



Social Performance Report Q2 2023



eldorado gold



Hellas GOLD

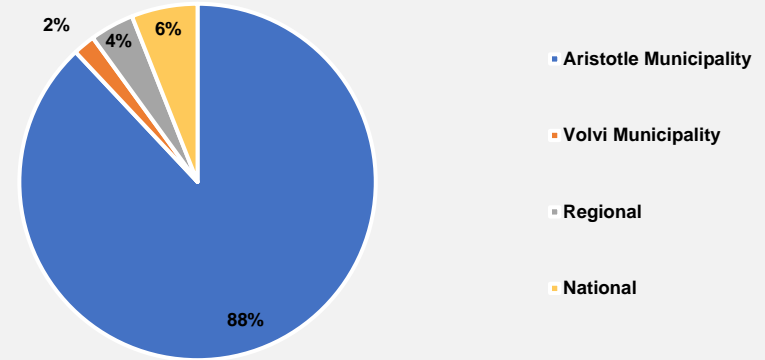


1. Community Investments

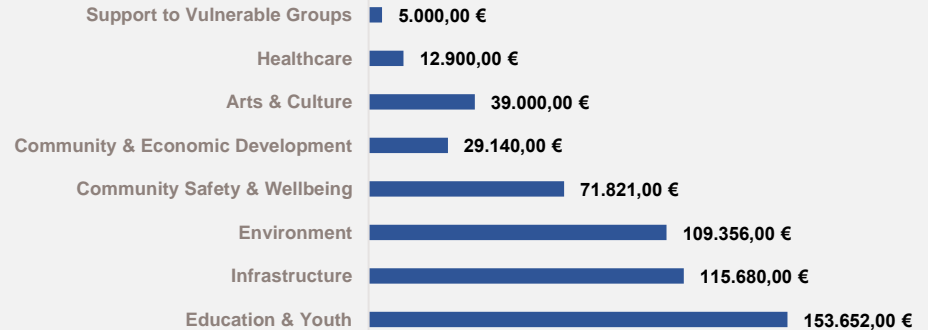
84
investments/actions approved
and/or are in progress*

580.000€
Spent*

Percentage of total CSR spending per location



Total CSR spending per action category



*From 01.01.2023 including either completed actions or in progress and/or ongoing actions



2. Indicative investments & actions - Q2 2023



Indicative investments or actions:

The studies for the renovation of Alexis Zorbas' house in Palaiochori has been completed.



The donation of computers and electronic equipment for 7 school units in the Municipality of Aristotle has been completed.



The construction and operation of the 2nd kindergarten in Ierissos has been approved.



3. Stakeholder Engagement & Consultation Activities

71

Communication -
consultation actions
in Q2

Main engagement topics (indicatively):

1. New requests for corporate social responsibility actions & community investments within the region.
2. Operation of the Community of Interest Committee, definition of purpose and responsibilities.
3. Management of vehicle traffic to and from the mining facilities.

You may report a concern here: <https://www.hellas-gold.com/grievance/> or visit the Community of Interest Information Office in Neochori (temporary established within the community hall).



4. Grievances & reports management - Q2 2023

4

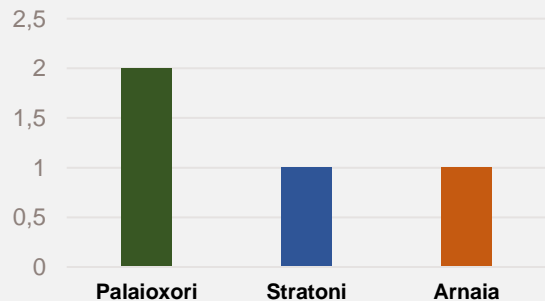
Reports received in Q2 from our community partners

Main topics (indicatively):

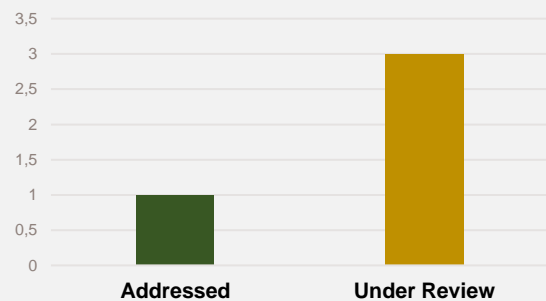
Disturbance resulting from the transit of heavy vehicles through the communities.

Employment issues and lack of available human resources.

Number of reports per community



Current status



Inform us about your concerns here:





5. Environment

Our approach to environmental protection includes the following:

- Restoration of environmental sites
- Continuous monitoring of environmental parameters
- Safe water management
- Reduction of air pollutants
- Establishment of protection measures against climate change
- Use of best practices & techniques to reduce our footprint

Find more information:

[Hellas Gold - Environment first \(hellas-gold.com\)](https://hellas-gold.com/en/environment)





5. Environment

During the reporting period (Q2 2022):

- Approval of the new EIA issued by the Ministry of Environment and Energy (R.N. 45799/3126/27.4.2023).
- Preparation of the agreement for the responsibilities and duties of the Independent Environmental Auditor in agreement with the Ministry of Environment and Energy.

Actions in progress:



Ongoing transfer of old materials from Olympiada to the modern dry landfill site at Kokkinolakkas -> **91.643 tones in Q2 of 2023**



Ongoing transfer of old iron pyrite aggregates and contaminated soils from the area of Stoa +53 to the modern disposal site at Kokkinolakkas -> **60.190 tones in Q2 of 2023**



6. Our policies



Our company applies policies and procedures in accordance with the highest standards of corporate governance in order to maintain a modern, safe and non-discriminatory working environment.

[Eldorado Gold Code of Ethics and Business Conduct](#)

[Human Rights Policy](#)

[Respectful Workplace Policy](#)

[Anti-Bribery and Corruption Policy](#)

[Supplier Code of Conduct](#)

[Insider Trading Policy](#)

[Environmental Policy of Hellas Gold](#)

[Contractor Environmental Management Manual](#)

[Health and safety policy of Hellas Gold](#)

[Social Performance Policy](#)

[Contractors Safety Regulation](#)

[Procedure for Alcohol and Other Drugs](#)

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

[Smoking Policy](#)

[Speed Limits Policy of Hellas Gold](#)

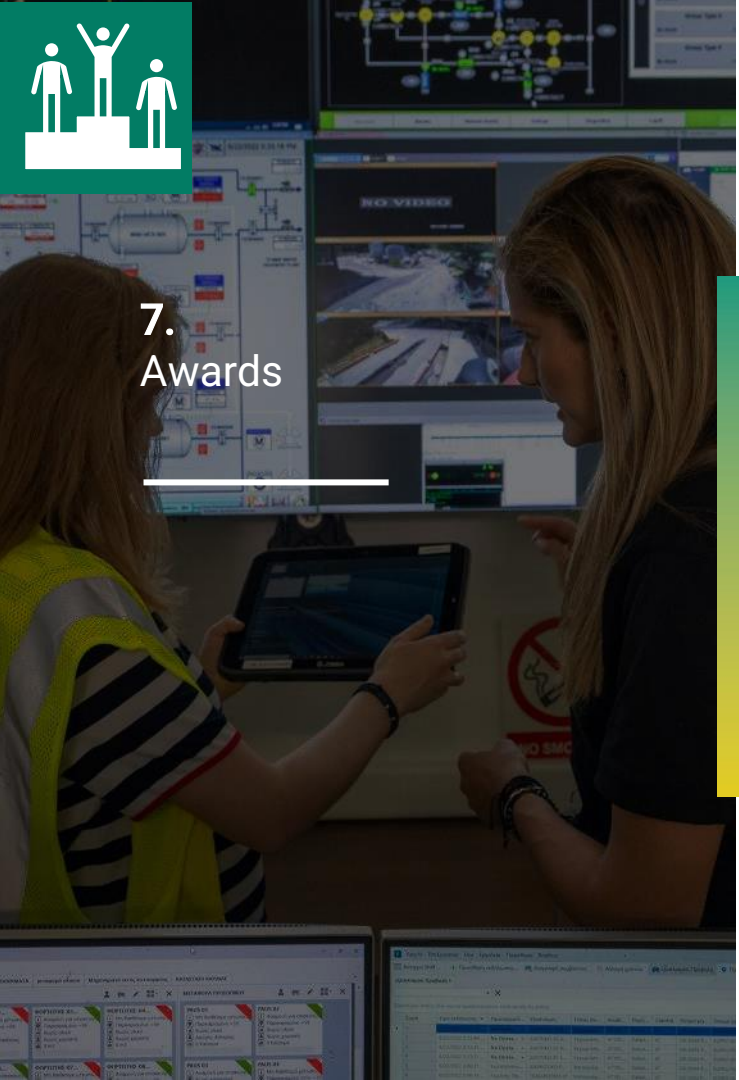
[Declaration of Compliance with Company Policies of Hellas Gold](#)

More policies here:





7. Awards



Double distinction for Hellas Gold at Health & Safety Awards 2023.

Highest distinction (Winner) in the category "Quarrying & Mining" for the innovative System for Measuring, Recording and Monitoring of Physico-chemical properties in an Underground Mining Project (Canary Project), as well as for the Underground Mining Safety Monitoring System, while the latter was also distinguished with a Gold Award in the category "Upgrading & Modernization of Facilities".



Inclusion in "the Most Sustainable Companies in Greece".

Following evaluation of business performance in Sustainable Development based on ESG criteria as provided by the "Sustainability Performance Directory", the company was ranked in the leading group of "The Most Sustainable Companies in Greece 2023".



8. The report



Report :

This report is prepared and published on a regular basis in order to inform stakeholders and the local community about the social performance of Hellas Gold.

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