



COMMON MANAGEMENT SYSTEM STANDARD 7 COMMUNICATION, CONSULTATION AND PARTICIPATION

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1. OVERVIEW

IGO is committed to ensuring effective internal and external communication and consultation in relation to the general performance of our business, the implementation of the IGO Management System, and to encourage participation in IGO related processes such as risk assessment, incident investigation, review of standards and objectives.

2. SYSTEMS FOR COMMUNICATION, CONSULTATION AND PARTICIPATION

Systems are in place to provide regular communication and consultation with internal and external stakeholders.

These systems and processes inform employees, contractors and relevant external parties, such as regulators and local communities, in respect to IGOs, objectives, performance, systems and the hazards and risks associated with our business. They also provide the opportunity for participation and feedback in respect to IGO policies, standards and IGO Management System.

As and if required, IGOs information is provided in appropriate languages for employees, contractors and other stakeholders who normally use a language other than English.

Executive Leadership Team (ELT) oversee the development and execution of an Annual Communication Plan. The plan defines key performance indicators and accountable persons.

3. INTERNAL COMMUNICATION, CONSULTATION AND PARTICIPATION

There is regular internal communication, consultation and participation with employees and the responsibility for ensuring effective communication rests with line management.

Line management shall be responsible for ensuring that both IGO employees and our contractors are given an opportunity to participate (or have representation) in IGO processes such as developing improvement plans, undertaking risk assessments, incident reporting, action tracking, updating standards and objectives, reviewing performance, and sharing lessons learned.

Employees and contractors are provided with reasonable time and resources to participate in IGO related activities and are informed about who represents them on IGO matters.

IGO will establish OHS committees on each site (or within functions as warranted), which are to be comprised of line management and front-line employees and contractors (or as defined in law). OHS committee meetings are to be held at least every three months and minutes shall be taken.

Daily toolbox and pre-start meetings held at each mine site for all personnel.

4. COMMUNICATION AND CONSULTATION WITH SHAREHOLDERS AND THE INVESTMENT MARKET

Systems are in place to ensure the communication of IGOs performance and plans to shareholders and the investment market. Specifically, IGO seeks to promote the IGO strategy and story as an attractive investment proposition to the market and investment community. Where necessary, IGO will seek to educate the market (including financial and business media) to correct misconceptions and assist in achieving fair value for the IGO share price. The desired outcomes are:

- ensure market understanding of IGOs stated strategy and management's ability to execute



- broaden IGOs share register, with particular focus on local and international institutions
- manage the breadth and quality of analyst research coverage
- achieve fair value for the IGO share price.

5. COMMUNICATION AND CONSULTATION WITH OTHER EXTERNAL STAKEHOLDERS

Systems are in place to ensure the communication of IGO policies, goals and performance to relevant external stakeholders. Our external stakeholders include individual members of the public, interest groups, and all levels of government.

IGO has established systems to:

- identify relevant stakeholders (specifically inclusive of Traditional Owners)
- engage and inform stakeholders of operations and activities in a manner that is effective and respectful of social, traditional and cultural expectations
- survey stakeholders to determine matters that they believe to be material to the safe and sustainable operations of our business
- maintain records of stakeholder engagement including maintaining a database of communications that meets privacy requirements. This information is reviewed at least annually
- ensure that IGO sites and management are aware of stakeholder issues, particularly those issues that have the potential to adversely affect the organisation and its activities
- build and support positive relationships with relevant stakeholders
- acknowledge formal complaints and concerns, review and, where appropriate, address and respond to complaints, seek to resolve complaints and concerns
- ensure that stakeholders have access to, and understand, all emergency information that may be relevant to them.

Where significant IGO associated risks to the community are identified (current or potential), they are assessed, and the outcomes used to inform social impact management plans and community relations planning. The risks are communicated to potentially impacted communities and other relevant stakeholders including government authorities. If a decision is made to not communicate such a risk externally, the reasons for this decision, and the names of the person(s) who made the decision, are documented and reported to the next level of management.

Stakeholder engagement plans, including roles and responsibilities, and associated key performance indicators, are in place and the effectiveness of communication, consultation and participation with local communities is periodically reviewed.

6. SUGGESTIONS FOR IMPROVEMENT

Systems are in place for encouraging, recording, evaluating and responding to suggestions to improve IGO performance and systems.

Improvement suggestions from internal and external stakeholders are assessed and responded to in a reasonable timeframe.



7. CONCERNS AND COMPLAINTS

Systems are in place for recording, investigating and responding to formal concerns, complaints and external communications related to IGO aspects of operations and activities.

IGO shall use INX as its central complaints register.

Formal concerns and complaints from employees and contractors are assessed and responded to in a reasonable timeframe (***IGO Group Human Resources Standard 13 - Grievance Resolution***).

Formal concerns, complaints and communications from external stakeholders are acknowledged, assessed and responded to in a reasonable timeframe.

There is regular review of these systems and processes, and performance is periodically reported to senior management.

8. SHARING LESSONS

IGO information and learnings are shared across sites and functions and, as appropriate, with external stakeholders.

9. RELATED DOCUMENTS

- IGO Group Governance Standard 2 - IT Usage and Electronic Communications
- IGO Group Governance Standard 3 - Privacy Standard
- IGO Group Governance Standard 4 - Social Media
- IGO Group Governance Standard 5 - Whistleblowers Protection
- IGO Group Governance Standard 6 - Continuous Disclosure
- IGO Group Governance Standard 7 - Dealing in Securities
- IGO Group Human Resources Standard 13 - Grievance Resolution