Website - Social Performance SR - Page 97 Northern Star Website - Corporate Governance CGS - Pages 14-17	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-17 Collective knowledge of the highest governance body	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	Corporate Governance Statement 2023	• CGS – Pages 4-11	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	Corporate Governance Statement 2023 AR Directors Report	 CGS – Pages 4-11 AR – Pages 48-61 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-19 Remuneration policies	-	-	Corporate Governance Statement 2023 AR Remuneration Report	• CGS – Pages 4-11 • AR - Pages 62-97	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-20 Process to determine remuneration	-	-	Corporate Governance Statement 2023 AR Remuneration Report	• CGS – Pages 4-11 • AR - Pages 62-97	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-21 Annual total compensation ratio	-	-	• N/A	• N/A	Omission: Information unavailable / incomplete	Northern Star's new consolidated Human Resources Information System (HRIS) was implemented to our Australian Operations in FY23 and will require time to be populated with sufficient comparative data before reporting can be undertaken against 2-21. Previous human resources/ payroll systems were not able to calculate the required data. Historical compensation payable for all employees is not available to the required metric.	The new HRIS will enable total compensation of all Australian employees, and percentage increases, to be calculated for future financial years. It is proposed that Northern Star will commence reporting this data from FY25.
GRI 2	General Disclosures 2021	2-22 Statement on sustainable development strategy	11 SUSTAINABLE CITIES AND COMMUNITIES	-	SR A Message from our ESS Chair SR A Message from our Managing Director and CEC SR Our Sustainability Journey SR Our Sustainability Approach Corporate Governance Statement 2023 AR Remuneration Report Northern Star Website	SR - Page 8 SR - Page 9 SR - page 16 SR - Pages 18-23 CGS - Pages 2-22 AR - Pages 62-97 Northern Star Website - Sustainability	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-23 Policy commitments	-	-	SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023 Northern Star Website	SR – Page 97 Northern Star Website - Corporate Governance CGS – Pages 2-22 Northern Star Website - Corporate Governance	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-24 Embedding policy commitments	-	-	Corporate Governance Statement 2023 Northern Star Website	CGS – Pages 2-22 Northern Star Website - Corporate Governance	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-25 Processes to remediate negative impacts	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	Northern Star Website SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023	Northern Star Website - Corporate Governance SR - Page 97 Northern Star Website - Governance, Ethics & Transparency CGS - Pages 12-17	Omission: 2.25d Process not applicable.	Process not currently part of Northern Star's negative impacts remediation processes	Process not currently part of Northern Star's negative impacts remediation processes
GRI 2	General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	16 PEACE, RISTICE AND STRONG INSTITUTIONS	-	Northern Star Website SR Ethical Business Practices Northern Star Website Northern Star Website Corporate Governance Statement 2023	Northern Star Website - Social Performance SR - Page 97 Northern Star Website - Corporate Governance Northern Star Website - Governance, Ethics & Transparency GGS - Pages 12-17	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-27 Compliance with laws and regulations	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	SR Sustainability Snapshot FY23 AR ESG Highlight AR Directors Report AR Remuneration Report	 SR – Pages 6-7 AR – Pages 8-9 AR – Pages 48-61 AR - Pages 62-97 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-28 Membership associations	17 PARTNERSHIPS FOR THE GOALS	-	Corporate Governance Statement 2023 Northern Star Website	CGS – Pages 2-22 Northern Star Website - Social Performance	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-29 Approach to stakeholder engagement	17 PARTNERSHIPS FOR THE GOALS	-	SR Our Sustainability Approach SR Environmental Performance SR Safety Performance SR People Performance SR Social Performance & Economic Contribution Stakeholder Engagement Summary Corporate Governance Statement 2023 Northern Star Website	SR – Pages 20-23 SR – Pages 80-93 SR – Pages 34-47 SR – Pages 24-35 SR – Pages 24-35 SR – Pages 48-63 Northern Star Website - Stakeholder Engagement Summary CGS – Page 14 Northern Star Website - Social Performance	• N/A	• N/A	• N/A





Requirement Of Strokesures 2021 2-30 Collective bargaining agreements 8 troaterial to SR People Performance 8 troaterial to SR People Performance 8 troaterial to SR People Performance 9 SR Pages 24-35 8 think makes and Duration of Strikes and Lockouts 9 SR Pages 24-35 9 SR Pages 24-35 9 SR Pages 24-35 9 There were no strikes or lockouts 9 There were no strikes or lockouts 9 There were no strikes or lockouts 9 SR Pages 24-35 9 SR Material Topics 2021 9 SR Pages 20-22 9 SR Pages	• N/A	Explanation N/A N/A
GRI 2 General Disclosures 2021 2-30 Collective bargaining agreements EM-MM-310a.1 SR People Performance FM-MM-310a.1 SR People Performance GRI Report Index There were no strikes or lockouts experienced across Northern Star assets during PT23 Material Topics 2021 3-1 Process to determine material topics GRI 3 Material Topics 2021 3-2 List of material topics GRI 3 Alterial Topics 2021 3-2 List of material topics GRI 3 Material Topics 2021 3-2 List of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics AR Operating & Financial Review AR Financial Review AR Financial Review AR Financial Report AR A Financial Report AR Financial Report AR A Financial		
## EM-MM-310a.1 SR People Performance SR People Pe		
N/A Number and Duration of Strikes and Lockouts - EM-MM-310a.2 • GRI Report Index experienced across Northern Star assets during PY23 GRI 3 Material Topics 2021 3-1 Process to determine material topics • SR MaterialTopics 2021 3-1 Process to determine material topics • SR MaterialTopics 2021 3-2 List of material topics • SR MaterialTopics 2021 3-2 List of material topics • SR MaterialTopics 2021 3-2 List of material topics • SR MaterialTopics 2021 3-2 List of material topics • SR MaterialTopics 2021 3-3 Management of material topics • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 Northern Star Website - Stakeholder Engagement Summary • SR Pages 20-22 • SR Pages 20-	• N/A	• N/A
GRI 3 Material Topics 2021 3-1 Process to determine material topics GRI 3 Material Topics 2021 3-2 List of material topics GRI 3 Material Topics 2021 3-2 List of material topics GRI 3 Material Topics 2021 3-2 List of material topics GRI 3 Material Topics 2021 3-3 List of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management of material topics GRI 3 Material Topics 2021 3-3 Management Summary SR - Pages 20-22 Northern Star Website - Stakeholder Engagement Summary SR - Pages 20-22 Northern Star Website - Stakeholder Engagement Summary SR - Pages 50-7 SR - Pages 12-23 SR - Pages 10-161		
GRI 3 Material Topics 2021 3-2 List of material topics - • Stakeholder Engagement Summary • Northern Star Website - Stakeholder Engagement Summary ECONOMIC PERFORMANCE 12 MSFORGEE CONSUME Topics 2021 3-3 Management of material topics • SR FY23 Sustainability Snapshot • SR Overview • SR Frages 12-23 • SR - Pages 12-23 • SR - Pages 16-39 • AR Financial Report • SR Pages 16-39 • AR Pages 100-161 8 DECENT WIDEN AND ROWNING AND ROWNING AND ROWNING AND PROMOUNC GROWTH • SR Overview • SR Pages 16-39 • AR - Pages 100-161		
AND PRODUCTION AR Operating & Financial Review AR Financial Report AR Pages 10-39 AR Pages 10-161 SR FY23 Sustainability Snapshot SR - Pages 6-7 SR - Pages 12-23 AR Pages 16-39 AR - Pages 100-161 SR FY23 Sustainability Snapshot SR - Pages 48-63 AR - Pages 100-161 SR FY23 Sustainability Snapshot SR - Pages 10-23 SR - Pages 10-23 SR - Pages 10-39 AR - Pages 10-39 AR - Pages 10-39 AR - Pages 10-39 AR - Pages 10-161		
GRI 3 Material Topics 2021 3-3 Management of material topics 4 SR Operating & Financial Review AR Operating & Financial Review AR Financial Report 5 SR - Pages 18-63 AR - Pages 100-161 8 DECEMI WORK AND EXAMPLE CHONNIC GROWTH SR Overview 5 SR Operating & Financial Review 6 SR - Pages 100-161 8 Operating & Financial Review 6 SR - Pages 100-161 8 Operating & Financial Review 6 SR - Pages 16-39 6 SR - Pages 100-161		
SR Cocial Performance & Economic Contribution SR Pages 12-23 SR Social Performance & Economic Contribution AR Operating & Financial Review AR Financial Report AR - Pages 100-161	• N/A	• N/A
	• N/A	• N/A
GRI 201 Economic Performance 2016 9 MOUSTRY, NADUATION AND NEWSTRUCTURE SR FY23 Sustainability Snapshot SR Overview SR Social Performance & Economic Contribution AR Operating & Financial Review AR Financial Report SR - Pages 10-15 SR - Pages 48-63 SR - Pages 16-39 AR - Pages 100-161 (Consolidated Statement of Cashflows)	a • N/A	• N/A
PROCUREMENT PRACTICES		
GRI 3 Material Topics 2021 3-3 Management of material topics 4 SR – Pages 60-62 • N/A	• N/A	• N/A
RRI 204 Procurement Practices 2016 204-1 Proportion of spending on local suppliers 5R Supply Chain • SR Supply Chain • AR ESG Highlight • SR – Pages 60-62 • AR – Pages 8-9	• N/A	• N/A
ANTI-CORRUPTION		
GRI 3 Material Topics 2021 3-3 Management of material topics 4 CGS – Page 13 • CGS – Page 13 • N/A	• N/A	• N/A
# df workforce trained % between 01- Jul-21 and 30-Jun-23 Employees Kalgoorlie = 6,742 (30.5%) Employees Kalgoorlie = 6,742 (30.5%) Employees Page = 1,784 (8.1%) Employees Page = 1,784 (8.1%) Employees Page = 1,784 (8.1%) Employees Other = 473 (2.1%) Contractors Vandal = 3,962 (17.9%) Contractors Page = 579 (2.6%) Contractors Page = 599 (2.6%) Contractors Page = 599 (3.6%) Contractors Page = 599 (3.6%)	• N/A	• N/A
# drail confirmed incidents of corruption in FY23 = 0 # confirmed incidents in FY23 where employees were dismissed or disciplined # confirmed incidents in FY23 where employees were dismissed or disciplined # incidents when contracts with # business partners were terminated or not renewed due to violations related to corruption or its employees during the reporting period and the outcomes of such cases = 0 # for all confirmed incidents of corruption in FY23 = 0 # for all confirmed incidents of corruption in FY23 where employees were dismissed or disciplined # incidents when contracts with # business partners were terminated or not renewed due to violations related to corruption or its employees during the reporting period and the outcomes of such cases = 0	A • N∕A	• N/A
ANTI-COMPETITIVE BEHAVIOUR		
GRI 3 Material Topics 2021 3-3 Management of material topics 4 CGS – Pages 12 -16 • Corporate Governance Statement 2023 • CGS – Pages 12 -16 • N/A	• N/A	• N/A
# # of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly practices - • GRI Report Index • # of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant = 0 • Main outcomes of completed legal actions, including any decisions or judgments = 0 • ENERGY	A • N∕A	• N/A
The second of th	• N/A	• N/A





GRI STD Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
		7 AFFORDABLE AND CLEAN ENERGY		SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 302 Energy 2016	302-1 Energy consumption within the organization	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-130a.1	SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
		12 RESPONSIBLE CONSUMPTION AND PRODUCTION		SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
		13 CLIMATE ACTION		SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
	RI 302 Energy 2016 302-3 Energy intensity	7 AFFORDABLE AND CLEAN ENERGY	-	SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
CBI 202 - Energy 2046		8 DECENT WORK AND ECONOMIC GROWTH	-	SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 302 Energy 2016		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
		13 CLIMATE ACTION	-	SR Climate Change Performance Data Tables	SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables	• N/A	• N/A	• N/A
WATER AND EFFLUENTS								
GRI 3 Material Topics 2021	3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Environmental Performance	SR – Pages 80-93 Northern Star Website - Environmental Stewardship	• N/A	• N/A	• N/A
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Environmental Performance	SR – Pages 80-93 Northern Star Website - Environmental Stewardship	• N/A	• N/A	• N/A
		G CLEAN WATER AND SANITATION	-	SR Environmental Performance	SR – Pages 80-93 Northern Star Website - Environmental Stewardship	• N/A	• N/A	• N/A
GRI 303 Water and Effluents 2018	303-2 Management of water discharge-related impacts	14 LIFE BELOW WATER	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship	• N/A	• N/A	• N/A
		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: Withdrawals of seawater or produced water.	No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	• N/A
		G CLEAN WATER AND SANITATION	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: Withdrawals of seawater or produced water.	No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	• N/A
GRI 303 Water and Effluents 2018	RI 303 Water and Effluents 2018 303-3 Water withdrawal	14 LIFE BELOW WATER	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: Withdrawals of seawater or produced water.	No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	• N/A
		15 UPE ON LAND	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: Withdrawals of seawater or produced water.	No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	• N/A
GRI 303 Water and Effluents 2018	303-4 Water discharge	6 CLEAN WATER AND SANITATION	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences.	No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23.	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories:



GRI STD Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
							 Freshwater (≤1,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids).
	14 LIFE BELOW WATER	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences.	No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23.	 Freshwater (≤1,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids).
	15 UFE ON LAND	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	Omitted: No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences.	No point source discharges to seawater, groundwater, or third- party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23.	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: Freshwater (≤1,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids).
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 303 Water and Effluents 2018 303-5 Water consumption	14 SELOW MAIER	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
	15 UPE ON LAND	-	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
BIODIVERSITY							
GRI 3 Material Topics 2021 3-3 Management of material topics	12 RESPONDED AND PRODUCTION	-	SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
	6 CLEAN WATER AND SANITATION		SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
GRI 304 Biodiversity 2016 304-1 Operational sites owned, leased, managed in value outside protected areas	n, or adjacent to, protected areas and areas of high biodiversity	EM-MM-160a.1	SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
	15 the thing the same of the s		SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
	6 GLEAN WATER AND SANITATION		SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
GRI 304 Biodiversity 2016 304-4 IUCN Red List species and national conservat	14 UFE BELOW WATER tion list species with habitats in areas affected by operations	EM-MM-160a.1 EM-MM-160a.3	SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
	15 UPE ONLAND		SR Environmental Performance Biodiversity Values	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values	• N/A	• N/A	• N/A
EMISSIONS							
GRI 3 Material Topics 2021 3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 305 Emissions 2016 305-1 Direct (Scope 1) GHG emissions	3 GOOD HEALTH AND WELL-BEING	EM-MM-110a.1	 SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
SN-303 Emissions 2010 Sub-1 Direct (Scope 1) GHG emissions	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	CINI-MIMI-1109.1	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR - Pages 64-79 SR - Pages 80-93 SR - Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A



(GRISII) Diecioeuro		UNSDG SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI STD Disclosure		13 CHIMTE	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables	N/A	• N/A	• N/A
		14 UFE BELOW WATER	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		15 UPE ON LAND	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR - Pages 64-79 SR - Pages 80-93 SR - Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		3 GOOD HEALTH AND WELL-BEING	 SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
	305 Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 305 Emissions 2016		13 CLIMATE ACTION	 SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		14 UFE BELOW WATER	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		15 URE ON LAND	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		13 CLIMATE ACTION	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 305 Emissions 2016	305-4 GHG emissions intensity	14 LIFE BELOW WATER	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		15 URE ON LAND	SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables	 SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
		3 GOOD HEALTH AND WELL-BEING	SR Environmental Performance Northern Star Website Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
CDI 205 Emissions 2040		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SR Environmental Performance Northern Star Website Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 305 Emissions 2016	305-7 Nitrogen oxides (NOx) sulfur oxides (SOx) and other significant emissions	13 CLIMATE ACTION	SR Environmental Performance Northern Star Website Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
		15 UPE ON LAND	SR Environmental Performance Northern Star Website Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
WASTE							
GRI 3 Material Topics 2021	3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SR Environmental Performance Performance Data Tables	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SR Environmental Performance	SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables	• N/A	• N/A	• N/A



	anuara la:				h .			_	
1	GRI STD Disclosure			SASB	Keterence		Requirement Omitted	Reason	Explanation
1									
	GRI 306 Waste 2020	306-2 Management of significant waste-related impacts	\sim	-	SR Environmental Performance		• N/A	• N/A	• N/A
Part			40						
100 100			# DECOUNCIDIE						Propose to include mineralised waste
			12 RESPONSIBLE CONSUMPTION AND PRODUCTION						in the assurance process post FY24
1 1 1 1 1 1 1 1 1 1				-			Onsite landfill wastes are excluded	Northern Star are currently	
March			GO						wastes in the assurance process post
15 cm 1	GRI 306 Waste 2020	306-3 Waste generated						calculations between all sites.	FYZ4.
## Advanced Androuses Particular of Androu			15 UFE			• SR – Pages 80-93			Propose to include mineralised waste in the assurance process past EV24
1					SR Environmental Performance	_			once the new database is operational
1			T		Performance Data Tables		from the assurance process in FY23	developing a revised standard	
						FY23 Performance Data Tables			
1 1 1 1 1 1 1 1 1 1			A DESDUNCTOR E				Tonnes of mineralised waste	Northern Star are currently	Propose to include mineralised waste
10 10 10 10 10 10 10 10			CONSUMPTION AND PRODUCTION		CD Facility and the Designation	-			in the assurance process post FY24
## 100 Part 100 Part			\sim	-					
1			GO			FY23 Performance Data Tables			wastes in the assurance process post
## 1 Pug 200 1 P	GRI 306 Waste 2020	306-4 Waste diverted from disposal							1124.
## April 1997 Programme of Comments			15 LIFE ON LAND			• SR – Pages 80-93	produced and recycled are excluded	developing new consolidated	Propose to include mineralised waste in the assurance process post FY24
Part				_					once the new database is operational
1			T		Performance Data Tables		from the assurance process in FY23	developing a revised standard	 Propose to include onsite landfill wastes in the assurance process post
1						F125 Ferrormance Data Tables			
1 1 1 1 1 1 1 1 1 1			10 RESPONSIBLE				Tonnes of mineralised waste	Northern Star are currently	Propose to include mineralised waste
Part			CONSUMPTION AND PRODUCTION		SP Environmental Perference				in the assurance process post FY24
## PART AND			\sim	-					
15 Filt 15			GO			FY23 Performance Data Tables			wastes in the assurance process post
15 mm 15 m	GRI 306 Waste 2020	306-5 Waste directed to disposal							1124.
## Officer and product and pro			15 LIFE ON LAND			• SR – Pages 80-93		developing new consolidated	Propose to include mineralised waste in the assurance process post EY24
APPLICATION Section Application Appl			A ~	_					once the new database is operational
12			— ~		Performance Data Tables		from the assurance process in FY23	developing a revised standard	
### Property Performance 12 12 12 13 14 15 15 15 15 15 15 15						FY23 Performance Data Tables			
Notice Section Secti	EMBL CVMENT								
### Annual Service Service 1.00 1	EMPLOYMENT				_				
Section Start Velocities Section Start Veloc	EMPLOYMENT		12 RESPONSIBLE CONSUMPTION						
# Proformation Data Tables #		3-3 Management of material topics	AND PRODUCTION	-		Northern Star Website - People	• N/A	• N/A	• N/A
# Proformation Data Tables #		3-3 Management of material topics	AND PRODUCTION	-	Northern Star Website	Northern Star Website - People Performance	• N/A	• N/A	• N/A
Performance data Tables Performance data Tabl		3-3 Management of material topics	AND PRODUCTION	-	Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables	• N/A	• N/A	⇒ N/A
## A Page 24-35 ## A Page 24-3		3-3 Management of material topics	AND PROGRECTION 5 GENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35	• N/A	• N/A	• N/A
Secretary 2016 Performance Data Tables		3-3 Management of material topics	AND PRODUCTION 5 CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance			
Secretary 2016 Performance Data Tables		3-3 Management of material topics	AND PRODUCTION 5 CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance			
Performance Data Tables Performance Data Tables Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance Northern Star Website Performance Data Tables SS People Performance PERFORMANCE People Description SS People Performance PERFORMANCE PEOPle PERFO		3-3 Management of material topics	5 GENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables			
10 MANUAL HEALTH AND SAFETY - SR Pages 24-35 - Northern Star Website - Peocle Performance - Performance Data Tables - SR Pages 24-35 - Northern Star Website - Peocle Performance - Northern Star Websi	GRI 3 Material Topics 2021		5 GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People	• N/A	• N/A	• N/A
• Northern Star Website • Performance Data Tables • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Performance Data Tables • SR Pages 24-35 • Northern Star Website • Priza Performance • Priza Performance • Northern Star Website • Priza Performance • Priza Performance • Northern Star Website • Priza Performance • Priza	GRI 3 Material Topics 2021		5 GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance	• N/A	• N/A	• N/A
Performance Data Tables SR Pages 24-35 Northern Star Website - People Performance Northern Star Website - People Performance Data Tables Perform	GRI 3 Material Topics 2021		5 GENDER FOUNLITY 8 DESCRI WORK AND ECONOMIC GROWTH	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance	• N/A	• N/A	• N/A
Ferformance Data Tables SR People Performance SR Pages 24-35 Northern Star Website Northern Star Website Performance Priza Performance Northern Star Website Performance Priza Performance Northern Star Website Performance Priza	GRI 3 Material Topics 2021		5 GENDER FOUNLITY 8 DESCRI WORK AND ECONOMIC GROWTH	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance SR People Performance	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance Performance FY23 Performance Data Tables SR - Pages 24-35 SR - Pages 24-35 SR - Pages 24-35	• N/A	• N/A	• N/A
SR People Performance Northern Star Website Performance Data Tables SR Pages 24-35 Northern Star Website - People Performance Proformance Data Tables SR Pages 24-35 Northern Star Website - People Performance Proformance Data Tables SR Pages 24-35 Northern Star Website - People Performance Proformance Data Tables SR Pages 24-35 Northern Star Website - People Performance Northern Star Website - Poople Performance Northern Star Website - People Performance Northern Star Website - People Performance Northern Star Website - People Performance Performance - PY3 Performance Data Tables SR Pages 24-35 Northern Star Website - People Performance Performance - PY3 Performance Data Tables SR Pages 24-35 Northern Star Website - People Performance Performance - PY3 Performance Data Tables SR Pages 36-47 SR Pages 36-47	GRI 3 Material Topics 2021		5 GENDER FOUNLITY 8 DESCHI WORK AND ECONOMIC GROWTH 10 REDUCED NEGULATIES	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance SR People Performance	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	• N/A • N/A	• N/A • N/A	• N/A
SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Priza Performance Data Tables SR People Performance Priza Performance Data Tables SR People Performance Northern Star Website Performance Priza Performance Northern Star Website Northern Star Website Performance Northern Star Website Performance Northern Star Website Performance Northern Star Website Northern St	GRI 3 Material Topics 2021		5 GENDER FQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance	• N/A • N/A	• N/A • N/A	• N/A
SR People Performance Northern Star Website - People Performance Performance Performance Performance Performance Performance Performance Provided Performanc	GRI 3 Material Topics 2021		5 GENDER FQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance	• N/A • N/A	N/A N/A N/A N/A Northern Star introduced the paid	• N/A
Northern Star Website People Performance Data Tables **Performance Data Tables** **Northern Star Website People Performance Da	GRI 3 Material Topics 2021		5 GENDER FQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance	• N/A • N/A	N/A N/A N/A N/A Northern Star introduced the paid parental leave policy in FY22 for	• N/A
GRI 401 Employment 2016 401-3 Parental leave 401-3 Parental leav	GRI 3 Material Topics 2021		S GENDER FROMITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INFOULTIRES	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance Performance FY23 Performance Data Tables	• N/A • N/A	N/A N/A N/A N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result,	• N/A
GRI 401 Employment 2016 401-3 Parental leave 401-3 Parental leav	GRI 3 Material Topics 2021		S GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH 10 REDUCED NEQUALITIES CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People	 N/A N/A N/A Omission for 401-3d and 401-3e: 	N/A N/A N/A N/A N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data	• N/A • N/A
B DEAN WORK AND S People Performance Northern Star Website Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance Performance Data Tables SR - Pages 36-47 SR - Pages 36-47	GRI 3 Material Topics 2021		S GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH 10 REDUCED NEQUALITIES CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	 N/A N/A N/A Omission for 401-3d and 401-3e: 	N/A N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees	• N/A • N/A
SR People Performance Northern Star Website Performance Data Tables • SR - Pages 24-35 • Northern Star Website - People Performance Performance Data Tables • SR - Pages 36-47 • SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH 10 REDUCED NEQUALITIES CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	 N/A N/A N/A Omission for 401-3d and 401-3e: 	N/A N/A N/A N/A N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22).	• N/A • N/A
• Northern Star Website • Northern Star Website - People Performance • Performance Data Tables • Performance Data Tables • SR - Pages 36-47 • SR - Pages 36-47	GRI 3 Material Topics 2021	401-1 New employee hires and employee turnover	S GENDER EQUALITY B DECENT WORK AND ECONOMIC GROWTH 10 REDUCED NEQUALITIES CENDER EQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	 N/A N/A N/A Omission for 401-3d and 401-3e: 	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described)	N/A N/A N/A N/A N/A
Performance Data Tables Performance Data Tables Performance Data Tables Performance Data Tables SR Safety Performance Data Tables SR - Pages 36-47 SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER FQUALITY 8 DECENT WORK AND BEDOUGH STORY 10 REDUCED MEQUALITIES 15 GENDER FQUALITY 15 GENDER FQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	 N/A N/A N/A Omission for 401-3d and 401-3e: 	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described)	N/A N/A N/A N/A N/A
CCUPATIONAL HEALTH AND SAFETY 12 MSPINISHE CONSUMPTION AND PRODUCTION • SR Safety Performance • SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER FQUALITY 8 DECENT WORK AND BEDOUGH STORY 10 REDUCED MEQUALITIES 15 GENDER FQUALITY 15 GENDER FQUALITY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance PFY23 Performance Data Tables	N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A Data will become available with time.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION • SR Safety Performance • SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER FOUNDITY TO REDUCED INEQUALITY TO REDUCE TO RED	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A Data will become available with time.
AND PRODUCTION • SR Safety Performance • SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER FOUNDITY TO REDUCED INEQUALITY TO REDUCE TO RED	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A Data will become available with time.
AND PRODUCTION • SR Safety Performance • SR - Pages 36-47	GRI 3 Material Topics 2021 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER FOUNDITY TO REDUCED INEQUALITY TO REDUCE TO RED	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A Data will become available with time.
• Northern Star Website Performance	GRI 3 Material Topics 2021 GRI 401 Employment 2016 GRI 401 Employment 2016	401-1 New employee hires and employee turnover	S GENDER EQUALITY B DECENT WORK AND REDUCED NEQUALITY TO REDUCED NEQUALITY S GENDER EQUALITY B DECENT WORK AND REDUCED OF THE EQUALITY TO REDUCE THE PROPERTY OF THE EQUALITY TO REDUCE THE PROPERTY OF THE EQUALITY TO REDUCE THE PROPERTY OF THE EQUALITY TO REPURSE THE PROPERTY OF THE EQUALITY OF THE	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A Data will become available with time.
	GRI 401 Employment 2016 GRI 401 Employment 2016 OCCUPATIONAL HEALTH AND SAFETY	401-1 New employee hires and employee turnover 401-3 Parental leave	S GENDER FQUALITY B DECENT WORK AND BEDONOMIC GROWTH TO REDUCED NEQUALITY FOR THE PROPERTY OF THE PROPERTY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables	N/A N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete N/A	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A N/A N/A N/A
	GRI 401 Employment 2016 GRI 401 Employment 2016 OCCUPATIONAL HEALTH AND SAFETY	401-1 New employee hires and employee turnover 401-3 Parental leave	S GENDER FQUALITY B DECENT WORK AND BEDONOMIC GROWTH TO REDUCED NEQUALITY FOR THE PROPERTY OF THE PROPERTY	-	Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables SR People Performance Northern Star Website Performance Data Tables	Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables SR - Pages 36-47 Northern Star Website - Safety	N/A N/A N/A N/A Omission for 401-3d and 401-3e: Information unavailable / incomplete N/A	N/A Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above)	N/A N/A N/A N/A N/A N/A



Applicable GRI Sector Standard(s)	N/A							NORTHERN STAR
GRI STD Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8 DECENT WORK AND ECONOMIC GROWTH	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 403 Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	8 DECENT WORK AND ECONOMIC GROWTH	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 403 Occupational Health and Safety 2018	403-3 Occupational health services	8 DECENT WORK AND ECONOMIC GROWTH	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
Occupational Health		8 DECENT WORK AND ECONOMIC GROWTH	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 403 and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	16 PEACE, RUSTICE AND STRONG INSTITUTIONS	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 403 Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	8 DECENT WORK AND ECONOMIC GROWTH	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
GRI 403 Occupational Health and Safety 2018	403-6 Promotion of worker health	3 GOOD HEALTH AND WELL-BEING	-	SR Safety Performance Northern Star Website Performance Data Tables	SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables	• N/A	• N/A	• N/A
Occupational Health		3 GOOD HEALTH AND WELL-BEING		SR Safety Performance GRI Index	SR – Pages 36-47 Northern Star's most common "nature of injury" for FY23 Sprains and Strains Superficial Contusion Open Wound Foreign Body Northern Star's most common "mechanism of injury" for FY23 Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Ergonomic - Pushing Northern Star's "high consequence" work related injuries as defined by GRI are for FY23 (employees only): Number of high consequence injuries = 20 Rate of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to "high consequence" work related injuries: Number of LTIs = 2	Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. Restatement of FY22 Data The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02	
GRI 403 Occupational Health and Safety 2018	403-9 Work-related injuries	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	EM-MM-320a.1	SR Safety Performance GRI Index	Number of RWIs = 2 SR - Pages 36-47 Northern Star's most common "nature of injury" for FY23 Sprains and Strains Superficial Contusion Open Wound Foreign Body Northern Star's most common "mechanism of injury" for FY23 Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Ergonomic - Pushing Northern Star's "high consequence" work related injuries as defined by GRI are for FY23 (employees only): Number of high consequence injuries = 20 Rate of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to "high consequence" work related injuries: Number of RWIs = 2	Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. Restatement of FY22 Data The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02	Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.



Applicable GRI Se									NORTHERN STAR
DIVERSITY AND EQUA			8 DECENT WORK AND ECONOMIC GROWTH	SASB	SR Safety Performance GRI Index GRI Index	SR – Pages 36-47 Northern Star's most common "nature of injury" for FY23 Sprains and Strains Contusion Open Wound Foreign Body Northern Star's most common "mechanism of injury" for FY23 Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Fignonmic - Pushing Northern Star's "high consequence" work related injuries as defined by GRI are for FY23 (employees only): Number of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to "high consequence" work related injuries: Number of LTIS = 2 Number of RWIs = 2	Requirement Omitted Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	Reason Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. Restatement of FY22 Data The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02	Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.
GRI 3 Material To		3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR People Performance Corporate Governance Statement	• SR – Pages 24-35 • CGS – Page 2-22	• N/A	• N/A	• N/A
GRI 405 Diversity	ty and	405-1 Diversity of governance bodies and employees	5 GENDER EQUALITY	-	SR People Performance Corporate Governance Statement	• SR – Pages 24-35 • CGS – Page 2-22	• N/A	• N/A	• N/A
Equal Op	ppportunity 2016	403-1 Diversity of governance bodies and employees	8 DECENT WORK AND ECONOMIC GROWTH	-	SR People Performance Corporate Governance Statement	• SR – Pages 24-35 • CGS – Page 2-22	• N/A	• N/A	• N/A
RIGHTS OF INDIGENO	OUS PEOPLES								
GRI 3 Material To	Topics 2021	3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Social Performance and Economic Contribution	• SR – Pages 48-63	• N/A	• N/A	• N/A
GRI 411 Rights of Ir Peoples 20	f Indigenous 2016	411-1 Incidents of violations involving rights of Indigenous peoples	2 ZERO HUNGER	EM-MM-210a.2 EM-MM-210a.3	SR Social Performance and Economic Contribution	• SR – Pages 48-63	• N/A	• N/A	• N/A
LOCAL COMMUNITIES	S								
GRI 3 Material To	Topics 2021	3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR Social Performance and Economic Contribution	• SR – Pages 48-63	• N/A	• N/A	• N/A
GRI 413 Local Col	ommunities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-210a.1 EM-MM-210b.1	SR Social Performance and Economic Contribution	• SR – Pages 48-63	• N/A	• N/A	• N/A
GRI 413 Local Co	rommunities 2015	413-2 Operations with significant actual and potential negative impacts on local communities	1 NO POVERTY	EM-MM-210a.1 EM-MM-210b.1	SR Social Performance and Economic Contribution SR – Air Quality	SR – Pages 48-63 SR – Page 92 Northern Star Website - Social Performance	• N/A	• N/A	• N/A
		2.2.2.2.3.3.3 With Significant octool and potential negative impacts off focal communities	2 ZERO HUNGER	EM-MM-210b.2	SR Social Performance and Economic Contribution SR – Air Quality	 SR – Pages 48-63 SR – Page 92 Northern Star Website - Social Performance 	• N/A	• N/A	• N/A
SUPPLIER SOCIAL AS	SSESSMENT								
GRI 3 Material To	Topics 2021	3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	SR – Modern Slavery FY22 Modern Slavery Statement	• SR – Page 97 • MSS – Pages 1-21	• N/A	• N/A	• N/A
GRI 414 Supplier : Assessm	er Social ment 2016	414-2 Negative social impacts in the supply chain and actions taken	5 CENDER EQUALITY	-	SR – Modern Slavery FY22 Modern Slavery Statement	SR – Page 97 MSS – Pages 1-21 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 "critical" and "high risk" suppliers were screened for human rights	• N/A	• N/A	• N/A



opilicable GRI Sector Standard(s)	LINIODO	n between	Laurten	Demoisser of Contract	B	NORTHER
STD Disclosure	UNSDG SAS	B Reference	Location under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments.	Requirement Omitted	Reason	Explanation
	8 DECENT WORK AND ECONOMIC GROWTH	 SR – Modern Slavery FY23 Modern Slavery Statement 	SR – Page 97 MSS – Pages 1-21 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 "critical" and "high risk" suppliers were screened for human rights under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments.	• N/A	• N/A	• N/A
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	 SR – Modern Slavery FY23 Modern Slavery Statement 	SR – Page 97 MSS – Pages 1-21 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 "critical" and "high risk" suppliers were screened for human rights under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments.	• N/A	• N/A	• N/A