

Communities of Interest Committee

Minutes of the 6th Regular Meeting (Paleochori, 24 Sept 2024) / Q3 2024

Basics:

Date / Time:	Tuesday 24 September 2024, time 17.00, duration ~3 hours
Place:	Paleochori, Hellas Gold Community Office
Subject:	6th Regular Meeting of the Communities of Interest Committee

Participants:

Nr	Name	Title	Gender	Election	Present	Comments
A	Local Society					
1	LC representative	Stratoniki – President of LC	M	YES	YES	
2	MC representative	Aristotle Vice Mayor – Member of MC	M	YES	YES	
3	Association representative	Megali Panagia – Professionals' Association	M	YES	YES	New member
4	LC representative	Arnea – President of LC	F	YES	YES	
5	MC representative	Member of MC – President of Municipality's Education Committee	F	YES	YES	
6	LC representative	Varvara – President of LC	M	YES	YES	
7	MC representative	Aristotle Vice Mayor – Member of MC	F	YES	NO	
8	Mayor's representative	Special counselor to the Mayor	M	NO	YES	
9	MC representative	Member of MC – President of AXTADA	F	YES	NO	
10	Association representative	Stratoni – President of Women's Association	F	YES	YES	New member
11	LC representative	Neochori – President of LC	M	YES	YES	
12	LC representative	Megali Panagia – President of LC	M	YES	YES	
13	Association representative	Paleochori – Youth Association Representative	F	YES	YES	New member
14	LC representative	Olympiada – President of LC	M	YES	YES	
15	LC representative	Stratoni – President of LC	M	YES	YES	
16	LC representative	Paleochori – LC member	M	YES	NO	Representative of LC President
17	LC representative	Stagira – President of LC	M	YES	NO	
B	Hellas Gold					
1	CSR representative	Hellas Gold - CSR dpt	M	-	YES	
2	CSR representative	Hellas Gold - CSR dpt	M	-	YES	
3	CSR representative	Hellas Gold - CSR dpt	M	-	YES	

4	CSR representative	Hellas Gold - CSR dpt	F	-	NO	
5	HR representative	Hellas Gold - HR dpt	M	-	YES	Ad hoc participation
6	OSH representative	Hellas Gold - OSH dpt	M	-	YES	Ad hoc participation
7	Ops representative	Hellas Gold - Ops dpt	M	-	YES	Ad hoc participation
C	Organisation - Coordination					
1	Sympraxis representative	Sympraxis	M	-	YES	
2	Sympraxis representative	Sympraxis	M	-	YES	

The election of the representatives of the city council and the local communities took place in October 2023.

The association representatives are members of the board of the respective associations and were nominated after an internal election process.

Members are listed alphabetically by category.

- From the local society, 13 out of 17 members were present.
- From the CSR department of Hellas Gold, 3 out of 4 members were present.
- In addition, 3 members from the Operations, Human Resources and Health & Safety departments attended on an ad hoc basis.
- Organized and coordinated by an expert of Sympraxis.

General Comments:

- Most Committee members were present or represented. The participation rate of the local community representatives was 76%.
- The meeting took place in a very good atmosphere, was productive and the participation of all members was active and constructive.
- Not all items on the agenda were discussed, as the first ones took longer than expected. The items that were not discussed were deferred to the next meeting of the Commission.
- The next meeting is scheduled for December 2024.
- The presentations used at the meeting will be shared with the Committee members.

Agenda:

1. Support for parallel development / local entrepreneurship / SIROLLI project, Corporate Social Responsibility Survey.
2. Human Resources Department: Update on the new Collective Labor Agreement and its benefits.
3. Health and Safety Department: Update on Cassandra Mines' Emergency Response Plan (ERP)
4. Management and Operations Department: Transformation of Olympiada Mine: Review of best practices, digital transformation, etc.

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5. Presentation of the Community Investment Plan (CIP) & Community Development Plan (CDP) (not discussed, deferred to the next meeting)
 6. CSR Projects: Discussion on approved projects, ongoing projects and planning for the next period (not discussed, carried over to next meeting)
 7. Grievance Mechanism: statistics, communication channels, effectiveness, etc. (not discussed, deferred to next meeting)

4 of the 7 topics were discussed.

Items 5, 6 and 7 will be carried over to the next committee meeting.

Minutes of the meeting:

1. Update on current issues: Support for parallel development / local entrepreneurship / SIROLI project, survey on corporate social responsibility.

- The representative of Sympraxis informed the Committee about the developments of the parallel development / local entrepreneurship project planned in collaboration with the Sirolli Institute, following the field visit and reconnaissance carried out during the summer. The program is progressing as planned, but the final implementation schedule is not yet known.
- The Sympraxis representative also informed about a field survey to be conducted in October 2024 in the communities of the area of interest, on the topic of Corporate Social Responsibility of Hellas Gold. The cooperation of local stakeholders was requested in its design, in order to be as effective and representative as possible.

2. Human Resources Department: Information on the new Collective Labor Agreement and its benefits

- The representative of the Human Resources Department of Hellenic Gold presented the new Collective Labor Agreement and its benefits.

Notes and Comments:

2.1 Locality of workers

- A question was raised by members of the Commission regarding compliance with the locality criterion (90/10). The response was that for direct employees the ratio is very close to the target.
- Committee members felt that the ratio should also be met by the company's contractors. It was responded that this was not entirely feasible for a number of reasons, including a lack of local skills and a lack of interest among much of the local workforce in working for the company's contractors.
- However, it was noted by Committee members that local communities continue to face unemployment problems.

2.2 Workforce training, anticipating future needs

- Following on from the previous topic, Committee members emphasized the need to train local employees to effectively meet the company's future work needs.
- The Committee members also noted the need to employ local workers in assistant positions of various specialties, e.g., operator, electrician, plumber, etc., starting from the current period in order to gain training and experience in a timely manner and be able to fill operator positions during the operating period.

- Members of the Committee emphasized the need to immediately study and record the needs for positions and specialties during the upcoming period of operation, in order to have the space for early training and to avoid the shortage of suitable personnel and, ultimately, the obligation to use personnel from outside the local community. The HG representative replied that this analysis was already underway.
- Finally, the HG representatives referred to the large, exemplary training center established in Madem Lakkos to meet the training needs of workers.

2.3 Announcement of job vacancies to HG contractors

- The members of the Committee commented positively on the extensive information on HG contractors job vacancies, provided by the CSR Department in collaboration with the Company's HR Department during the last period. It was pointed out that this information had been requested by the Committee members at the previous meeting, so the prompt implementation of the request was a good indication of the Committee's effectiveness and potential.

2.4 Pay gap between employees in the same category

- It was pointed out by members of the Committee that in some cases there were significant discrepancies in the salaries of employees of the same position and seniority. The representative of HG stated that a new **employee progress system** was being developed, which is expected to equalize such cases.

2.5 Recruitment, submission of applications and CVs

- It was reported by Committee members that, in some cases, persons who had submitted applications for recruitment did not receive relevant information for long periods of time. The relevant representatives of HG explained that applications and CVs could not be kept indefinitely by the company for reasons of personal data protection. Therefore, applicants would have to resubmit their application and CV after one year.

3. Health and Safety Department: Information on the Emergency Response Plan (ERP) for the Cassandra Mines

- The representative of the Health and Safety Department of Hellenic Gold presented the Emergency Response Plan (ERP), which covers all types of emergencies, such as rescue, firefighting, medical incidents, emergency communications and even land or sea pollution incidents. Reference was made to the relevant protocols, training and cooperation with all relevant bodies (police, traffic, coastguard, fire brigade, health units, etc.).
- Special reference was made to the Operations Center, which any employee can call 24 hours a day to report an emergency.

- Finally, the importance of training employees to effectively deal with emergencies or provide first aid was highlighted. Reference was made to the Madem Lakkos Training Center, First Aid and CPR training and the intention to develop a program to train local school children in the use of fire extinguishers.

Notes and Comments:

- It was suggested by committee members that local association members should be able to receive certified training in rescue and first aid. It was answered that this might be possible, and it was suggested that a request be made through the CSR mechanism.
- It was questioned by Committee members whether a local association has the legitimacy to intervene in emergencies. It was responded that, by law, intervention by any association or individual must be at the request and under the coordination of the competent authorities.

4. Administration and Operations Department: Olympiada Mine Transformation: Review of Best Practices, Digital Transformation, etc.

- The representative of the Management and Operations Department of Hellas Gold presented the Mine Transformation Plan. He referred to a number of technological and digital innovations and applications that have been implemented so far, as well as transformation actions that are underway or planned.
- One of the main goals of this transformation is to minimize risks to employees and the environment.

General remarks and comments outside the agenda:

- Reference was made to the Skouries - Stratoni road and an update was requested. The company representatives present were not sufficiently familiar with the issue, and it was requested that the information be provided at the next Commission meeting.
- The representatives of the Municipality of Stratoni also mentioned the Argyros stream, the study of its demarcation and the need to move the adjacent scales. The company representatives present replied that they would inform the relevant departments so that the matter could be examined.
- The CSR Department proposed to organize a visit to the company's premises for the members of the Committee, possibly in November 2024. The proposal was readily accepted by the members.
- Committee members suggested that site visits should be made available to the general public to demonstrate that everything is working as it should and to counter "scaremongering". It was pointed out that such visits require very careful planning and

preparation and, if undertaken, should involve small groups so that all health and safety measures can be properly implemented.

- A representative of the company's CSR department asked the members of the Committee, if they knew a person with disabilities or an association representing vulnerable social groups in their community, to encourage them to visit the Project Information Center in Paleochori or to put them in touch by phone with the CSR department staff, to receive appropriate information about the possibilities of support.
- On this occasion, it was mentioned that if people from vulnerable groups so wish, they can contact only a female representative of the company.
- Finally, the possibility of organizing focused discussions between representatives of local associations on issues of direct concern to them was discussed, in order to inform them, but also to get to know each other better and possibly create partnerships and synergies between them.

Next steps (until the next meeting):

	Task	Time	Responsible
1	Send the minutes of the meeting and supporting material (presentations, data, etc.) to the Committee members.	October 2024	Sympraxis, Hellas Gold
2	Study material, record comments/observations.	Upon receipt	Committee members
3	Inform communities, contact with local stakeholders, Local Councils. Discussion, recording public views, liaise with HG representatives.	By next meeting	Committee members
4	Communicate information on Grievance Mechanism and encouragement to be used by stakeholders and employees.	Ongoing	Committee members
5	Update Committee on the Skouries - Stratonis road.	Next meeting	Hellas Gold
6	Examine of the Argyros stream delineation study and possible need to move a scale.	Next meeting	Hellas Gold
7	Arranging a visit of Committee members to the facilities (possibly November 2024) Next period Hellas Gold	Next meeting	Hellas Gold
8	Submit proposed items for discussion at the next meeting.	Until next meeting	Committee members
9	Compile and develop proposed agenda for next meeting.	Oct – Dec 2024	Sympraxis, Hellas Gold
10	Contact members, finalize time & place of next meeting, invitation, agenda.	December 2024	Sympraxis, Hellas Gold
11	Implementation of next meeting.	December 2024	Sympraxis, Hellas Gold