

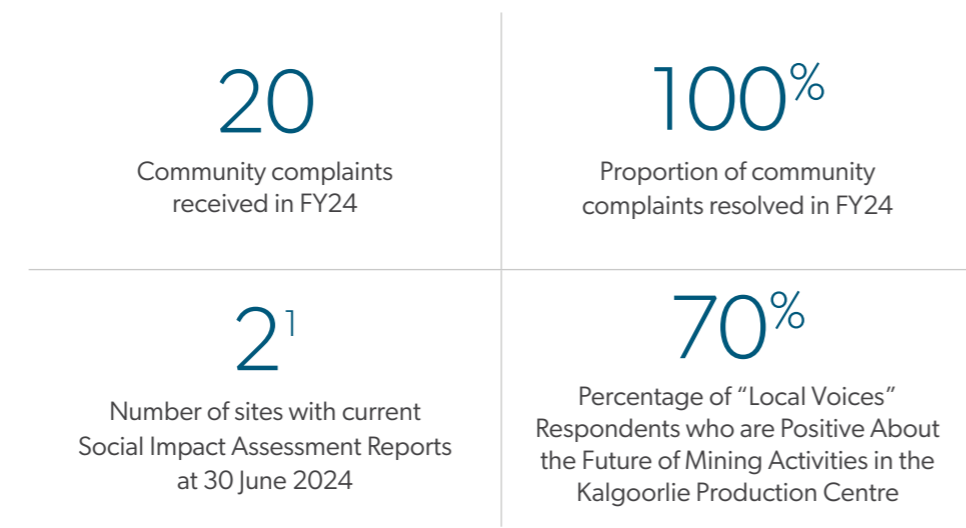
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# Community Engagement & Support



## Our Approach

Northern Star values its connection to the communities in which it operates and actively encourages open dialogue with local communities and key stakeholders. The Company regards its positive reputation as a vital strategic advantage and seeks to ensure that local communities benefit from its presence.



- Northern Star drives 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.

<sup>1</sup> Social Impact Assessment publication dates: KCGM Operations 2021, Pogo Operations 2022.

- 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 awareness training and upholding 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 our leaders 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 in line with our STARR Core Values and provide sound guidelines and processes to respect and positively engage our local communities.

## Community Engagement & Support Governance

Northern Star's Board has oversight of community and social risks and opportunities within the organisation assisted by the Environmental, Social & Safety (ESS) Committee's oversight of community and social licence related risks and the Audit & Risk Committee's oversight of the Company wide risk management framework.

The Company's community engagement & support governance structure is shown in Figure 1. Social performance related matters are considered quarterly by the Board through its ESS Committee meetings.

The function of the Committee is to assist the Board in implementing the Company's, environmental, social and safety strategies and ensuring responsible and sustainable business practices. In particular, the Committee will assist the Board in its oversight, monitoring and review of the Company's practices in the following key areas:

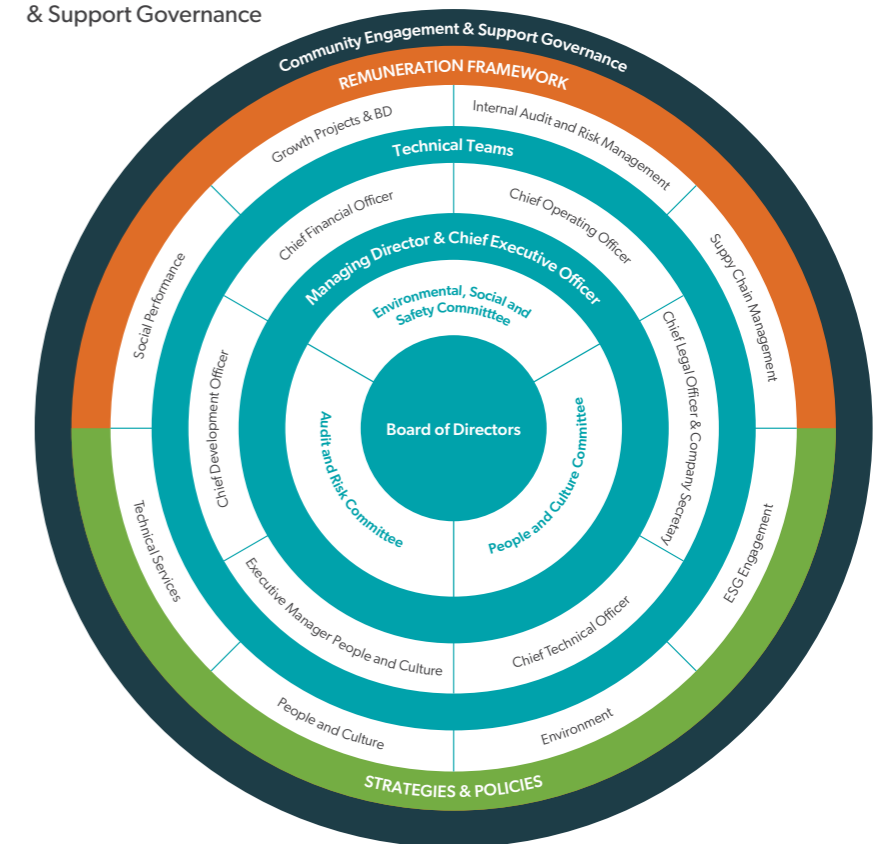
- human rights, including modern slavery
- community and social responsibility
- native title, cultural heritage, and land access
- sound business ethics and fair and ethical dealings with stakeholders, and
- long term environmental, social and safety strategic goals.

In addition, the Committee will refer any material environmental, social and safety related risk exposures or potential risks identified to the Audit & Risk Committee, for review and perform such other functions as assigned by the Board.

Development and delivery of Northern Star's social performance

function is overseen by the ESS Committee and the Chief Legal Officer & Company Secretary (reporting to the Managing Director and to the Board), supported by the ESG engagement team, legal, business development team, and the social performance team on our sites.

**Figure 1** Community Engagement & Support Governance



## Restatements of Information

Nil restatements from FY23 Sustainability Report.

\$6.11M

Community investment commitments in FY24

149

Community projects financially supported in FY24

0

Materially adverse heritage related incidents in FY24

0

Materially adverse community related incidents in FY24

## Social Impact Assessment & Needs Analysis

Northern Star acknowledges the recommendations of the International Council on Mining and Metals (ICMM) that requires companies to engage with stakeholders based on an analysis of the local context. We recognise that the data generated by independent, objective social impact assessments (SIAs) can be a valuable source of information on how we are achieving social performance and how we can improve.

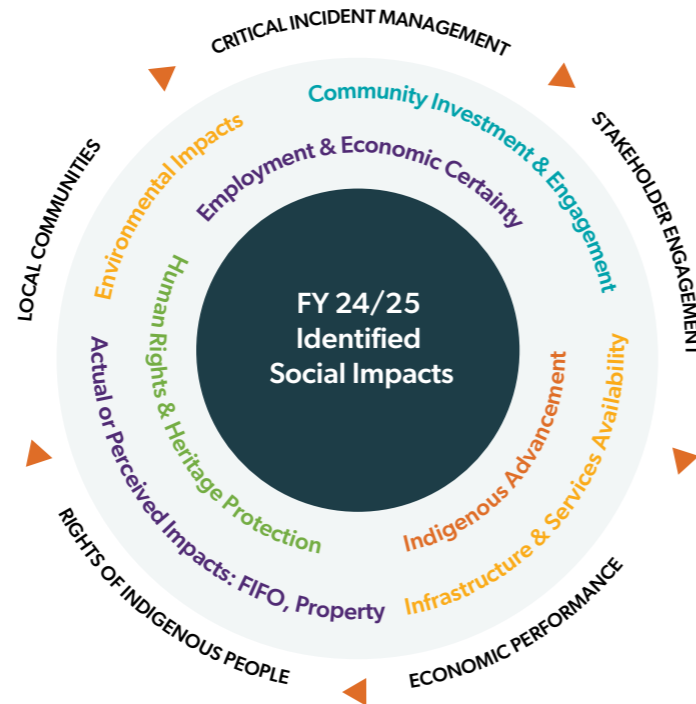
The findings of SIA reports are used to prioritise the social performance team’s work, targeted to key stakeholder areas of interest and needs, and maximise the impact of our social performance. Findings undertaken on our individual sites are used to direct social performance and stakeholder engagement efforts tailored to operational environments.

Northern Star’s aspiration is that social impact assessments and needs analyses are conducted for each operation, with associated Social Impact Management Plans to be developed, that consider our material risks/

opportunities at different life stages of operations and major projects.

A major growth project or change in mining operations triggers the need for a Social Impact Assessment.

**Figure 2** Northern Star’s Identified Social Impacts & Management Processes



## Highlight – Stakeholder Engagement

Our stakeholder policy outlines the importance of engaging in open and honest dialogue with our local communities regarding potential impacts of mining activities and incorporating these concerns into studies and business plans.

Stakeholder Engagement is also an important component of critical incident management. Consideration and engagement with local stakeholders inform operational plans, particularly when there is potential for significant social implications because of a critical incident.

How we manage community expectations, engagements and planning is a key strategic consideration.

Engagement with our stakeholders helps inform closure planning, rehabilitation & post-mine land use. Ongoing consultation with relevant environmental stewards, Environmental Protection Authorities, Government Departments and Public Environmental Reviews are well considered as part of our mine closure planning.



### Insights from Previous SIA’s

A Social Impact Assessment was prepared prior to Northern Star’s ownership of the KCGM Operation for the Fimiston South Project, a major project extending KCGM’s life of mine to 2035. It provided insights into several key themes:

- Environmental Impacts
- Certainty about Future Mining Activities (life of mine)
- Risk of Increasing FIFO Employment combined with Support for Long-term Local Employment Opportunities
- Support for Aboriginal Employment and Procurement
- Support for Tourism Infrastructure
- Support for Local Industry
- Provision of Local Funding and Grants

This insight has been important in identifying key areas of social impact management for Northern Star’s growth activities in the Kalgoorlie Production Centre.

### Highlight – “Local Voices” in Kalgoorlie

Northern Star has committed to an independent public participation tool known as “Local Voices” to measure and monitor social perceptions in the Kalgoorlie-Boulder Community. The tool is also designed to act as a needs analysis for identifying themes of greatest community interest.

Local Voices’ long-term trends, as identified following 5 years of community surveys and over 3,000 participants, provide focus areas that our leaders in the Kalgoorlie Production Centre then use to inform decisions.

Areas of focus include:

- environmental impacts
- perceived dependency on mining
- social investment activities
- employee sentiment
- sentiment towards FIFO activities
- infrastructure and services – childcare, health, housing

Over a 5-year period (2019-2024), 70% of survey participants have consistently seen benefit to the activities at KCGM Operations on the regions’ future economic prosperity.

## Community Complaints & Grievances

Northern Star’s Code of Conduct, Stakeholder Policy, Whistleblower Policy, Human Rights Policy and Equal Employment Opportunity Policy collectively describe the mechanisms for internal and external stakeholders to seek advice and raise concerns. External complaints, grievances and concerns are also addressed in accordance with our External Complaints Grievances and Concerns Procedure.

The Company is committed to providing for and cooperating in, the remediation of negative impacts that it may have caused or contributed to. Disputes (complaints or grievances) are a natural part of any human relationship, including that between a mining company, its host communities and the broader stakeholder population. However, complaints and grievances that are left unresolved or unmanaged can lead to an increased risk of conflict, the potential to delay or stop site activity and prevent Company access to resources.

Northern Star’s reputation and social licence to operate may be negatively impacted by the Company’s failure to provide for remediation and to co-operate in the remediation of the Company’s negative impact.

- A “grievance” is defined as a matter of concern held by a stakeholder that relates to the Company and/or its activity.
- A “complaint” is defined as a grievance that a stakeholder requests the Company to acknowledge, consider and formally respond to.

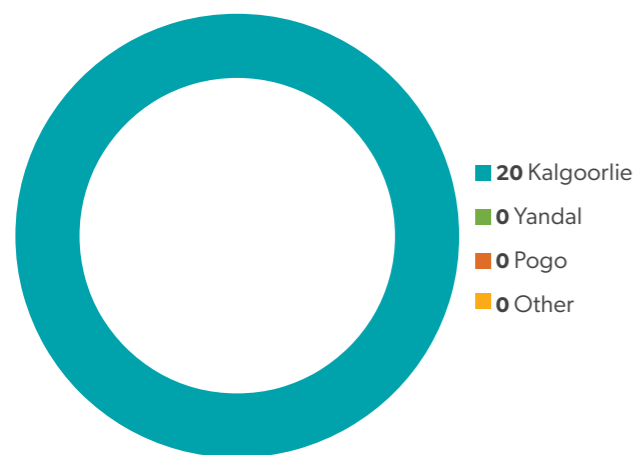
The process to lodge a grievance is widely communicated and accessible to the community:

- All stakeholders are made aware of their ability to express a grievance and/or lodge a complaint with the Company. They are equally made aware of the process and timeframe for receiving a Company response to their complaint or grievance.
- If an external stakeholder raises a grievance or makes a formal complaint relating to the Company, the site General Manager and/or a representative of the Environment or Social Performance Team is notified immediately.

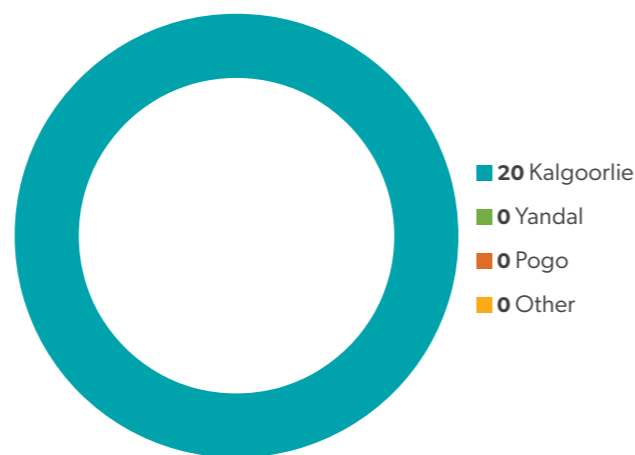
A Company representative then contacts the stakeholder to clarify the nature and detail of the complaint or grievance. This information is recorded.

- All stakeholders have the right to raise a grievance or lodge a complaint with the Company and can expect that it be dealt with in a respectful and timely manner in all instances.

**Figure 3** Number of Community Complaints Reported in FY24



**Figure 4** Number of Community Complaints Resolved in FY24



**Figure 5** Former Williamstown resident Mr Bourke



### Highlight – Listening to our Williamstown Residents

Demonstrating Northern Star listens to its community members and takes appropriate action based on their concerns, remains the strongest driver of trust locally.

A positive example of procedural fairness in action is the Williamstown Relocation Program. Since November 2021, Northern Star has been implementing a voluntary relocation program to financially assist residents and landowners to relocate from Williamstown.

The relocation program was initiated in response to community concern about the impact of nearby mining activity, with Northern Star undertaking extensive consultation involving over 60 households from April to October 2021 to understand community sentiment and explore potential solutions.

Over the past two years, the community’s response to the relocation program (based on our guiding principles of procedural

fairness and respectful engagement) has been overwhelmingly positive with over 80% of residents and property owners supported (financially and with in-kind support) to relocate from Williamstown.

Northern Star continues to engage with remaining residents of Williamstown in relation to the Company’s activities with the potential to create social impacts or disturbance.

## Indigenous Relations

### Indigenous People Statement

Northern Star recognises the traditional rights of Indigenous people, and their enduring right to maintain their cultures and customs, and meaningful access to their traditional lands. We acknowledge that Indigenous people are some of the most marginalised people around the world, enduring forms of social exclusion and are often under-represented in political decision-making processes. We consider Indigenous people to be key stakeholders and that to thrive as a business, we need to gain and maintain these enduring trust-based relationships.

This makes the engagement of Indigenous people critically important for Northern Star, to better understand the enduring and unique connections they have to their traditional lands and waters, and how Northern Star’s operations impact on that.

Northern Star commits to the 2013 ICMM Position Statement on Indigenous people and Mining. Northern Star undertakes cross-cultural awareness training for all Manager level employees and above, as well as a making a cross-cultural awareness E-Learning module available for all employees and contractors. This training is designed to complement site-specific cross-cultural awareness training facilitated by Traditional Owners across our Australian Operations, which is a site training requirement for our employees and contractors.

### Highlight – Wiluna Remote Community School

Students at a remote Goldfields school now have access to more on-country learning opportunities and interschool activities following the purchase of a four-wheel-drive bus. The 22-seater coaster, funded through Northern Star’s Community Investment Program, is equipped with a four-wheel-drive conversion, lifted suspension, bull bar, and snorkel air intake, allowing it to tackle tough northern Goldfield’s terrain.

Principal Emidio Boto said:

*“Our core curriculum up here in Wiluna is two-way science, we’re teaching the kids ranger work, we’re teaching them about the land and the country, and we have to take them out.*

*But we’ve had to limit (on-country trips) to small groups, but now we can take a full class.”*

*“We’re a very sporting school but we’ve had to knock back interschool competitions because we can’t take the kids down, we didn’t have a bus but now we’re able to take a full team.*

*There’s just so much that we can now do with the kids that we weren’t able to do before”.*

**Emidio Boto**  
Principal Wiluna Remote Community School



### Engagement Approach

We commit to complying with all domestic, national, and international laws applicable to our relationships with Indigenous people. Our engagement with Indigenous people is aligned with the ICMM Position Statement on Indigenous People and Mining, and our commitment to uphold the principles of Free, Prior and Informed Consent (FPIC).

This commitment includes the engagement of Indigenous people in relation to projects situated on their traditional lands. This allows us to understand any areas of concern, and factor that into our operational planning and priorities. Northern Star supports reconciliation through adoption of our Human Rights Policy, making cross-cultural awareness training accessible to all employees and contractors, and through social partnerships with not-for profit Indigenous organisations including [Clontarf](#), [MADALAH](#) and [Shooting Stars](#).

### Agreement Making

Northern Star commits to agreement making processes with all Indigenous people whose land we operate on, and who hold relevant legal Indigenous land tenure as awarded by the relevant State, Territory or Federal government.

In Australia, this commitment extends to all Aboriginal first people who have either a determined or registered Native Title Claim under the *Native Title Act 1993* (Commonwealth) or recognised freehold tenure under the *Aboriginal Land Rights Act 1976* (Northern Territory).

In Western Australia, our operations are either subject to a Native Title determination or are subject to a Native Title claim, under the *Native Title Act 1993* (Commonwealth).

In the Northern Territory of Australia, the Central Tanami Project, in which we own a 50% joint venture interest, is located on freehold Indigenous land, under the *Aboriginal Land Rights Act 1976* (Northern Territory).

The Pogo mine in Alaska US is located wholly on State land.

As part of our agreement making process, Northern Star aims to enter into land access and heritage protection agreements with Indigenous people on whose land we operate, to:

- Identify the process for engaging Indigenous people on proposed activities.
- Seek feedback on proposed activities.
- Reach agreement on what mining or exploration activities can occur on the land.
- Agree on how Northern Star will undertake those activities.
- Set parameters for benefits that will be delivered to the Indigenous people in return for the mining or exploration activities proceeding.

Northern Star upholds the FPIC principles within all negotiations, which are always conducted in good faith. Where parties consider existing or inherited agreements to be outdated and not in line with contemporary agreement conditions, Northern Star will consider entering into agreement modernisation discussions, and will align with the heritage protection legislation in Western Australia.

During FY24 Northern Star has negotiated and executed two land access and compensation agreements with Traditional Owner groups in the Kalgoorlie and Yandal Production Centres and one agreement was executed in FY23. The Company has also made progress with three other Traditional Owner groups in relation to negotiation protocols and terms of new agreements.

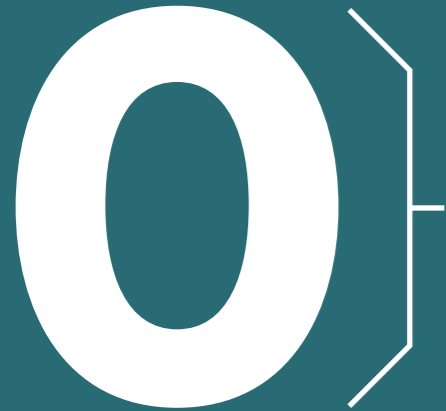
**Figure 6** Northern Star continues to commit to FPIC

Free	Prior	Informed	Consent
No coercion, intimidation, or manipulation	Permission sought well in advance of the activity contemplated with respect for the timelines of the Indigenous group	Information about all aspects of the project is provided	One of the options is that the Indigenous Group may withhold consent
Must be able to say no	Sufficient time to allow for information to be gathered and shared to the decision-making process of the group	Time to understand, access, and analyse information	Need to consider the who (ie. the correct Indigenous group), what (ie. for a specific purpose), and how (ie. clear written agreement)
No divide and conquer tactics	Consent reached before the project begins	Preliminary scientific and other studies on impacts are done	
		Capacity provided	

## Cultural Heritage

Northern Star understands that physical and spiritual cultural heritage is critically important to Indigenous people and provides a connection between their past and contemporary existence. Our overarching process for managing heritage risks is as follows:

- Northern Star’s cross-functional team consists of Legal, Social Performance, Environment, Geology and Mining who are responsible for working between project and production teams and Traditional Owners to understand where a planned activity may adversely impact an area which may include a heritage site, in advance of the proposed ground disturbance occurring.
- If this engagement process indicates that an area of heritage value may be adversely impacted, representatives of the team will further engage with the relevant Traditional Owners and the broader project team to evaluate means of avoiding the impact, acknowledging and incorporating the views of Traditional Owners.
- If the adverse impacts to the heritage site or area cannot be avoided, and the Traditional Owners do not consent to the activity proceeding, then Northern Star will not proceed with the activity in the manner proposed.



In FY24:  
 Material heritage related incidents  
 Heritage related infringements  
 Cost of heritage related infringements (\$)

## Community Investments & Partnerships

Northern Star proudly invests in our communities through strategic partnerships by financial and in-kind contributions. These collaborations are aimed towards achieving sustainable benefits for communities in Australia and Alaska and to create long lasting, positive impacts for both present and future generations.

Our relationships within our communities are strengthened by our employees, contractors and their families who live and work in our operating areas, and through our links with local governments, education bodies, non-governmental organisations (NGO’s) and charities within these areas.

Northern Star has established clear Donations and Sponsorship Guidelines<sup>2</sup> based on our Donations and Sponsorship Policy<sup>3</sup> to ensure fairness and consistency across all its operations.

Our community investment is strongly guided by the United Nations Sustainable Development Goals. This approach ensures that contributions are carefully balanced each year and are directed towards initiatives that address local and regional improvements in these focus areas:

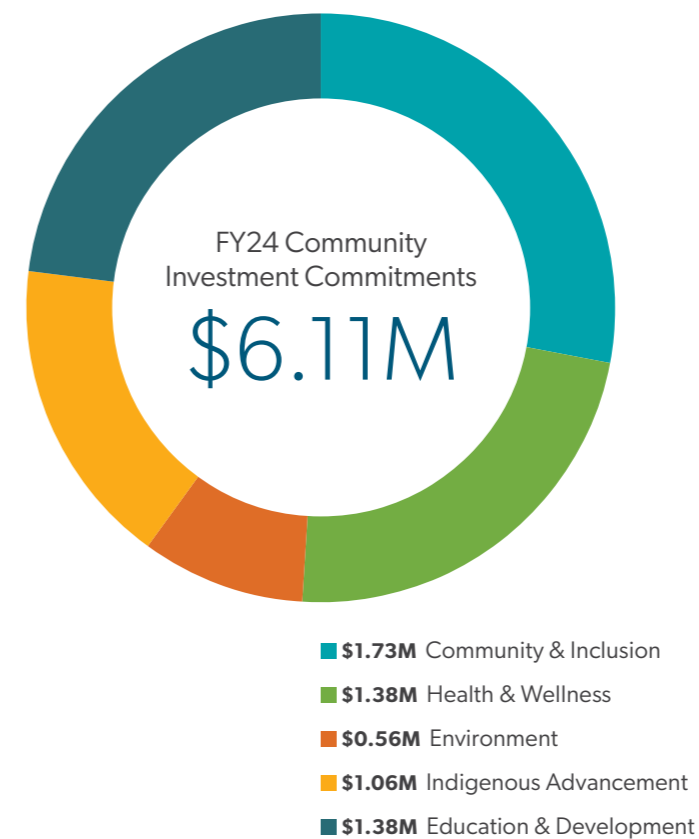
- Community & Inclusion:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. Support inclusion of all, including breaking down barriers between different groups.
- Health & Wellness:** Support food security and improved nutrition and promote sustainable agriculture. Ensure healthy lives and promote well-being for all, at all ages
- Environment:** Work to preserve the environment whilst there is increasing pressure on natural resources.
- Indigenous Advancement:** Promote Indigenous communities and provide equal access to education and opportunities.
- Education & Development:** Support and promote lifelong learning opportunities for all.

By integrating an employee match initiative into our Community Investment Policy, we support employee nominated causes or fundraising initiatives that are directly connected to a registered charity or approved community-based initiative.

We encourage our employees’ charity efforts with paid Volunteering Leave under the Company’s leave policy.

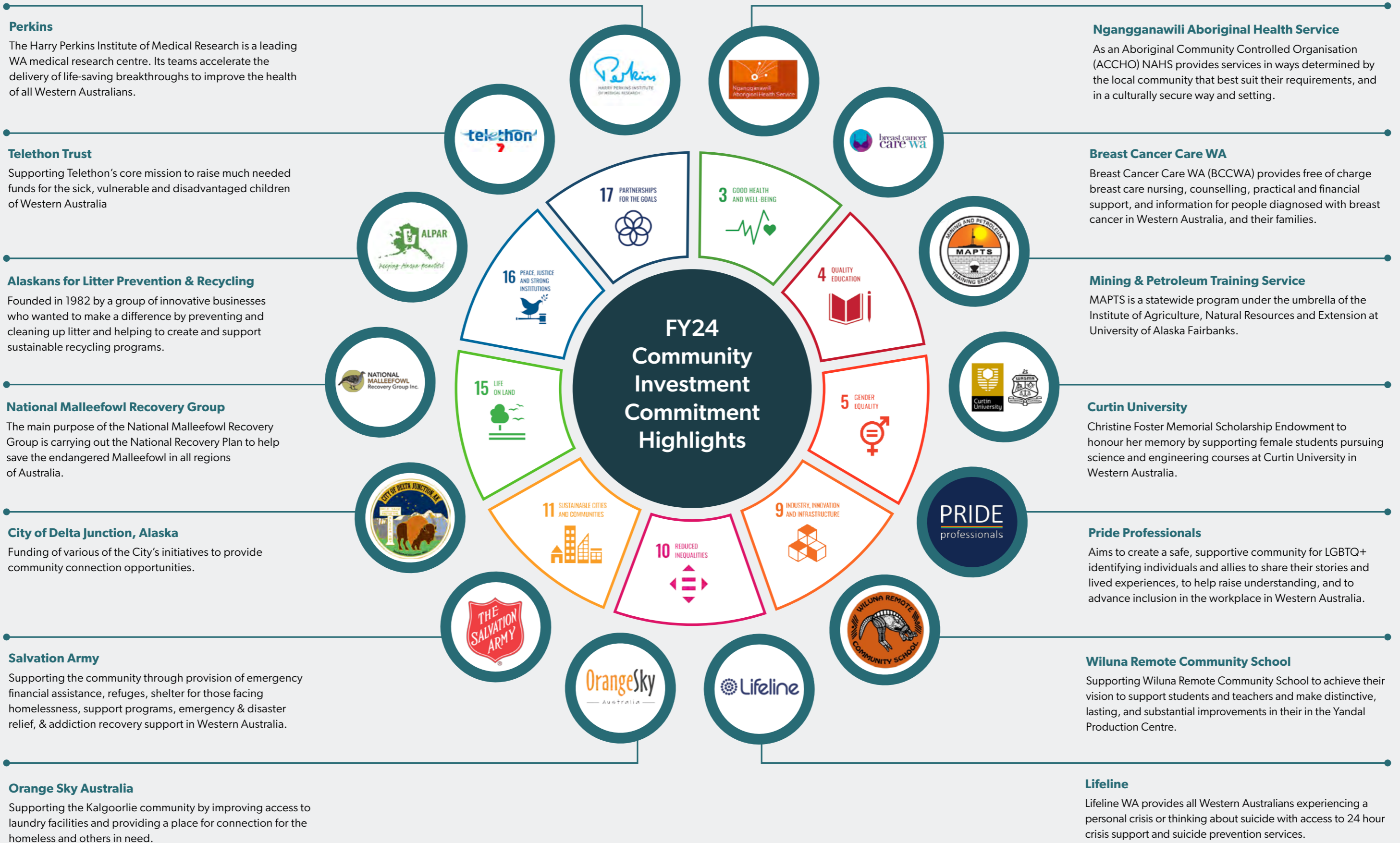
Over the past 12 months, Northern Star has committed or maintained investments with just under 150 organisations and groups to deliver sustainable development outcomes within the communities we operate.

Figure 7 Community Investment Committed Funds in FY24



<sup>2</sup> Donations and Sponsorship Guidelines (NSR-COR-014D-GUI)  
<sup>3</sup> Donations and Sponsorship Policy (NSR-COR-014-POL)

**Figure 8** Some of our Valued Partners and Community Investment Commitments for FY24





### Highlight – Our Perth Symphony Orchestra Partnership

*“Thank you for making this event possible for all our students and staff at Boulder Primary. The students were engaged and had so much fun. It is the best musical incursion we’ve had this year”*

**David Callow**  
Principal, Boulder Primary School

The Perth Symphony Orchestra breaks all the rules. Perth Symphony Orchestra brings symphonic music to people who might not ordinarily hear it, and in ways they may not have thought possible, providing a truly magical and memorable experience for everyone whilst showcasing Western Australia’s remarkable talent.

Through a partnership with Northern Star, Perth Symphony Orchestra aimed to reach into regional communities, engaging, inspiring and connecting people to one another.

Connecting the community through arts and shared experience, a free concert was held in September 2023 in Kalgoorlie-Boulder, WA.

In addition, enhancing community well-being and local capacity for cultural development in Kalgoorlie-Boulder, the Perth Symphony Orchestra delivered music programs across schools in the community, for over 250 students.



The free family concert attracted over 1,500 Goldfields residents.

A second free concert and additional school engagements are planned for August 2024.



### Highlight – Helping Support the City of Delta Junction’s Waste Management Services

Northern Star donated a loader which is helping the City of Delta Junction’s landfill facility meet its goal of operating a clean and continually efficient waste management program. The loader significantly expands the capacity of the landfill and directly impacts the city’s bottom line.

“This is an incredibly important primary piece of equipment that fulfills much needed regulatory requirements specifically related to moving top cover as mandated by the Alaska Department of Environmental Conservation and directed by the Environmental Protection Agency,” says Kendall Greenleaf, City Administrator, City of Delta Junction.

Operationally, the multifunctional loader also helps to meet the expectation people have of access to a clean landfill that is ready to accept the disposal of garbage. It is a critical workhorse for the day-to-day functions of efficiently emptying dumpsters, pushing trash into the landfill, and creating an effective, safe environment for resident and commercial users.

“Without Northern Star’s donation of the 2018 Volvo wheeled loader, the City would be extremely limited operationally and likely unable to meet the expectations of a fully functional landfill, perhaps even facing the need to shutdown”

The loader donation is just one element in a broader effort to support a healthy, sustainable community.

In addition, our Pogo operations are a long-time supporter of Alaska Litter Prevention and Recycling sponsoring the trash bags used by like-minded citizens who understand the importance and value of a clean city. The 2024 event reported that more than 23.5 tons of winter trash was collected in Interior Alaska from roads, neighbourhoods, and parks surpassing the event’s goal of collecting 17 tons of trash. Pogo employees participated in the annual event both from the Fairbanks headquarters and the mine site.







Rebekah Collins, Graduate Geologist and Tristan Truebody, Geologist at the Mt Charlotte Headframe KCGM Operations, Kalgoorlie Production Centre, Western Australia

## Community Performance Metrics

		FY24	FY23	FY22
<b>Community Investment Commitments</b>				
<b>Funds Committed</b>	Kalgoorlie Production Centre (\$M)	0.69	0.67	0.51
	Yandal Production Centre (\$M)	0.44	0.42	0.28
	Pogo Production Centre (\$M)	0.92	1.23	0.90
	Corporate (\$M)	4.07	4.25	4.46
	<b>Total (\$M)</b>	<b>6.11</b>	<b>6.58</b>	<b>6.15</b>
<b>Organisations &amp; Groups Directly Supported</b>	Kalgoorlie Production Centre	49	53	47
	Yandal Production Centre	12	6	22
	Pogo Production Centre	22	32	19
	Corporate	66	73	49
	<b>Total</b>	<b>149</b>	<b>164</b>	<b>137</b>
<b>Grievances and Complaints</b>				
<b>Complaints &amp; Grievances</b>	Number of grievances and/or complaints received	20	-	1
	Proportion of grievances and/or complaints resolved	20	2	-
<b>Community Incidents</b>				
<b>Community Related Incidents</b>	Number of material community related incidents	-	-	-
	Number of community related infringements	-	-	-
	Cost of community related infringements (\$)	-	-	-
<b>Heritage Management</b>				
<b>Heritage Related Incidents</b>	Number of material heritage related incidents	-	-	-
	Number of heritage related infringements	-	-	-
	Cost of heritage related infringements (\$)	-	-	-



Skyla Newman, Auto Electrical Apprentice and Stephen Wypewi, LV Apprentice  
KCGM Operations, Kalgoorlie Production Centre, Western Australia

## About This Disclosure

Northern Star has reported in accordance with the GRI Standards for the period 1 July 2023 to 30 June 2024. This disclosure supports the Northern Star Annual Report FY24 in relation to environment and social responsibility.

Management has sought independent, third-party assurance by Bureau Veritas of all data relating to GRI core and material disclosures in this disclosure. These disclosures are identified in our GRI, SASB and UN SDG Alignment Index. Where partial assurance received, or a topic note assured, that information has been included in the Index.

A copy of the assurance statement is provided on Northern Star's website at: [Environment & Social Responsibility \(ESR\) Reporting](#)

This disclosure was reviewed and approved by Northern Star's Board of Directors and published on 22 August 2024. Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

## Feedback

We welcome feedback and invite readers to send any comments or enquiries about this disclosure to us at [esgperformance@nslrtd.com](mailto:esgperformance@nslrtd.com)

## Disclaimer

This disclosure contains forward-looking statements, including statements of current intention and expectation. These forward-looking statements are based on information available at the date of this disclosure.

While these forward-looking statements discuss Northern Star's expectations at the date of this disclosure, they are not guarantees or predictions of future performance, and by their nature, are subject to significant uncertainties, many of which are beyond Northern Star's control. Actual results and developments may differ materially from those expressed in this disclosure and Northern Star cautions readers against reliance on any forward-looking statements or guidance.

There are also limitations with respect to scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate. Except as required by applicable laws or regulations, Northern Star does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

## Assumptions

Nil.

## FY24 ESR Disclosure Suite

This disclosure, and our supplementary website disclosures, form part of a suite of documents that provide information and updates on Northern Star's FY24 environment and social responsibility disclosures and should be read as a supporting accompaniment to the Northern Star Resources Ltd FY24 Annual Report, FY24 Modern Slavery Statement and FY24 Corporate Governance Statement.

Throughout this disclosure there are references to supporting information on our website which the reader is encouraged to read. The Northern Star website contains significant additional supporting information including our annual ESR Performance Data Tables, GRI Index and references to our previous disclosures.

# Glossary

## ABN

Australian Business Number

## ASX

Australian Securities Exchange, trading as ASX

## ASX Corporate Governance Council Principles and Recommendations

Principles and Recommendations (4th edition) of the ASX Corporate Governance Council on the corporate governance practices to be adopted by ASX listed entities and which are designed to promote investor confidence and to assist listed entities to meet shareholder expectations

## Audit & Risk Committee (ARC)

Audit and Risk Sub-Committee of the Board

## Board

Board of Directors

## Company

Northern Star Resources Ltd  
ABN 43 092 832 892

## Contractor(s)

Externally employed contracted workers engaged by the Company to support Operations

## Corporations Act

Corporations Act 2001 (Cth)

## Director

A director of the Company duly appointed under the Corporations Act

## employees

Total number of employees of the Group including permanent, fixed term and part-time. Does not include contractors

## ESG

Environment, Social & Governance

## ESR

Environment and Social Responsibility

## ESR Disclosure Suite

Refers to the nine separate disclosures related to environment and social responsibility information available on the Northern Star Company website. These comprise: ESR Approach at Northern Star, People & Culture at Northern Star, Safety & Critical Risk Control at Northern Star, Community Engagement & Support at Northern Star, Supply Chain Management at Northern Star, Environmental Management at Northern Star, Climate Change at Northern Star, Water Security at Northern Star, and Waste & Tailings Management at Northern Star

## ESR Performance Data Tables

Detailed spreadsheets containing key environment and social responsibility metrics for Northern Star for FY24 and relevant preceding years available from the Company website

## ESS Committee

Environmental, Social & Safety sub-Committee of the Board

## FY

Financial Year ending 30 June

## GRI

Global Reporting Initiative

## Group

Northern Star Resources Ltd and all of its wholly owned subsidiaries

## KCGM

KCGM means Kalgoorlie Consolidated Gold Mines Pty Ltd, a wholly owned subsidiary of the Company, which operates the Super Pit and Mt Charlotte Underground in Kalgoorlie, Western Australia

## KMP

Key Management Personnel

## NSMS

Northern Star Mining Services

## Officer

An officer of the Company defined under the Corporations Act

## SASB

Sustainability Accounting Standards Board

## shareholder

A shareholder of Northern Star Resources Ltd

## stakeholders

An individual, group or organisation that is impacted by the Company, or has an impact on the Company. Examples of stakeholders are investors, employees, suppliers and local communities

## STARR Core Values

Northern Star's Core Values of Safety, Teamwork, Accountability, Respect and Results

## UN

United Nations

## UN SDG(s)

The United Nations Sustainable Development Goals

## US or USA

United States of America

## WA

Western Australia

## \$

Australian dollars, unless the context states otherwise. All A\$ to \$US currency conversions used in this ESR Disclosure Suite are at \$0.6556

# Contact Information

## Northern Star Resources Ltd

ABN 43 092 832 892

## Corporate office

Level 4, 500 Hay Street, Subiaco WA 6008 Australia

## Telephone

+61 8 6188 2100

## Website

[www.nsr ltd.com](http://www.nsr ltd.com)

## Email

ESG Enquiries	<a href="mailto:esgperformance@nsr ltd.com">esgperformance@nsr ltd.com</a>
Investor Relations	<a href="mailto:investorrelations@nsr ltd.com">investorrelations@nsr ltd.com</a>
General Enquiries	<a href="mailto:info@nsr ltd.com">info@nsr ltd.com</a>
Media Officer	<a href="mailto:mediaofficer@nsr ltd.com">mediaofficer@nsr ltd.com</a>
Compliance	<a href="mailto:compliance@nsr ltd.com">compliance@nsr ltd.com</a>
ASX Code	NST
Share Registry	MUFG Corporate Markets (formerly known as Link Market Services)

## Additional Website ESR Disclosures:

Environment & Social Responsibility Approach  
People & Culture at Northern Star  
Safety & Critical Risk Control at Northern Star  
Community Engagement & Support at Northern Star  
Supply Chain Management at Northern Star  
Environmental Management at Northern Star  
Climate Change at Northern Star  
Water Security at Northern Star  
Waste & Tailings Management at Northern Star  
FY24 Performance Data Tables  
FY24 GRI, SASB and UN SDG Alignment Index  
FY24 Tailings Disclosure Report  
FY24 Biodiversity Values

Cover Image: Mt Charlotte Headframe Illuminated Pink for National Women's Day,  
Photo Credit: Frank McCubben, Health & Safety Advisor KCGM Operations,  
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