

Community Engagement and Social Performance 2022



DE GREY
MINING LTD



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Acknowledgement of Country

At De Grey Mining, we acknowledge the Traditional Custodians of the land upon which we operate. We recognise their unique cultural heritage, beliefs and connection to these lands, waters and communities. We pay our respects to all members of these communities, and to Elders past, present and emerging.



About De Grey Mining

De Grey Mining Limited (ASX: DEG) is a West Australian gold explorer and project developer which has made one of Australia's most exciting new gold discoveries at Hemi.

De Grey listed on the ASX in 2002 as a multi-commodity explorer and has had a presence in the West Australian Pilbara region since inception.

Our activities are focussed on the 100% owned Hemi Gold Project within the Mallina Gold Province, located approximately 85km south of Port Hedland. The Mallina Gold Province spans approximately 150km across Kariyarra, Ngarluma, Nyamal, Ngarla and Mallina Country.

The Hemi Gold Project is rapidly moving towards our goal of defining a Tier 1 project with true district-scale potential. Mineralisation in the Hemi area has been identified with a Mineral Resource Estimate of 10.6 million ounces. The discovery remains open in multiple directions.

As our project develops, we intend to employ local people and work with local businesses. We are expecting to create approximately 900 jobs during the construction phase and 600 jobs once operational.



Located 85km south of Port Hedland in a Tier 1, infrastructure rich mining region



Mineral Resource Estimate Total of 10.6 million ounces @ 1.3 g/t gold



Large scale, high value, near surface intrusion hosted gold mineralisation never before seen in the Pilbara



Goal to become one of Australia's largest gold producers from Hemi and nearby



Hemi has the potential to be one of the lowest carbon intensive gold projects in Australia

A message from Bronwyn Campbell, General Manager Community Relations

What a year it has been! Lots of wonderful events, meetings with so many people, and a real sense of collaboration and future focus in and around Port Hedland.

With so many new and interesting projects coming online over the next few years, and so many already underway, the Community Relations team at De Grey have been busy learning as much as possible about the priorities and interests of individuals, businesses and government organisations across the region.

We aspire to be outstanding community partners who engage with and support the long-term goals of the people and places neighbouring our operations.

It is a privilege to lead the Community Relations function at De Grey. Our small team are skilled, passionate people who are committed to building strong, long-term relationships and supporting

the goals and aspirations of community through participation and investment in local, grassroots organisations.

In 2022, we have seen our world-class, Tier 1 gold project at Hemi go from Scoping Study, to releasing our Pre-Feasibility Study in September, an exciting milestone for De Grey which was the culmination of a huge amount of work by an incredible group of people. In mid-2023, we expect to release our Definitive Feasibility Study.

To everyone we know and everyone we are yet to meet, we wish you and your families well for the remainder of the year, and a happy and prosperous 2023.

Bronwyn Campbell
General Manager Community Relations



Community engagement and regional participation



Community engagement and regional participation



We seek to create long-term partnerships built on trust, transparency, and openness. We engage with stakeholders from the local community, local businesses, local, state, and federal government, Traditional Owners, and peak industry bodies on a regular basis.

Through regular engagement, we endeavour to understand and respond to the concerns and interests of the communities impacted by our operations.



CASE STUDY

TOWN HALL MEETINGS

In 2022, we hosted three community town hall meetings in Port Hedland. Each event was attended by De Grey's senior leadership team, to provide milestone updates on the Hemi Gold Project. The town hall meetings presented an excellent opportunity for key stakeholders to learn more about De Grey's exciting new gold project. Each meeting was a forum for local community members and local businesses to share their interests, questions and concerns.

Holding community town hall events provides De Grey with a real opportunity to get to know local people and ensures a robust mechanism for two-way communication between our senior leadership team and the Port Hedland community.



CASE STUDY

COFFEE CATCH UP

In partnership with the Port Hedland Chamber of Commerce and Industry (PHCCI), De Grey presented project information at a coffee catch up in Port Hedland, which coincided with the launch of our local business register.

3 Community town halls



Developing cultural awareness material for onboarding induction in consultation with KAC



Stakeholder workshops per year across all the business functions



Engagement with the following parties:

- Federal government agencies
- Federal member for Durack
- Member for Pilbara
- Minister for Regional Development
- Minister for Aboriginal Affairs
- Minister for Mines and Petroleum
- WA Premier and the Town of Port Hedland

Community engagement and regional participation



CASE STUDY

CHAMBER OF MINERALS AND ENERGY SITE VISIT

We hosted the Chamber of Minerals and Energy's Northwest Regional Officer, Megan Brouwer, for a site visit out to the Hemi Gold Project.

Two of De Grey's geologists, Matt Flambard and Martin Ash, spoke about the experience of working on an up-and-coming gold project in the Pilbara, from a geological perspective. Matt commented that this has been a "once in a lifetime" opportunity to be a part of something so unique in terms of the scale and value of Hemi and its proximity to the surface.



CASE STUDY

PILBARA SUMMIT 2022

Pilbara Summit 2022, supported by the Pilbara Development Commission, focused on economic growth, investment, development, productivity, and innovation across the region.

De Grey's GM Community Relations, Bronwyn Campbell, presented an introduction to the Hemi Gold Project to over 500 delegates.



Social investment



We seek to make a positive impact on the communities we operate in through partnerships, sponsorships, donations and volunteering.

To ensure we have a meaningful impact in the community, our focus is on supporting local grassroots organisations in meaningful ways.

Our framework for social investment

We seek to drive a collaborative approach to social investment by aligning our strategy with the regional priorities of the Pilbara at a local and state government level.

Based on extensive consultation with key community and government stakeholders and an analysis of the local context and government priorities, we have identified three pillars to drive our social investment that reflect the regional priorities of the Pilbara: Education, Health and Wellbeing, and Environment.



Education

+



Health and Wellbeing

+



Environment



CASE STUDY

DE GREY AND MISSION AUSTRALIA PARTNERSHIP

2022 marked the third year of De Grey's partnership with Mission Australia. Through this partnership, De Grey funds the East Pilbara Family and Domestic Violence (FDV) Outreach Case Management Service. The FDV Case Manager is crucial in helping victims of family and domestic abuse create safety plans and access the assistance they require.



Social investment

CY2020 TOTAL	CY2021 TOTAL	CY2022 TOTAL (TO DATE)
\$163,000	\$169,737	\$112,943

**TOTAL
(TO DATE)** **\$445,680**

CY2022 investment (to date)



CASE STUDY

COVID-19 RESPONSE IN THE PILBARA

As the world continued to be impacted by COVID-19, De Grey remained vigilant in our approach to protecting our people and supporting the local Port Hedland community.

With a strict COVID-19 testing regime and vaccinations being compulsory, we were able to achieve significant milestones, including a Pre-Feasibility Study on the Hemi Gold Project, whilst ensuring the ongoing safety and wellbeing of our people.

During the pandemic, we also:

- Donated rapid antigen test kits to Ashburton Aboriginal Corporation (AAC) to help job seekers across AAC's community development program.
- Donated food packs to Kariyarra Aboriginal Corporation members to help through isolation periods.

CASE STUDY

CONTAINERS FOR CHANGE

This year we expanded our Containers for Change program, which is now operating across all three site locations.

The Containers for Change initiative encourages sustainable practices and allows us to support local Port Hedland not-for-profit organisations by donating the funds raised from our containers.

To date, De Grey has raised \$2,473 through Containers for Change and donated funds to various local organisations. That's 24,730 containers that have been saved from landfill and recycled into everyday items.



Native Title and Heritage



Native Title and Heritage

We seek to create meaningful, ongoing relationships that respect local and regional cultures.

At De Grey, we work closely with Traditional Owners to facilitate cultural heritage surveys which provides our people an important opportunity to learn more about the significance of cultural heritage in the Pilbara.

Facilitating meaningful relationships with Traditional Owners and learning more about the location we operate in helps us to ensure we are able to protect sites of cultural significance in partnership with local knowledge holders.

De Grey is committed to the protection of significant Aboriginal and historic cultural heritage sites. We are currently developing a Cultural Heritage Management Plan (CHMP) with the Kariyarra Aboriginal Corporation (KAC), which will guide the management of heritage sites in the project area, and create robust protocols for managing matters of cultural significance.

CASE STUDY

YINTHA NGURRARA (KNOWLEDGE HOLDERS) MEETING

In partnership with KAC, De Grey held an on Country meeting with Kariyarra elders and local knowledge holders.

The group visited the proposed location of the Hemi Gold Project to gain a deeper understanding of its potential impacts on country.

At De Grey, we work hard to ensure we build strong, positive relationships based on trust and transparency with Aboriginal communities where we have a presence.

We will continue to work with Traditional Owners of the lands on which we operate to identify and protect cultural heritage areas of significance.

De Grey and KAC are in the final stages of negotiating a Native Title Mining Agreement.



Sustainability

We are committed to operating ethically, sustainably, and in accordance with best governance practices.

We believe that responsible management of environmental, social and governance (ESG) elements are critical to success when working with communities.

Accordingly, we are committed to identifying, assessing and mitigating risks and proactively seeking pathways that deliver positive and sustainable outcomes.

As we advance the Hemi discovery, environmental, heritage, social and governance considerations will be embedded across all our decision making. We aim to deliver responsible practices that lead to shared value for all stakeholders.

De Grey has aligned with the International Council of Mining and Metals (ICMM) and is committed to implementing the ICMM principles. The Board has also resolved to adhere to the Task Force on Climate-Related Financial Disclosures.

Hemi has the potential to be one of the lowest carbon intensive gold projects in Australia. This will be achieved through the use of renewable energy sources emerging in the Pilbara and the transition of the mobile equipment fleet from diesel to electric.



CASE STUDY

PLASTIC FREE JULY INITIATIVE

We are committed to sustainable practices at De Grey, and as a result of new government regulations in 2022, we removed all single use plastic items from across our operations.

Employees who have been recognised for their environmental stewardship and for driving this change on-site received special YETI mugs from our environment team.

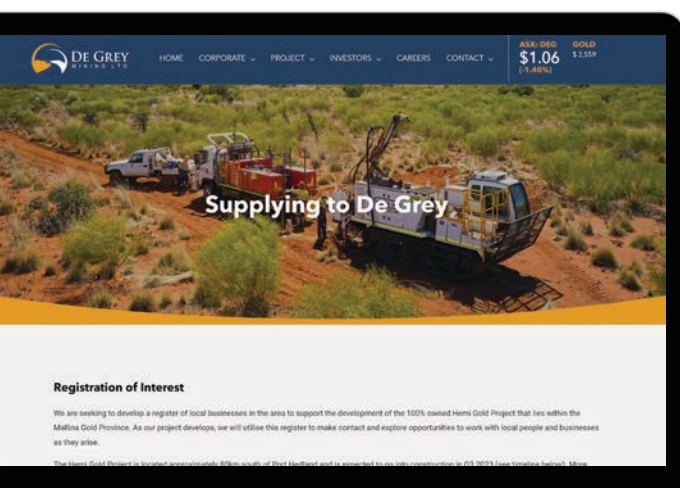
Supporting local businesses



@frostandfig

We are committed to learning more and collaborating with industry to be part of long-term economic development solutions across the Pilbara.

Making sure communities surrounding our operations receive and recognise positive economic and social benefits in various ways and work with us constructively to minimise negative impacts.



CASE STUDY

DE GREY MINING LOCAL BUSINESS REGISTER

In May 2022, De Grey launched an online business register. The register provides an opportunity for local businesses to supply information and credentials to De Grey in preparation for project ramp up and construction.

As our project develops, we will utilise the register to make contact and explore opportunities with local people and businesses as they arise.

Since the business register was launched, over 70 local businesses have registered their interest in working with De Grey.

To register your business, scan the QR code.



Careers at De Grey Mining

At De Grey Mining, we believe our people should have the opportunity to grow and develop in an inclusive and safe workplace.

We genuinely care about our team and offer flexible work arrangements, ongoing training and professional development, opportunities for new graduates, challenging work and career prospects, and a competitive remuneration package.

Our team has taken De Grey from grassroots exploration through to a major discovery. Our people are the reason we have been able to get where we are today and are critical to achieving our strategy. We are now rapidly progressing and ultimately aiming to become a Tier 1 gold producer across the project.

With an exciting project to build, we will be offering a variety of pathways from entry level through to project and construction leadership opportunities.

If you are interested in joining our dynamic team please view our current vacancies on SEEK and submit your application.





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