



COMMUNITY ENGAGEMENT AND SOCIAL PERFORMANCE REPORT 2023



At De Grey Mining, we acknowledge the Traditional Custodians of the land upon which we operate, the Kariyarra, Ngarluma, Nyamal, Ngarla, Mallina and Whadjuk Noongar peoples. We recognise their unique cultural heritage, beliefs and connection to these lands, waters and communities.

We pay our respects to all members of these Indigenous communities and to Elders past, present and emerging. We also recognise the importance of continued protection and preservation of cultural, spiritual and educational practices.

As we value treating all people with respect, we are committed to building successful and mutually beneficial relationships with the Traditional Custodians throughout our areas of operation.

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ABOUT DE GREY

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

The Company's activities are focused on the 100% owned, large scale, high value, near surface gold discovery at an area called Hemi in the Pilbara region of WA.

The Hemi discovery is rapidly moving towards De Grey's goal of defining a Tier 1 project with true district-scale potential. Exploration in the Hemi area has so far identified 10.5 million ounce mineral resource to November 2023. The discovery remains open in multiple directions. The global Hemi Regional Resource is now 12.7 million ounces.

De Grey's recent focus on expanding Hemi means many prospective targets remain untested throughout the wider Hemi Project area. High priority targets are being progressively drill tested. Hemi spans approximately 150km across Kariyarra, Ngarluma, Nyamal, Ngarla and Mallina country.

We intend to employ local people and work with local businesses where possible. As our project develops, 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



Global Mineral Resource of **12.7Moz @ 1.3 g/t** (including Hemi) and growing



Large, high value, near surface intrusion-hosted gold mineralisation not previously found in the Pilbara



On track to be a **top 5 Australian gold mine** producing +500oz annually for +10 years

A MESSAGE FROM THE COMMUNITY RELATIONS TEAM

2023 has been such a busy, vibrant year for De Grey and also for the Pilbara. It is so inspiring to witness the constant evolution of Pilbara towns, specifically Port Hedland for us at De Grey and the commitment and dedication of so many wonderful local people driving positive outcomes for the region.

Every time we talk to people locally, we learn more and more about the immense knowledge held by the community and the genuine desire of most, to draw on current strengths of the town and continue to build Port Hedland's bright future.

We are pleased to share (although many of you already know) our team has grown and continues to grow. We welcome James Hughes as Native Title and Heritage Manager and Gabriella (Gabby) Roccisano as Communications Advisor. Both James and Gabby are highly skilled in their respective work areas, but both also possess a real connection to community and a lovely, warm approach when talking to people. If you haven't already met them, please feel free to reach out and say hi.

Natalie and Nick are now both in their third years of service with the De Grey team and know many of you well. Whilst we bid farewell to Bronwyn Campbell and acknowledge her contribution, we have also welcomed Neil Foster into the role of Chief Sustainability and Risk Officer at De Grey. Neil will oversee our Community Relations, Health & Safety, Risk and Environment functions and has already met with a number of community members.

By way of an update since last year's report, in December 2022, we were so pleased to be able to sign a landmark Native Title Agreement with Kariyarra Aboriginal Corporation, which includes development of the Hemi Gold Project. This was a big milestone for us and one we are very proud of.

We have also seen our world-class, Tier 1 gold project at Hemi go from Scoping and Pre-Feasibility studies, to releasing our Definitive Feasibility Study to the market in September 2023 and receiving grant of the Hemi mining leases. The mining leases cover De Grey's Hemi deposits, proposed mining area and processing plant site, with an initial term of 21 years.

Additionally and perhaps most importantly for the community this year, we have entered into a multi-million dollar partnership with the Town of Port Hedland which allows for a significant contribution to mutually agreed community initiatives, once De Grey's Hemi mine is operational and producing revenue, anticipated sometime in 2026.

Thank you to everyone who has met with us this year and taken the time to share your thoughts and insights into important regional priorities and how the team at De Grey can best support them.

Just a reminder we are based at the Port Hedland Web Business Hub where one or more of us are often around.

Wishing you all a safe and happy remainder of 2023 and a joyful 2024 filled with peace and prosperity, whatever that looks like for you.

Nat, James, Gabby and Nick
De Grey Community Relations Team





COMMUNITY ENGAGEMENT & REGIONAL PARTICIPATION

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

We seek to understand and respond to the concerns and interests of the communities potentially impacted by our operations through regular engagement.

This year we have hosted and attended multiple events including:

- Pilbara 2023 Summit
- Bloodwood Tree Careers Expo
- Women in Business luncheon with The Hon. Melissa Price MP and Morag Lowe
- Coffee catch-up at the Web Business Hub
- Port Hedland International Airport terminal opening



TOWN HALL

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. This year, we held our community town hall event following the release of the definitive feasibility study (DFS). Members of De Grey's senior leadership team and the Community Relations team provided an update on the DFS and other project milestones. The community town hall meeting was a forum for local community members and local businesses to share their interests and ask questions.



WELCOME TO HEDLAND EVENT

At the beginning of the year, we hosted a stall at the annual Welcome to Hedland event. We invited all members of the community to participate in our community painting and provided an update on the Hemi Gold Project (HGP). The Welcome to Hedland event was a fantastic opportunity to celebrate all things Hedland and answer any questions the community had on the HGP.



TOWN OF PORT HEDLAND AGREEMENT

This year, we are very excited to announce that we have entered into a community contribution agreement with the Town of Port Hedland. The multi-year agreement will see investment go into mutually agreed projects, yet to be determined but likely to include construction of affordable housing for key service workers or the development of the transformational Sports and Arts Precinct.



SUPPORTING LOCAL BUSINESSES

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

We seek to ensure communities surrounding our operations enjoy positive outcomes that result from the project, benefiting both parties.

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,



175+

local businesses have registered their interest in working with De Grey.

Since exploration commenced we have spent:

\$40.9M

 in the Pilbara

CY23 spend:

\$7.9M

To register your interest with working with us, visit our website or use the QR code here:





SOCIAL INVESTMENT

Our goal is to create a positive influence on the communities in which we are active by means of partnerships, sponsorships, contributions and volunteer efforts.

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.

After thorough discussions with essential community and government participants and a comprehensive examination of the local environment and government objectives, we've pinpointed three foundational elements to guide our social investment, which align with the regional focal points in the Pilbara: Education, Health and Wellness and Environmental Initiatives.

This year, we have sponsored and shown our support to the following:

- Royal Flying Doctor Service
- Pilbara 4 Purpose
- Pink Pilbara Breakfast
- Pilbara Pride Festival
- PHCCI Business Excellence Awards
- Kariyarra Aboriginal Corporation (KAC) NAIDOC Week
- Reach Us Colours of Cancer High Tea.



We continue to explore opportunities for further collaboration into 2024.

KARIYARRA ABORIGINAL CORPORATION NAIDOC WEEK

This year we were proud to extend our support to Kariyarra Aboriginal Corporation (KAC) for their NAIDOC week celebrations. KAC held a community celebration and this year's theme, For Our Elders, highlights the significant role that Elders play in the community. It was wonderful to be part of an event celebrating and promoting Kariyarra culture and heritage.

ED CONNECT

At the beginning of this year, we joined Ed Connect's mentoring program to provide mentor support to students at Port Hedland Primary School. The Ed Connect Mentor program aims to connect mentors with students seeking more guidance and support in their educational journey. Through a hybrid approach of online and in person one-on-one sessions, members of the Community Relations team found great satisfaction in participating in this program and assisting students in achieving their full potential.



OUR SUPPORT



CY23 TOTAL
\$74,880



TOTAL TO DATE
\$472,170

CY23 INVESTMENT

SPONSORSHIPS
\$9,500

DONATIONS
\$8,760

PARTNERSHIPS
\$48,380

WORKPLACE GIVING
\$8,230



CONTAINERS FOR CHANGE

We have continued running the containers for change program and through the funds raised from recycling, we have donated to various Port Hedland non-profit organisations. One particular non-profit organisation is Lisa's Kangaroo Retreat. Lisa's Kangaroo Retreat is home to wildlife, in particular, joeys that have been injured and Lisa and her team of volunteers work to rescue, rehabilitate and release these animals back into the wild. We were very fortunate for the opportunity to visit the Retreat and see the amazing work Lisa and the team are doing. We are excited to continue supporting non-profit organisations who have a genuine impact in the community through the containers for change program.



NATIVE TITLE & HERITAGE

Throughout the exploration and studies phase, De Grey has developed a strong and collaborative relationship with Native Title holders and knowledge holders, the Prescribed Body Corporate on the land on which De Grey operates.

De Grey believes that building respectful relationships with Aboriginal and Torres Strait Islander people, organisations and communities in which we live and operate, is essential to our success as a business. By engaging with Aboriginal and Torres Strait Islander peoples, organisations and communities, we can build stronger relationships and tap into unique perspectives and knowledge that can help us innovate and grow.

Approximately 50,000ha of ethnographic and 16,400ha of archaeological surveys have been completed across the full Project area since 2018.



De Grey have been working directly with Kariyarra Aboriginal Corporation (KAC) Board before submitting pivotal environmental approvals.

Furthermore, the partnership emphasises the importance of continuous and open engagement with the Kariyarra People. This ongoing collaboration covers a range of activities, including comprehensive environmental surveys that encompass critical aspects such as the study of local flora, fauna and effective water management practices.

Negotiations are underway with Ngarluma Aboriginal Corporation to develop a Native Title Mining Agreement for our Toweranna deposit.

We are looking forward to working with Mugarinya and the Yandeyarra Community on tenements located within the Yandeyarra Reserve.

CASE STUDY: KAC AGREEMENT

In December 2022, De Grey signed a landmark Native Title Mining Agreement with the Kariyarra people. The agreement includes provisions for employment, training and contracting opportunities that will empower and benefit the Kariyarra community. Additionally, the agreement facilitates the creation of a Kariyarra ranger program, designed to safeguard and preserve Aboriginal cultural heritage and effectively manage the land. Notably, this agreement encompasses all Hemi resources, as well as the entire project footprint and its accompanying infrastructure, which includes vital components such as plant facilities and accommodations. It is essential to highlight that recent heritage surveys were successfully conducted in alignment with a cultural heritage management plan, a pivotal aspect of the agreement. These surveys were carried out over the planned project disturbance footprint.





“Sustainability is at the core of the modern mining company. Hemi represents growth and diversification potential in the Pilbara, without compromising the long term needs of the community”

Neil Foster
Chief Sustainability and Risk Officer

SUSTAINABILITY

At De Grey, we are committed to operating ethically and sustainably in every aspect of our business as we advance and grow the tremendous potential of our Tier 1 asset – the Hemi Gold Project. We are proud to announce that from October of this year, we have created a new Sustainability function which encompasses Community Relations, Health & Safety and Environment, led by our newly appointed Chief Sustainability and Risk Officer, Neil Foster.

Core to our strategy is a belief that integration of environmental, social and governance (ESG) principles in how we think and operate, is critical to the success of the business. As a company in its exploration and development phase, we are in a unique position to embed sustainable development practices across all aspects of the company. From mine fleet selection and water management, to supplier procurement and mine closure planning, the approach we are taking will ensure that sustainable and practical risk-based decisions are made from the outset.

OUR ESG PILLARS



Acting Ethically



Working with Traditional Owners



Health and Safety



Caring for the Environment



Community Engagement

We firmly believe that sustainability starts with a strong governance framework. Guided by our values, we commit to undertake business in a manner consistent with the principles of intergenerational equity, environmental responsibility and ethical practice.

Our Board and its Sustainability Committee provide oversight and ensure accountability. Central to this and paramount to building a successful and sustainable business is paving the way for a diverse and equitable workforce and management team.

This year we took some important steps to progress our approach to sustainability. We completed our first materiality assessment to prioritise our material topics and establish baseline data against metrics drawn from leading global sustainability standards.

The relationships that we have with Traditional Owner communities are of critical importance and fundamental to De Grey as a business – the Kariyarra, Nyamal, Ngarla and Ngarluma people of the Pilbara and the Whadjuk Noongar people of Perth.

A significant milestone was reached this year with the signing of a Native Title Mining Agreement with the Kariyarra people. This agreement not only provides for employment, training and contracting opportunities, but also the development of the Kariyarra Ranger program in FY24 to support cultural heritage and land management.

We also built on our existing relationships with local stakeholders and communities in the Pilbara, through our partnership with Mission Australia’s Family and Domestic Violence Outreach Program, establishment of a local business register and rollout of a community grievance mechanism.





PASTORAL

De Grey's tenement package spans 150km² east to west. The Hemi discovery is located on Indee Station, while regional prospects and planned project infrastructure are located across Mallina, Mundabullangana, Sherlock, Wallareenya and De Grey Stations.

Over the last year, we increased our focus on pastoral engagement through regular face-to-face meetings, project updates and negotiations on land access agreements. We have built great relationships with station owners and managers alike. We continue to partner with our neighbours to support their long-term goals and achieve mutually beneficial outcomes.

De Grey's exploration camp is located 350m away from the Indee homestead. This is an incredibly unique situation to have a mining camp in such proximity to a working cattle station's epicentre.

We must acknowledge two very good friends of De Grey, Colin and Betty Brierly, owners of Indee Station. Hemi and most of its required infrastructure resides on Indee though our tenement package extends across a number of pastoral leases. They have always been supportive of our activities. Sadly, Betty passed away earlier this year. Rest in peace Betty and thank you.



CAREERS AT DE GREY

At De Grey, we believe our people should have the opportunity to grow and develop in an inclusive and safe workplace. We are committed to fostering a culture focused on a diverse, inclusive and equitable work environment.

We genuinely care about our team and offer flexible work arrangements, ongoing training and professional development, challenging work and career prospects and remuneration and benefit packages.

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 are on track 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 support roles through to project and construction professional and leadership opportunities.

If you are interested in joining our dynamic team, please view our current vacancies on our careers page with the QR code below, or visit SEEK to submit your application.







Registered Office

Ground Floor, 2 Kings Park Road
West Perth WA 6005

Postal Address

PO Box 84
West Perth WA 6872

Port Hedland Office

7,18 Edgar Street
Port Hedland WA 6721

Telephone: +61 8 6117 9328

Email: communityfeedback@degreymining.com.au

Website: degreymining.com.au



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