



## ENVIRONMENTAL AND COMMUNITY ENGAGEMENT POLICY

Crossroads Gold Corp. and its subsidiaries (hereinafter referred to as “Crossroads” or the “Company”) is committed to ensure it conducts its exploration activities in a manner that protects the values of the environmental, cultural, natural and social values of the regions in which it operates. We recognise that responsible mineral exploration requires meaningful engagement, environmental stewardship, and transparent communication with stakeholders.

This Policy forms part of Crossroads’ broader Environmental, Social and Governance framework and applies to its directors, officers, employees and contractors.

### Understanding Community Engagement

Community engagement is an ongoing, respectful dialogue between Crossroads and the communities in which we operate. We value local perspectives and recognise that community input can meaningfully inform our planning and decision-making processes. While regulatory decisions ultimately rest with the relevant authorities, we are committed to engaging early and openly so that community views are heard, understood, and thoughtfully considered. Our goal is to foster constructive conversations that improve outcomes, build trust, and support responsible exploration.

The value in engaging positively and constructively around a decision yet to be made allows the community to feel that they have been heard, are comfortable with the process and the basis on which a decision has been made. This is further enhanced if there are good relationships between all parties to allow for more informed decision-making capacity and to improve outcomes for all those involved.

Effective community engagement depends on mutual trust, respect and effective communication between industry and the community. Community engagement can be considered a 'live' process that may need to change or evolve as projects develop; it also needs to be flexible and transparent in order to respond to community needs. Therefore, the engagement approach taken by a licensee will vary according to the nature of the project, the level of impact and degree of community interest.

The following four guiding principles, consistent with Resources Victoria’s expectations, are recognised and endorsed by Crossroads.

- **Duty to Consult:** Crossroads will engage with the community throughout the entire life cycle of a licence, from exploration to closure as this is imperative to keep the community and stakeholders informed as to the aspects of the ongoing operations, which will in turn create trust between the various parties involved. It will be necessary to consult with all

community members who wish to engage or enquire about our proposed or actual activities and therefore it will also be necessary to keep a register of all consultations as per the requirements.

- **Community Engagement:** These plans outline commitments made by mining or prospecting licensees to engage with the community and must include minimum requirements. Whilst Crossroads does not intend to carry out mining, we recognise that the community engagement must be comprehensive enough to allay fears and misunderstandings that can arise from time to time, due to lack of communication. To this end, the management has carried out various procedures to ensuring the community is fully informed by using the following methods:
  - Posters in local towns
  - Newspaper articles in local newspapers
  - Advertisements in local newspapers
  - Letter drops to the neighbourhood
  - Door knocking type conversations in the neighbourhood
  - Community surveys in the relevant area.

Crossroads will continue to pursue and instigate these avenues of communication.

- **Principles of Engagement:** Resources Victoria emphasizes, and Crossroads endorses, trust, transparency, and understanding in community engagement practices.
- **Land Access:** Crossroads will be negotiating land access with relevant landowners and occupiers, ensuring compliance with local laws and regulations. These negotiations are an absolute necessity to operate an Exploration Licence in Victoria, and the Crossroads management team has experience in conducting these often-delicate negotiations in a respectful and transparent manner.

## **Policy and Procedures**

### **Assess & Manage Environmental and Community Risks:**

Crossroads will identify and control any risk of change to the environment in all aspects of planning and operations through a documented risk assessment and management process.

### **Minimise Environmental and Community Impact:**

Crossroads will utilise and design exploration methods that avoid or minimise any negative environmental impact. Management will work with the community with the aim of reducing Crossroads' environmental impact whilst achieving mutually acceptable rehabilitation outcomes.

### **Respect Stakeholder Interest:**

Crossroads will identify and show consideration for the rights and concerns of relevant landholders and all other parties that have legitimate interest in its exploration activities. To achieve this, management will ensure that all employees and contractors are aware of their role

in implementing company environmental and community responsibilities, policies and commitments.

**Social License:**

Crossroads recognizes that maintaining a social licence to operate is fundamental to our long-term success. We are committed to building trust through transparency, responsiveness and responsible exploration practices.

**Provide Training:**

Crossroads will provide all employees with the skills and resources required to safely perform their tasks and to fulfil their environmental and community responsibilities.

**Promote Continuous Improvement:**

Crossroads' aim is to continually improve environmental management practices and performance. To achieve this management will regularly inspect, audit and monitor environmental performance, seeking continuous improvement.

**Communicate Our Performance:**

Management will communicate its environmental aims and objectives to its employees, contractors, the community and other relevant stakeholders, ensuring they understand management's responsibilities and their roles to the environment in which Crossroads operates.

**Fulfil Our Legal Obligations:**

Management will operate in compliance with relevant legislation, codes of practice, best practice and community expectations. Management is committed to pollution prevention and waste minimisation and have the appropriate response plans in place for potential emergencies.

**Scope:**

The Environmental and Community Policy covers all aspects of Crossroads' operations including exploration, transport and site rehabilitation. Rehabilitation can be delayed due to ongoing test work, and it is imperative that those people affected understand the reasons for these potential delays.

**Flora and Fauna:**

All native flora and fauna are protected under the *Mineral Resources (Sustainable Development) 1990 (MRSDA) Act* and the *Flora and Fauna Protection Act (1988)*. Management must address these aspects in their applications for Work Plans for drilling prior to having the Work Plans approved.

**Cultural Heritage:**

All heritage sites are covered by the *Heritage Act (2017)*. Work Plans for drilling must include a review of whether there are Cultural Heritage sites present in the area for the proposed drilling.

**Aboriginal Cultural Heritage:**

Crossroads acknowledges the Traditional Owners of the lands on which we operate and recognises their ongoing cultural and spiritual connection to Country. We are committed to respectful engagement with Traditional Owners and Registered Aboriginal Parties and to complying with all requirements under the *Aboriginal Heritage Act 2006* (Vic).

All Aboriginal Heritage Sites are covered by the *Aboriginal Heritage Act* (2006) and Work Plans for drilling must include a review of whether there are Aboriginal Cultural Heritage sites present in the area for the proposed drilling. Appropriate steps must be taken with the relevant Aboriginal authority prior to the granting of the Work Plan. Crossroads acknowledges the cultural, spiritual, and historical significance of Aboriginal cultural heritage and is committed to engaging respectfully with Traditional Owners and Registered Aboriginal Parties.

**Noise and Amenity:**

Crossroads has developed various techniques for monitoring and minimising noise and dust pollution in order to operate within the community environs, which have been very successful in the past and fully intends to use the same technology. The use of sound barriers, as well as time and day constraints, are pivotal methods for carrying out exploration drilling with minimal impact to the community.

**Low Impact Exploration:**

It is Crossroads' policy to ensure that exploration drilling is carried out under the terms of the Low Impact Exploration Guidelines which is designed to minimize disturbance to the environment through the fact that no earthworks will be undertaken. This has a flow on beneficial effect of requiring less rehabilitation and less impact for the sake of all stakeholders.

Management recognises that there is often concern within the community about the potential impacts of mineral exploration, and that some people associate exploration with future mining. Through open communication, transparency, and demonstrated low-impact practices, Crossroads seeks to proactively address concerns through transparent communication and demonstrated responsible practices. Community engagement remains a cornerstone activity of mineral exploration, especially in Victoria.

**Accountability:**

Crossroads will maintain a clear and accessible process for community members to raise concerns or complaints and will respond in a timely and respectful manner. Crossroads maintains a formal complaints and feedback register to ensure that concerns are documented, assessed and addressed in a timely and transparent manner.

Ongoing projects usually have local newspaper articles or newsletters on a regular basis to keep the community informed. We will be engaging these types of services wherever appropriate.

Crossroads remains committed to open engagement and welcome any feedback, comments, ideas or suggestions. Please feel free to reach out at the contact information below.

On Behalf of the Board of Directors of Crossroads,

Sincerely,

Rex Motton

CEO & Director

Crossroads Gold Corp. (TSXV:CRG)

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