



Social Performance Report Q4 2023



eldorado gold



Hellas GOLD



1. Societal investments

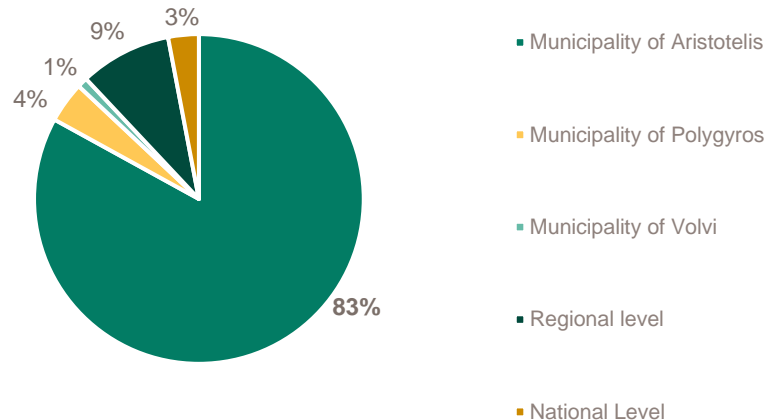
146

projects/actions completed, approved and/or are under way*

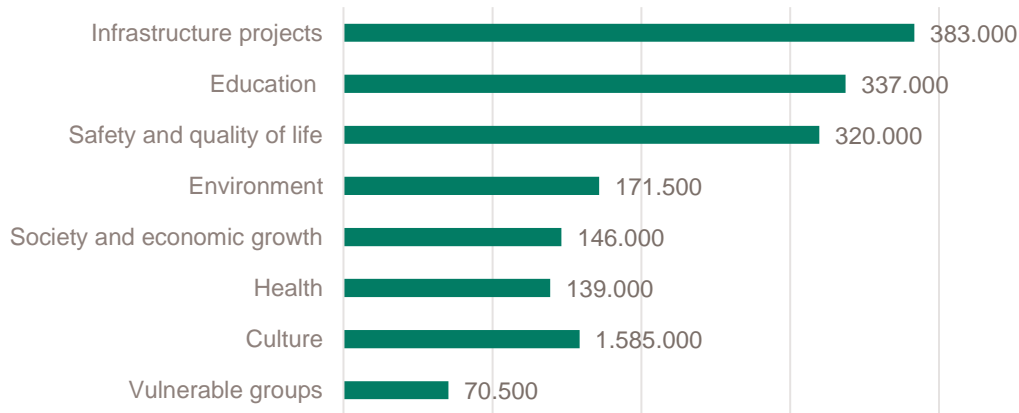
€ 1,730,000

Spent*

Geographical coverage of societal investment impact



Allocation of expenditure per category of action



*From 1.1.2023 onwards. This includes either completed actions or those under way and/or continuing



2. Indicative projects & actions - Q4 2023

Indicative projects or actions:



600 waste bins were donated to the Municipality of Aristotelis.



The study for the footbridge at Aristotelis Park in Stagira was submitted.



Equipment was donated to the Paleohori Health Centre.



Work to open country roads in the Panagia Municipal Unit was completed.



Free robotics courses were run by Eduact for the 6th consecutive year in the communities of Stratoni, Neohori, Paleohori and Megali Panagia.



3. Interaction & Reporting Activities

90

Contacts -
consultations during
Q4

2

Reports received in Q4
from our social partners

Main consultation topics included:

- 1.Social investment strategy for the years to come.
- 2.Briefing about the progress of the Skouries project.
- 3.Traffic burden on local communities.

Issue mentioned:

Traffic nuisance - presence of heavy vehicles inside and outside villages



Reports can be submitted here [Submit a Hellas Gold employee / contractor report \(hellas-gold.com\)](#) or visit the Paleohori community information office



4. Environment

Ongoing environmental compliance actions:

- An inspection by the Scientific Committee for Monitoring Compliance with the Environmental Terms and Conditions was completed: Samples were taken from disposal sites and sent to an external certified lab for chemical analysis and the findings sent back on 31.10.2023 are within the permissible limits.
- The 2023 progress report prepared by the Scientific Committee for Monitoring Compliance with the Environmental Terms and Conditions is available on the relevant [website](#).
- Appointment of an Independent Environmental Inspector was approved and the Inspector already carried out a first visit to our mining facilities.
- Ongoing monitoring of environmental parameters.

Learn more here:

[Environmental Monitoring Programme - Hellas Gold \(hellas-gold.com\)](https://hellas-gold.com)





5. Environment

Rehabilitation activities



Old tailings continue to be transported from the Olympias area to the modern dry stacking area at Kokkinolakkas
→ - 78,371 tons were transported during Q4 2023



Contaminated soils continue to be transported from the area of the +53 tunnel to the modern Kokkinolakkas Disposal Facility
→ 5,283 tons were transported during Q4 2023.

Fresh soil and topsoil for the rehabilitation of the Iron Pyrites stockpile No. 3 in the +53 stacking area continued to be transported
→ 6,042 tons were transported in Q4 2023



The construction of new contact water collection channels in the Olympias plant area is under way and the network of pipes in the water management system is being upgraded.

Other activities

Best practices for protecting flora and fauna:

Change in the logging schedule at the Skouries mine until the end of the breeding season due to an active European honey buzzard nest being identified.



6. Contribution to employment & training

1,738

jobs

According to data from December 2023, Hellas Gold employed 1,738 people. 1,017 of those were direct jobs and 721 indirect.

31

new recruitments during the relevant quarter.

26,000 hours

of staff training [from 1 January to 31 December] on improving professional skills and on health and safety issues.

60%

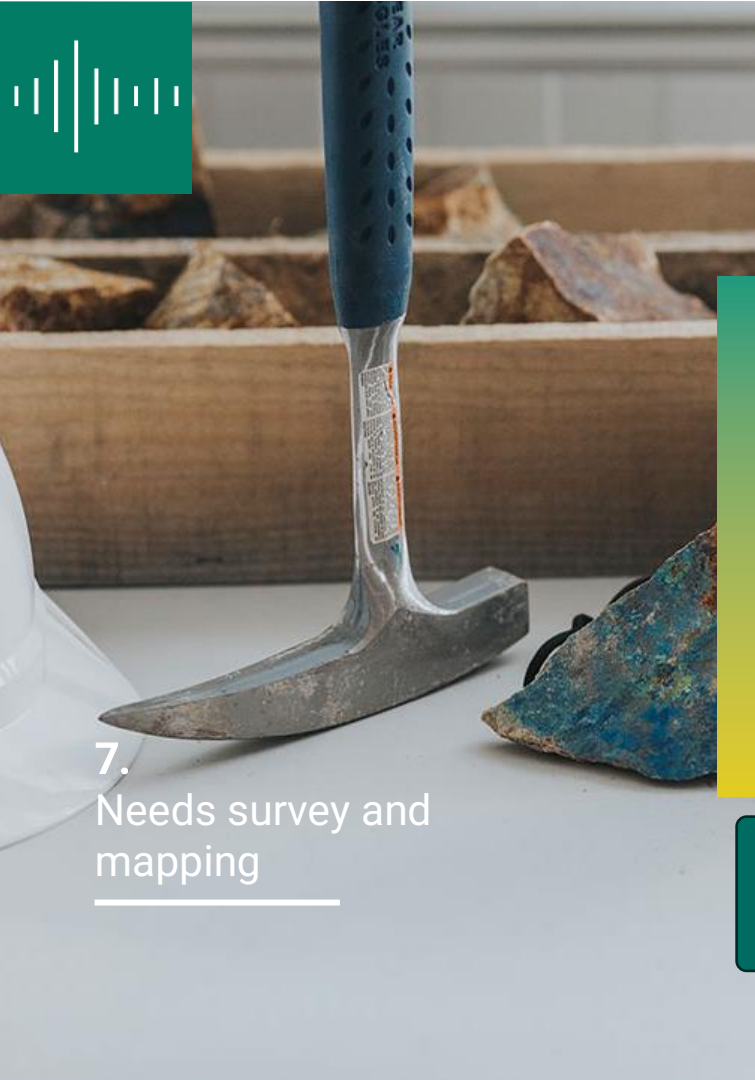
increase in training hours compared to last year.

90%

rate of implementation of the annual training plan. The highest in the last decade.

To submit your CV visit our page here:
[Human Resources - Hellas Gold \(hellas-gold.com\)](https://hellas-gold.com)





7. Needs survey and mapping

Local community survey



Evaluation and use of data from the survey carried out by Medecins du Monde about the healthcare service needs and expectations of the local communities of Stratoni and Olympias.



Publication of the results of the survey carried out by Women on Top to understand the professional and educational challenges and opportunities faced by women in the Municipality of Aristotelis.



Completion of consultation on the Corporate Social Responsibility strategy, its long-term objectives and future directions. The relevant report will be available soon.

Learn more about our stakeholder engagement plan: [Society & Economy - Hellas Gold \(hellas-gold.com\)](https://hellas-gold.com)





8. Awards and Distinctions



Distinction at the Bravo Awards 2023.

Public consultation on the new Investment Plan and the Environmental and Social Impact Study came first in the “Governance” category.

[Bravo 2023 - Bravo dialogue & awards \(bravosustainabilityawards.com\)](https://bravosustainabilityawards.com)



Our company implements policies and procedures in line with the highest standards of business conduct and governance to maintain a modern, safe and non-discriminatory working environment.

[Eldorado Gold Code of Ethics](#)

[Human Rights Policy](#)

[Respectful workplace policy](#)

[Anti-bribery and corruption policy](#)

[Supplier Code of Conduct](#)

[Insider Trading Policy](#)

[Hellas Gold's Environmental Policy](#)

[Contractor Environmental Management Handbook](#)

[Hellas Gold's Health and Safety Policy](#)

[Social Performance Policy](#)

[Contractor Safety Regulation](#)

[Procedure for controlling the use of alcohol or other substances](#)

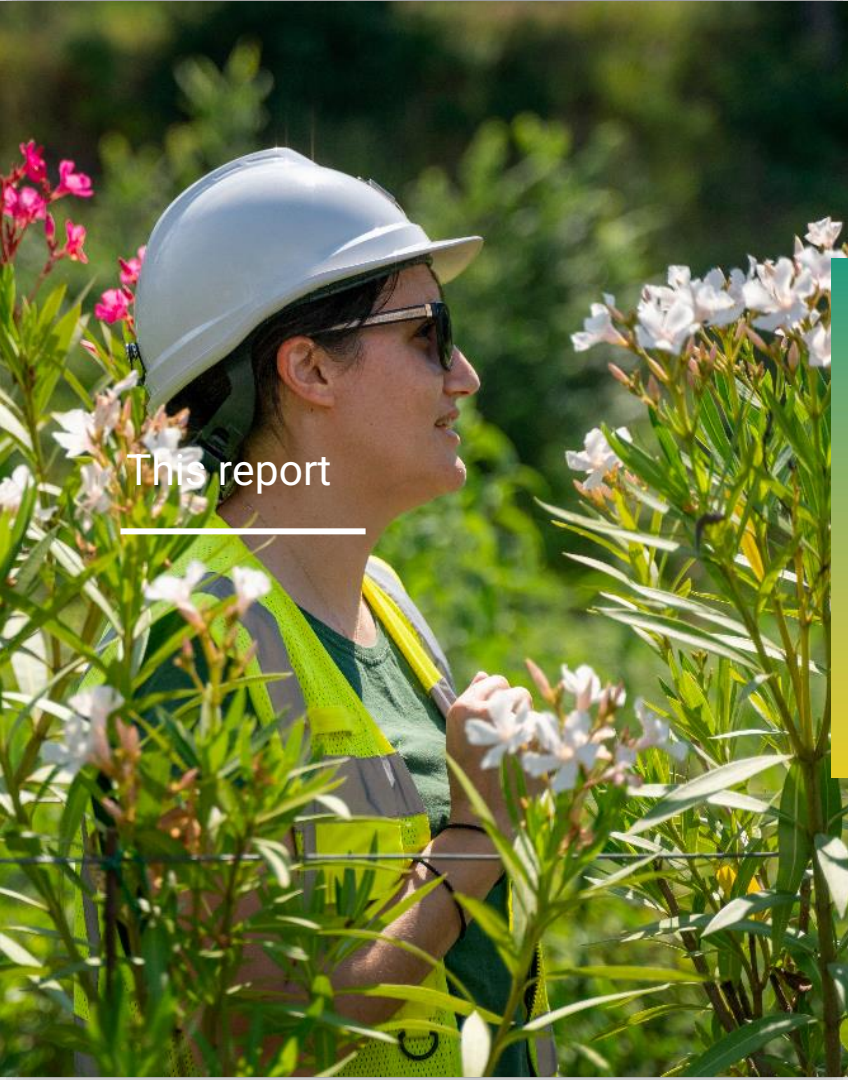
[Hellas Gold's Road Traffic Safety Management Policy](#)

[Anti-Smoking Policy](#)

[Hellas Gold's Speed Limits Policy](#)

[Declaration of compliance with Hellas Gold's policies](#)

9. Our policies



This report



Report:

This report is prepared and published on a regular basis to brief stakeholders and the local community about Hellas Gold's social performance.

Learn more about our activities here:
<https://www.hellas-gold.com/>