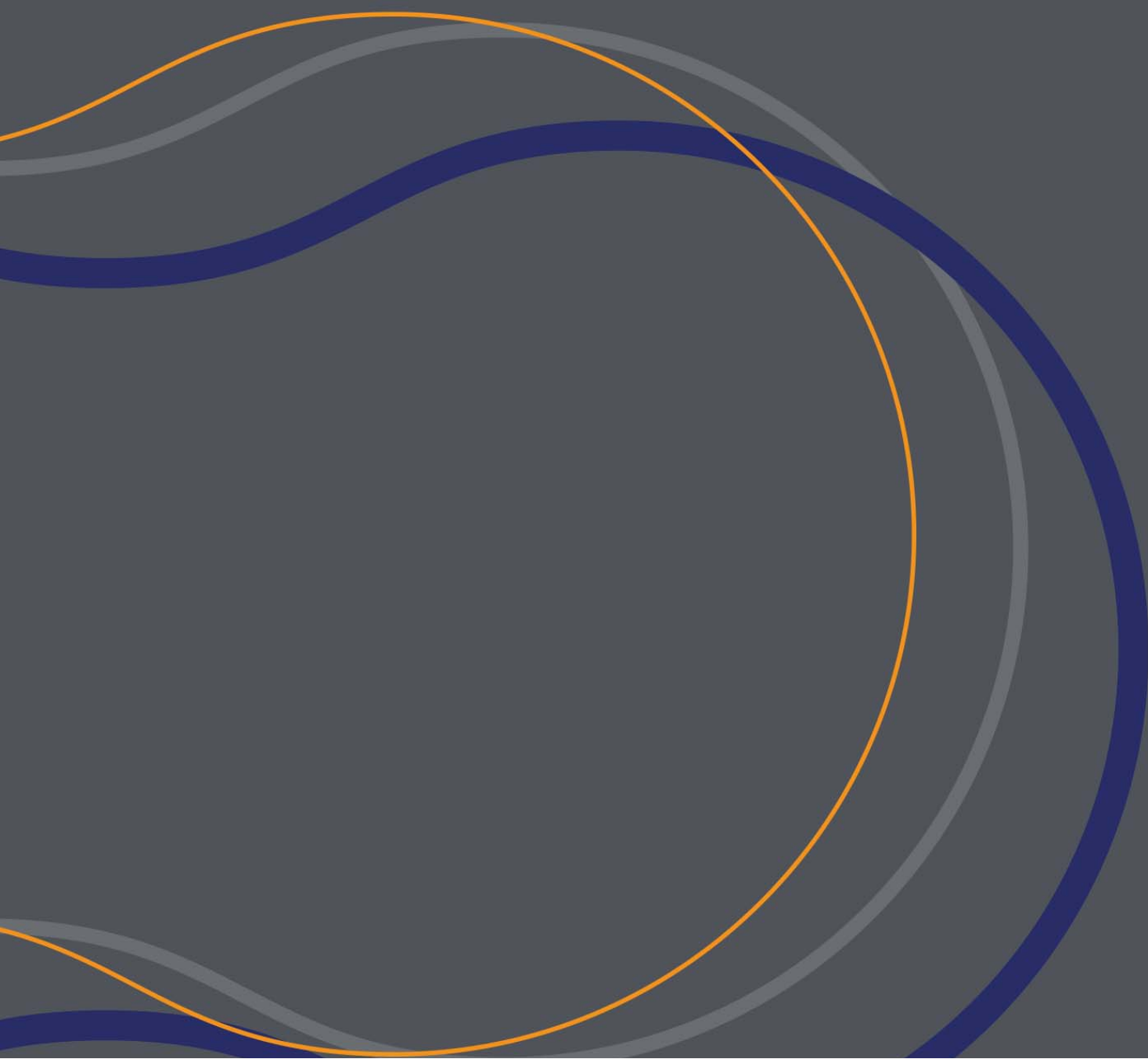




CORPORATE GIVING STANDARD

INDEPENDENCE GROUP NL





CONTENTS

1	PURPOSE	4
2	APPLICATION	4
3	OVERVIEW	4
4	IGO'S CORPORATE GIVING	4
5	INTENDED RECIPIENTS OF IGO'S CORPORATE GIVING	4
6	BENEFICIARIES	5
7	IGO EMPLOYEE CHARITABLE ACTIVITIES	6
8	BUDGET FOR IGO CORPORATE GIVING	6
9	DONATION SIZE LIMITS	6
10	REQUESTS FOR DIRECT DONATIONS	6
11	IGO CORPORATE GIVING COMMITTEE	6
12	APPLICANT EVALUATION	7
13	AGREEMENTS WITH BENEFICIARIES	7
14	EMPLOYEE DONATION-MATCHING SCHEMES	7
15	IN-KIND DONATIONS	7
16	IGO HUMANITARIAN APPEALS	8
17	INFORMATION ON IGO CORPORATE GIVING	8

1 PURPOSE

IGO and its employees support a wide range of good causes and charitable organizations. This standard sets out IGO's philosophy regarding corporate giving and the associated governance processes.

2 APPLICATION

This Standard applies to all IGO donations and all IGO employees. It is intended to provide guidance to IGO employees and information to IGO's external stakeholders. This is a public document.

3 OVERVIEW

IGO is committed to the treating our host communities and related stakeholders with respect, minimising our negative impacts and delivering tangible and ongoing benefits. IGO's long-term success depends on our ability to build relationships with our host communities and related stakeholders.

As noted in our Community Policy, IGO will therefore:

- work in a collaborative and transparent way with our stakeholders,
- create and share value
- measure our impacts and the effectiveness of our actions, and
- support the sustainable development of our host communities

IGO's Board has approved a 'Corporate Giving' budget along with a publicly available guidance statement that clearly describes our focus areas for donations and outlines the selection process for identifying recipients. This standard provides that guidance.

4 IGO'S CORPORATE GIVING

The nature of IGO's corporate giving takes two general forms, being cash and 'in-kind' donations. Cash donations can take the form of either direct donations and/or employee donation-matching schemes. The employee donation-matching schemes include both dollar-for-dollar and time-dollar equivalents. 'In-kind' donations generally include the donation of IGO resources or assets.

- IGO's process in calling for requests of direct donations is addressed in Section 9.
- Employee donation-matching schemes are addressed in Section 13.
- IGO's provision of 'in-kind' donations is addressed in Section 14.

5 INTENDED RECIPIENTS OF IGO'S CORPORATE GIVING

Host communities are among our most important stakeholder groups, hence the majority of IGO's Corporate Giving will be targeted specifically at the communities near our operational areas and in particular those communities that host IGO's operational mines, development projects and exploration areas.

As our employees are not always resident at our mines, IGO also provides support, albeit to a lesser degree, to the broader community.

All recipients of IGO donations must be registered as a charity or Not-for-profit and Deductible Gift Recipient organisation.

Recipient Selection Criteria

IGO will only support charities and other not-for-profit organisations that:

- possess and operate in accordance with a Code of Conduct that is materially aligned to IGO's Code of Conduct;
- are not directly involved in gambling, recreational or illegal drugs, tobacco, armaments or alcohol (with the exception of those charities and organisations specifically dedicated to tackling addiction or drug abuse);
- do not cause harm to animals for the purposes of either sport or entertainment;
- do not have, as their main purpose, the dissemination of political or religious information and do not otherwise use their charitable work to encourage support for political or religious causes;
- do not promote activities which involve significant damage to the environment;

IGO's preference is for charities and other not-for-profit organizations that:

- Have long-term goals and objectives;
- Are directly providing a service;
- Take an innovative approach to their projects and initiatives.
- Have or are proposing programs in IGO's host communities.

6 BENEFICIARIES

In general, IGO's Corporate Giving will be focused on supporting charities and other not-for-profit organisations that improve the quality of life of their beneficiaries. However our Corporate Giving will be deliberately focused on Targeted Beneficiaries.

Targeted Beneficiaries

Our Targeted Beneficiaries are organisations that:

- support and improve the education of disadvantaged children in our host communities
- support and improve the health and well-being of disadvantaged members of our host communities;
- enhance, protect or rehabilitate the environment local to our host communities

IGO's host communities include those towns in closest proximity to our operating mines and major exploration projects. Interpretation of this definition shall be left to the discretion of the IGO Corporate Giving Committee.

From time to time IGO will re-evaluate our Targeted Beneficiaries.

General Beneficiaries

General Beneficiaries will be deemed to be any beneficiary not defined as a Targeted Beneficiary.

7 IGO EMPLOYEE CHARITABLE ACTIVITIES

IGO encourages employee involvement in local charities and good causes, and supports employee efforts by complementing existing employee fund-raising and contributions. Similarly, IGO also encourages employees to give their time and expertise to good causes and other organisations. Employee donation-matching schemes are addressed in Section 13.

8 BUDGET FOR IGO CORPORATE GIVING

In Australia, benchmarking of corporate giving is completed by a number of organisations; one of which is the industry association LBG Australia.

LBG Australia publishes corporate giving figures for many Australian and international businesses. Over the last 9 years (2006 to 2015), based on the companies listed, Australian corporate giving has averaged 0.54% of pre-tax profit and 0.08% of total revenue. Subject to change at IGO's discretion, IGO will establish an annual corporate giving budget equal to 75% of the Australian average corporate giving (as reported by LBG) and as measured by Total Revenue.

The IGO budget for corporate giving will be split between Targeted and General Beneficiaries. Typically 90% of the Corporate Giving Budget will be allocated to Targeted Beneficiaries, and the remaining 10% will be allocated to General Beneficiaries.

9 DONATION SIZE LIMITS

The maximum dollar value of any given donation shall be limited in accord with the Corporate Control Policy.

10 REQUESTS FOR DIRECT DONATIONS

IGO will publicly call for donation requests from Targeted Beneficiaries following the internal approval of IGO's Annual Budget. Typically it is anticipated that the call for donation requests will occur annually, in September.

Note: IGO may directly approach charities and other not-for-profit organisations in our host communities.

IGO will receive requests for donations from General Beneficiaries at any time of the year.

All requests for donations should be directed to:

Sustainability Manager
PO BOX 496
South Perth
Western Australia 6951

11 IGO CORPORATE GIVING COMMITTEE

The IGO Corporate Giving Committee is appointed by the IGO Executive Committee and is chaired by the Sustainability Manager.

The role of the Committee is to:

- evaluate applications for IGO donations and select 'approved beneficiaries';
- monitor the performance of any project funded through the Corporate Giving programme;
- report on the effectiveness of IGO's Corporate Giving programme to the IGO Executive Committee.

12 APPLICANT EVALUATION

All applications will be evaluated by the IGO Corporate Giving Committee. The IGO Corporate Giving Committee will select the successful applicants.

All individuals and organisations requesting support will receive notification either approving or rejecting their request. IGO's aim is to answer requests within six weeks of receiving them.

An organisation which has a request for support rejected by the IGO's Corporate Giving Committee may submit a new request in the following financial year.

13 AGREEMENTS WITH BENEFICIARIES

Any donation of greater than \$10,000 from IGO to a Beneficiary will be supported by a formal written contract. The contract will specify the purposes for which the money is to be used and define the governance requirements as mutually agreed by the parties. The contract shall disclose all relevant corporate and personal conflicts of interest.

For the purposes of contract management, IGO's Sustainability Manager will be the Company's Representative.

14 EMPLOYEE DONATION-MATCHING SCHEMES

IGO supports its employees' efforts to aid charities and other not-for-profit organisations that seek to improve the quality of life of their beneficiaries.

Within the constraints of the approved IGO Corporate Giving budget, IGO will match dollar-for-dollar all funds raised by IGO employees for the benefit of beneficiaries approved by the IGO Corporate Giving Committee. This arrangement is open to both Targeted and General Beneficiaries.

IGO will provide up to two day's paid leave per annum to any employee wishing to donate their time to a Targeted Beneficiary as approved by the IGO Corporate Giving Committee.

Any employee wishing to establishing a matching scheme or wishing to donate their time to a Targeted Beneficiary should contact their Registered Manager or the IGO Sustainability Manager.

15 IN-KIND DONATIONS

On occasion, IGO may seek to dispose of redundant plant or equipment. Subject to IGO procedure, where appropriate, IGO employees may seek approval to have such materials donated to approved beneficiaries.

Any employee wishing to arrange such a donation should contact their their Registered Manager or the IGO Sustainability Manager.

16 IGO HUMANITARIAN APPEALS

This Standard allows for the launch of an 'IGO Appeal' as approved by IGO's CEO.

For example, such an appeal may occur in response to a humanitarian crisis or a serious workplace incident.

Under such an Appeal, IGO would facilitate the activities of employees to raise contributions from fellow employees and match these contributions with IGO funds up to a pre-determined ceiling, equivalent to no more than 20% of that year's total Corporate Giving budget.

All Appeals must conform with the terms of this Policy and IGO's Code of Conduct and, unless there are exceptional circumstances, may run for no longer than two months.

17 INFORMATION ON IGO CORPORATE GIVING

Every year, IGO will publish the following details of its Corporate Giving in its Sustainability Report or similar:

- Any changes or modifications made to IGO's overall Corporate Giving strategy during the financial year;
- The total amount donated to the leading recipients and a breakdown of donations by geographical area and sector;
- The number of donation requests received, approved and rejected during the year by IGO;

IGO is also committed to communicating the details of its charitable donations program to employees as part of broader efforts to encourage employee participation in supporting charities and good causes.