

Committee of Communities of Interest

Minutes of the 4th Regular Meeting (Paleochori 3 April 2024)

Q1 2024

Basics:

Date / Time:	Wednesday, April 3, 2024, 5:00 p.m., duration ~4 hours
Place:	Paleochori, Hellas Gold Community Office
Subject:	4th Regular Meeting of the Community 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	NO	New member
3	LC Representative	Arnea – President of LC	F	YES	YES	
4	MC Representative	Member of MC – President of Municipality's Education Committee	F	YES	YES	New member
5	Local Association Representative	Arnea – Professionals' Association	M	YES	YES	New member
6	LC Representative	Varvara – President of LC	M	YES	YES	
7	MC Representative	Aristotle Vice Mayor – Member of MC	F	YES	YES	
8	MC Representative	Member of MC – President of AXTADA	F	YES	YES	New member
9	LC Representative	Neochori – President of LC	M	YES	YES	
10	Local Association Representative	Megali Panagia – President of Cultural / Women's Association	F	YES	YES	New member
11	LC Representative	Megali Panagia – President of LC	M	YES	YES	
12	LC Representative	Paleochori – Member of LC	F	NO	YES	Representative of Municipal Unit President
13	LC Representative	Olympiada – President of LC	M	YES	YES	
14	LC Representative	Stratoni – President of LC	M	YES	YES	
15	LC Representative	Stagira – President of LC	M	YES	YES	
B	Hellas Gold					
1	CSR dpt Representative	Hellas Gold	M	-	YES	
2	CSR dpt Representative	Hellas Gold	M	-	YES	
3	CSR dpt Representative	Hellas Gold	M	-	YES	

4	CSR dpt Representative	Hellas Gold	F	-	YES	
5	Environment dpt Representative	Hellas Gold	F	-	YES	Ad hoc participation
6	Environment dpt Representative	Hellas Gold	M	-	YES	Ad hoc participation
C	Organisation - Coordination					
1	Organization & Coordination Team Representative	Sympraxis	M	-	YES	

(LC= Local Council, MC= Municipal Council)

It is clarified that the election of the representatives of the City Council and the Presidents of the local communities occurred after the October 2023 Local Government elections.

The Association representatives are members of the Board of the respective Association and have been nominated following an internal election process.

(Displayed in alphabetical order by category)

- From the Local Society, 14 out of 15 members were present.
- From the CSR Department of Hellas Gold all 4 members were present.
- In addition, 2 members from the Environment Department participated on an ad hoc basis.
- The meeting was organized and coordinated by an executive of Sympraxis.

General comments:

- The membership of the Communities of Interest Committee has been completed, reaching 15 members, including the first representatives of local Associations (who will rotate every two meetings).
- Almost all members of the Committee attended. The meeting was held in a very good atmosphere, was productive and the participation of all members was active and constructive. All items on the agenda were discussed, and many points were made outside of it.
- The next meeting is scheduled in June 2024.

Agenda:

1. Introduction - update of new members of the Committee
2. Consultation of Communities of Interest on CSR (November 2023): Presentation of Results - Conclusions
3. Corporate Social Responsibility: Annual Report 2023
4. Parallel Development, Support of Entrepreneurship
5. Grievance Mechanism: Reporting, statistics
6. Compliance with AEPO terms: Presentation by category

Minutes of the meeting:

1. Introduction - update of new members of the Committee of Communities of Interest

- The Sympraxis representative welcomed the Committee members and opened the meeting.
- A brief update was given, mainly for new members. A representative of Hellas Gold gave a brief description of the Committee, its role, obligations and rights of members. Also, reference was made to the operation, the way of information on the topics of each subsequent meeting and the receipt of minutes and any supporting material via email.

2. Consultation of Communities of Interest on CSR (November/December 2023)

- A summary of the results and conclusions of the Consultation in the Communities of Interest held in November / December 2023 on the needs and expectations of the local community from the Corporate Social Responsibility program of Hellas Gold was presented. The consultation was organized and implemented by Sympraxis on behalf of Hellas Gold.
- The presentation used during the meeting, with all the detailed data, will be distributed electronically to the members for easier study. Sympraxis also welcomes any questions or requests for clarification.

3. Corporate Social Responsibility: Annual Report 2023

- A member of the CSR Department presented a brief report and statistics on the Company's CSR Program in 2023.
- Committee members asked for access to data with more breakdown and amounts per project in order to confirm transparency, facilitate understanding by citizens and avoid misunderstandings.
- The presentation used at the meeting will be distributed electronically to members for easier study. The CSR Department also welcomes any questions or requests for clarification.

4. Parallel Development, Support of Entrepreneurship

- The representative of Sympraxis, following the presentation of the results of the recent consultation, where particular emphasis was placed on parallel development and local entrepreneurship, informed about the company's actions to create programs to support local development.
- It was announced that contacts are being made for this purpose with all local Associations (professionals', women's, youth) for maximum local participation.
- Once again, members were asked to take the message to the local communities so that those interested in local entrepreneurship could contact Sympraxis so that their views could be taken into account in planning.

5. Grievance mechanism: Reporting, statistics

- A member of the CSR Department briefly presented reports and statistics from the Grievance Mechanism in Q1 2024.
- On this occasion, he reminded the way it operates, channels and methods of submission and encouraged members and local community to utilize this tool for the benefit of local communities.
- The presentation used at the meeting, with all the detailed information, will be distributed electronically to members for easier perusal. Also, the CSR Department welcomes any questions or requests for clarification.

6. Compliance with AEPO terms: Presentation by category

- A member of the Environment Department presented a summary of the commitments under the AEPO that have a greater social dimension and the degree of compliance. The presentation focused on the results of the Environmental Monitoring Program for the year 2023.
- The presentations made at the meeting, with all the detailed data, will be distributed electronically to members for easier study. The Environmental Department also welcomes any questions or requests for clarification.
- The presentation will continue with subsequent sections at future Commission meetings.

Remarks and comments made at the meeting:

- The representative from Varvara requested that Varvara be included in the water level and water quality monitoring program. The Department of Environment committed to contacting the community president regarding the monitoring program.
- Highlighting the landslide hazard on the slope across from Porto Creek. It is outside the company's area, a Natura site, and the responsibility of the Forestry Department, which is aware of the problem. The company is available to assist in the restoration of the landslide if requested by the relevant authorities.
- Discussion of the nuisance caused by the passage of lorries and the damage to the road network.
- The representative of Stratoni raised the issue of the control of shipping companies and cargo ships docked in Stratoni, in terms of safety and accident prevention, environmental impact and CSR. The Environment Department replied that the matter was already under investigation.

- Many complaints were voiced by representatives of some communities and associations involved in the Commission regarding the company's contractors. Many members observed violations, bad practices and even illegal actions. It was requested that Hellas Gold should control the contractors more intensively, strictly and effectively. Emphasis on prevention.
 - Management of workers by contractors: Pressure, wages, insurance, working conditions. It was clarified by Hellas Gold that the operation of the Grievance Mechanism can accept relevant requests in order to be resolved/clarified.
 - Improper compliance with safety measures and management of occupational accidents by contractors. Discussion on the responsibility of the contractor and Hellas Gold.
 - Question on whether contractors comply with the 90/10 local/external employee ratio commitment. Discussion on whether this commitment includes the company's contractors.
 - Discussion on rumors of contractors hiring large numbers of migrant (and possibly even illegal) workers instead of local workers. The necessary clarifications were given by Hellas Gold.
- A specific mention was made by representatives of the communities/associations of the Commission on labor issues:
 - New collective agreement under negotiation. The discussed increase in the length of shifts, the distribution of shifts and daily operations and how these will affect not only the workers themselves, but also the everyday life and economy of the Communities.
 - Excessive differences in wages, benefits and facilities between foreign officers and local workers/officers.
 - Preference should be given not only to employees, but also to executives from the region, with a mining conscience and with an interest in the future of the place.
 - The issue of less recruitment of women in some departments was raised. They are not excluded, but often not preferred. It was suggested that women should be informed about recruitment opportunities and the company's inclusion policy. It was also requested that the implementation of this policy be monitored by contractors as well. However, it was also pointed out that other departments of the company not only do not avoid hiring women, but also encourage it.
- In order to provide the necessary answers, it was suggested by the members of HG that the Human Resources Department and/or the Procurement Department should participate in one of the next meetings of the Committee, in order to discuss the above issues.
- Complaints about the very slow pace of the District and State Departments in permitting and implementation of projects.

- It was commented by Committee members that the Municipality may not have the necessary infrastructure and resources to effectively absorb the (increasingly higher) funds from the company. However, the company is already looking for ways to technically support the Municipality in this.
- Hellas Gold cannot substitute the Municipality and the state. However, positive comments were made by members about the response, speed, and handling of issues by the CSR Department.
- The way/criteria for the distribution of mining fees and CSR funds by the Municipality between Communities was discussed (again).
- It was suggested by Committee members that there should be closer cooperation between mining villages to coordinate more effectively, move collectively and find common solutions to common problems. Reminder of the possibility of utilizing the Communities Committee in this direction as well.
- Question about the road Stratonis - Olympiada: How are the maintenance works progressing, what is the timetable and exactly what works are included. A representative of the CSR Department provided the relevant clarifications.

Next steps (until the next meeting):

	Task	Time	Responsible
1	Sending the minutes of the meeting and supporting material.	April 2024	Sympraxis, Hellas Gold
2	Sending the CSR Annual Report, the annual report of the Grievance Mechanism, the study by the Community Consultation on CSR (Sympraxis) and the presentation on compliance with the terms of AEPO.	April 2024	Sympraxis, Hellas Gold
3	Study of materials, comments.	Upon receipt	Committee Members
4	Informing communities, liaising with local stakeholders, Local Councils. Discussion, recording public views. Contact with HG representatives where appropriate.	By next meeting	Committee Members
5	Submitting proposed items for discussion at the next meeting.	By next meeting	Committee Members
6	Developing proposed 5th meeting agenda.	May 2024	Sympraxis, Hellas Gold
7	Contacting members, finalize time & place of 5th meeting, invitation, agenda.	May 2024	Hellas Gold
8	Implementation of 5th meeting.	June 2024	Sympraxis, Hellas Gold