

# Social Responsibility Policy



Our Social Responsibility Policy is built upon our vision to build and foster long term and mutually beneficial relationships with all stakeholders, including our clients, regulators, investors, suppliers and our host communities.

**We will always strive to make a positive and lasting contribution to our people and the communities in which we operate. Social License to operate is hard earned and easily lost – we relentlessly pursue, defend and celebrate our social support.**

#### **To achieve the social responsibility vision, we commit:**

- + To engage and consult openly and in good faith with our stakeholders. Our engagements will be transparent, inclusive, meet public expectations and be appropriately outwardly sensitive.
- + To take seriously all feedback that we receive from our stakeholders. We will listen and learn, from: complaints, incidents, non-compliances and audits. The management and resolution of grievances will be given priority and have a documented process.
- + To comply with relevant environmental legislation, permits, standards and codes – as a minimum.
- + To understand and recognise our diverse cultures and community points of view.
- + To prioritise local economic participation in our business wherever possible through both employment and direct business opportunities to maximise our positive economic impacts.
- + To seek to create value for society beyond our direct economic impacts through working with local councils, government and residents to support appropriate projects and sponsorships making a real difference.

#### **Our Social Responsibility Policy is underpinned by living our match winning qualities everyday and every way, by:**

- + Holding all employees and contractors accountable for our social responsibilities and license to operate.
- + Building open and honest relationships built on mutual respect and benefit with our host community stakeholders.
- + Having a culture that understands that our social, economic and environmental responsibilities are integral to our business.
- + Establishing meaningful, measurable social responsibility targets and performance criteria.
- + Undertaking Environmental Impact Statements in our project assessment process and incorporating Social Impact Assessments to understand the impacts and benefits of our operations in our host communities.
- + Encouraging suppliers and contractors to adopt responsible business practices and policies for mutual benefit.
- + Promoting 'partnerships' in all contracts that clearly set out agreed terms and conditions in a thematic of mutual trust.

#### **Winning and successful implementation of this policy looks like:**

- + The absolute commitment by all involved in our business that our social responsibility and license to operate are essential.
- + Host communities experiencing a lasting benefit from the presence of Fitzroy, being a partner of choice, employer of choice and maximising benefits flowing to our communities.
- + Ensuring that open and honest communication exists across all levels of the business and stakeholders.
- + Our local communities' value our presence and good governance.

