



Social Performance Report Q3 2023



eldorado gold



Hellas GOLD



1. Investments on society

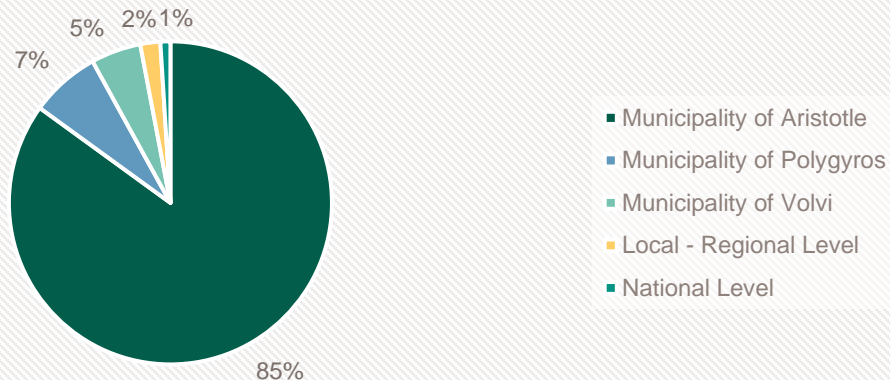
110

projects/actions approved and/or in progress*

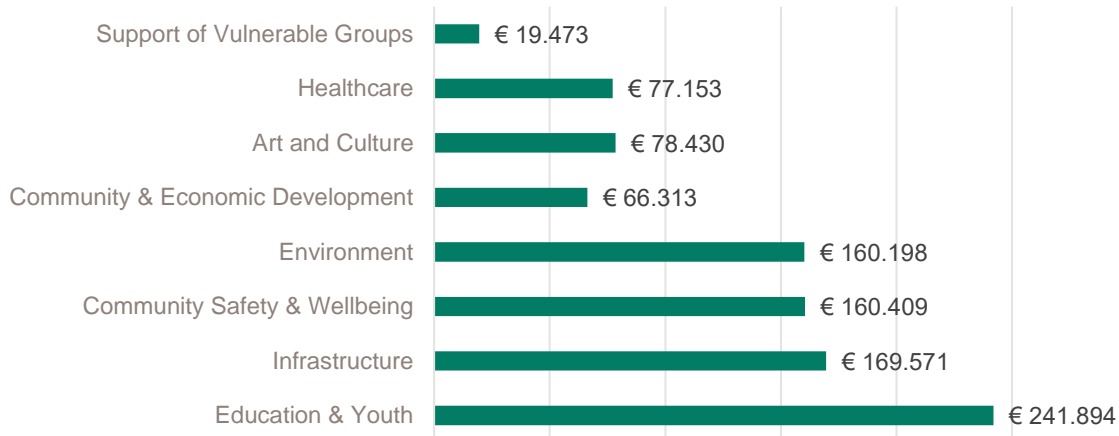
980.000€

spent*

Community investments (% of total spending) per location



Total Community Investment spending per action category.



*From 01.01.2023 and includes either completed actions or in progress and/or continued actions



2. Indicative projects & actions – Q3 2023



*Initiation of road network restoration 1st km
Neochori - Olympiada by Aristotle M.*



*Initiation of pavements restoration at Ekklesia street
of Stratoni.*



*Progress on donation of heating oil to "Agapi"
Foundation nursing home at Arnaia.*



*Removal of bulky objects from the Municipal Unit of
Panagia has been completed.*



*Donation of musical instruments for the departments
of the AIC in Arnaia and Megali Panagia has been
completed.*



3. Stakeholder Engagement & Consultation Activities

109

Communication - consultation actions in Q3

Main engagement topics (indicative):

1. Operation of grievance mechanism and acknowledgement by all stakeholders.
2. Update on of the progress of Skouries project.
3. Survey on local healthcare service needs.

Submission of complaints here: <https://www.hellas-gold.com/grievance/> or visit the Community of Interest Information Office in Neochori (temporary location in the community hall).



4. Complaints management - Q3 2023

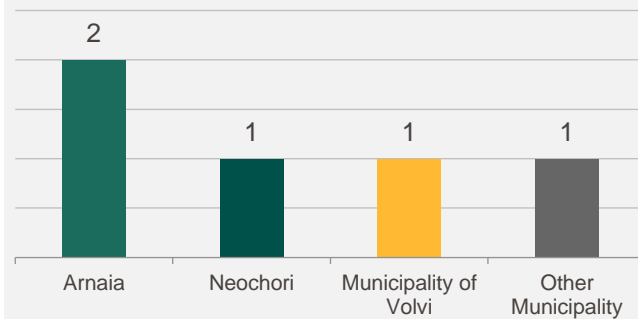
5

Complaints received in Q3 from our social partners

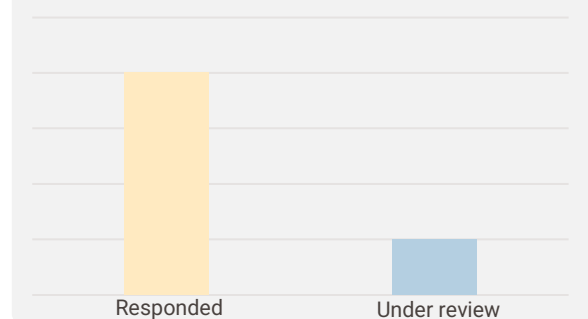
Main indicative topics:

- i. Environmental protection
- ii. Safety of communities
- iii. Protection of local partners & security of interests

Number of complaints per region



Current status



Inform us about your concerns here:





5. Environment

Actions for environmental compliance in progress:

- Strategy of biodiversity protection and balance under development.
- Cleaning of Argyros and Karvounoskala streams in case of rainfall.
- Implementation of audit by LRQA on 11-13 September 2023 regarding ISO 14001 certification for environmental management system & ISO 50001 for energy management system.
- Ongoing monitoring of environmental parameters in progress.
- Assignment of independent environmental auditor has been completed (pending approval by the Ministry of Environment).

Find more information:

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





6. Environment



Ongoing removal of old waste from Olympiada to the contemporary dry landfill site of Kokkinolakkas →
30.040 tonnes in Q3 of 2023



Ongoing removal of old iron pyrite aggregates and contaminated soils from the area of Stoa +53 to the modern disposal site of Kokkinolakkas →
31.151 tonnes in Q3 of 2023

Other actions:

Participation in the Raw Mat 2023 conference, in Athens, from 28 August to 2 September, where a presentation was conducted on "**Integrated Water Management System**" by the Environmental Director of Hellas Gold, Mrs. Emmy Gazea.



7. Contribution to Employment

1.675

job vacancies

According to 9/2023 data, Hellas Gold maintains 1,675 jobs, of which 990 direct and 685 indirect jobs.

12

New hires during the referred Q3.

16.667 hours

Employee training [from 01/01 to 30/09] for the professional development and on Health & Safety issues.

12,9%

Percentage of women representation (It is worth noting the increase of 11.4% compared to the recorded results of the last year 2022)

For the submission of a CV visit our page here:

hellas-gold.com/human-resources/cv-submit



8. Awards



Two new awards on Responsible Business Awards 2023.

Gold Award in the category "Corporate Governance System" for the Public Consultation of the New Investment Plan in NE Chalkidiki.

Silver Award in the category "Technology & Health" for the innovative System for Measurement, Recording and Monitoring of Physicochemical Factors in an Underground Mining Project (Canary Project).

Award at 5th Business Awards «Thales the Milesian»

Distinction for the first private network with mobile telephony infrastructure in the underground mine of Olympiada.



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

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

[Human Rights Policy](#)

[Respectful Workplace Policy](#)

[Anti-Corruption and Bribery Policy](#)

[Supplier Code of Conduct](#)

[Internal Information Transactions Policy](#)

[Environmental Policy of Hellas Gold](#)

[Contractors' Environmental Management Manual](#)

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

[Social Performance Policy](#)

[Contractor Safety Regulation](#)

[Alcohol Use of Other Substances Control Procedure](#)

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

[Smoking Policy](#)

[Speed Limit Control Policy of Hellas Gold](#)

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

9. Our policies

More policies here:





The report



Report:

The 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 operation here:
<https://www.hellas-gold.com/>