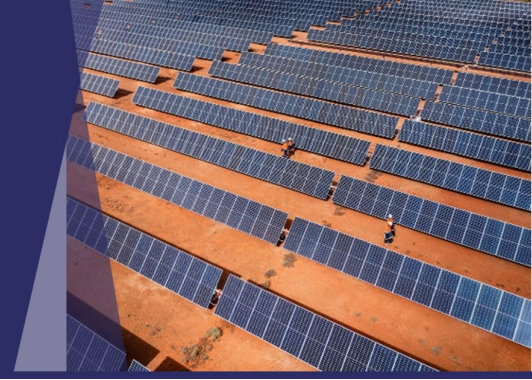




# MAKING A DIFFERENCE



## STAKEHOLDER POLICY

At IGO we are committed to building trusted and meaningful relationships with stakeholders through transparent engagement, ethical governance and as outlined in our sustainability framework:

- Valuing and protecting our people;
- Partnering to create shared value;
- Transitioning to a low carbon future;
- Driving environmental stewardship; and
- Operating with integrity.

We aspire to be known and accepted by stakeholders as a “great local” and referenced as a positive example of engagement and trusted decision making. Our approach to stakeholder engagement supports our broader commitment to:

- Upholding human rights;
- Promoting ethical and responsible business conduct;
- Building and maintaining trust with stakeholders; and
- Continuously improving our business performance holistically including our sustainability objectives.

### Scope

This policy applies to all employees and embedded contractors with regards to how IGO engages with external stakeholders, including community members, partners, suppliers, customers, investors, government and other parties who may be interested in, or affected by IGO’s operations.

### Policy Statement

IGO will:

- Work in a collaborative and transparent way with our stakeholders;
- Seek opportunities to create shared value with Traditional Owners, local communities and landowners and others directly affected by our activities and operations;
- Engage regularly, openly, and honestly with our stakeholders and take their views and concerns into consideration in our decision-making;
- Maintain effective mechanisms to address and respond to stakeholder grievances;
- Provide a clear, accessible, and transparent process to submitting feedback or concerns.
- Listen carefully and address questions and concerns raised by external stakeholders in a fair, timely, and respectful manner
- Monitor and review our stakeholder interactions and report on our stakeholder engagement; and continue to commit both financial and in-kind resources towards Corporate Giving to provide support for the sustainable development of IGO’s host communities.

## Responsibilities

All IGO employees and embedded contractors share a personal responsibility to ensure our business activities are managed in accordance with this policy.

The Executive Leadership Team (ELT) is responsible for the ongoing implementation and effective application of this policy across IGO.

The Board is responsible for monitoring performance and as a final point of escalation for any issues that are not addressed by the management team and ELT.

## This policy is guided by:

[2024 Modern Slavery Statement](#)

[IGO Human Rights Policy](#)

[IGO Code of Conduct](#)

[Whistleblower Policy](#)

[IGO Innovate RAP](#)



Ivan Vella  
Managing Director and CEO  
IGO Limited