

Northern Star Resources Limited (**Northern Star**) 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. Northern Star 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 Northern Star'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 Northern Star'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 Northern Star's activities and operations.
- Monitoring, continuously improving and reporting our stakeholder relations performance.

At 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. Northern Star 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 Northern Star 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 participation and feedback on all stakeholder and community matters, and commits to providing adequate resources to enable effective implementation of this policy. Stakeholders are encouraged to submit feedback, suggestions or complaints in an email to [communities@nsrltd.com](mailto:communities@nsrltd.com) or through the [www.nsrltd.com/contact-us](http://www.nsrltd.com/contact-us), which allows for anonymous submissions. All feedback, particularly concerns regarding actual or potential negative impacts on stakeholders, should include sufficient details to allow for investigation in accordance with Northern Star's External Complaint and Grievance Management Standard and External Complaint and Grievance Management Procedure.

In addition, Northern Star supports continuous improvement in the design, review and operation of its management of complaints made by external and internal stakeholders. All stakeholders are therefore invited to provide comments and their perspective on the way Northern Star receives and responds to complaints and grievances (generally or in relation to a specific complaint) by sending an email to [compliance@nsrltd.com](mailto:compliance@nsrltd.com).

Material complaints and grievances, and comments on Northern Star's management of the same, will be provided to the Environmental, Social & Safety Committee, and referred to the Board of Directors where the Committee considers this is appropriate.

This policy is subject to annual review by the Environmental, Social & Safety Committee, with any material changes recommended to the Board of Directors for approval.

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