



## COMMUNITY INVESTMENT PROGRAM

### Guidelines

#### OUR APPROACH

Norton Gold Fields Pty Ltd (Norton or “the Company”) is committed to building strong, respectful relationships and making a positive contribution to the communities in which we operate.

Through our Community Investment Program (CIP), Norton aims to support initiatives that create shared value for communities and the business. In considering investment, we will:

- Use insights from ongoing community and stakeholder engagement to inform our investment priorities.
- Give preference to initiatives that benefit communities directly or indirectly impacted by the Company's operations.
- Focus on a small number of high-quality projects within each priority area each year to help achieve meaningful and lasting impact.
- Support initiatives that deliver positive outcomes for local communities, while also aligning with the Company's values and objectives.
- Encourage the involvement of employees and long-term contractors where appropriate, including through mentoring and volunteering opportunities.
- Support activities that strengthen community capacity, resilience, and long-term sustainability; and
- Seek to support initiatives that are well-planned and sustainable, and that do not rely on ongoing funding for non-core activities.

#### OUR FOCUS AREAS

The CIP is focussed on five categories to ensure maximum impact across local communities and strategic priorities;

- **Healthy, Connected Communities** – Improve the health and wellbeing of local communities.
- **Lifelong Learning** - Enable opportunities for quality education and training in all stages of life.
- **Local Prosperity and Innovation** – Address inequality and enable social and economic development.
- **Regional Liveability** – Support a strong quality of life which attracts and retains people in the region.
- **Environmental Sustainability** - Protect the environment for current and future generations.

Norton will prioritise community investment towards the focus areas outlined in table 1.

Table 1 – Community Investment Focus Areas

CATEGORIES	FOCUS AREAS
<b>Healthy, Connected Communities</b>	<ul style="list-style-type: none"> <li>• Community paramedics</li> <li>• Emergency preparedness and crisis support</li> <li>• Team sports</li> <li>• Mental health and wellbeing</li> <li>• Multicultural celebrations and initiatives</li> </ul>
<b>Lifelong Learning</b>	<ul style="list-style-type: none"> <li>• Early childhood and primary school education</li> <li>• Career pathways</li> <li>• Skills gaps</li> <li>• Educational tours and cultural exchanges</li> </ul>
<b>Local Prosperity and Innovation</b>	<ul style="list-style-type: none"> <li>• Economic participation and development</li> <li>• Aboriginal economic development</li> <li>• Business development</li> <li>• Gender equality and inclusion</li> </ul>
<b>Regional Liveability</b>	<ul style="list-style-type: none"> <li>• Preservation of pioneer history and heritage</li> <li>• Celebration of First Nations history, heritage, and culture</li> <li>• Activation and placemaking</li> <li>• Community development</li> <li>• Tourism and major events</li> </ul>
<b>Environmental Sustainability</b>	<ul style="list-style-type: none"> <li>• Environmental education</li> <li>• Education campaigns</li> <li>• Community clean ups</li> <li>• Citizen science projects</li> </ul>

## OUR INVESTMENT LEVELS

### Partnerships

A partnership is a collaborative arrangement between Norton and an applicant to support a strategic initiative or activity that aligns with shared objectives.

Partnerships will operate over a multi-year timeframe and are intended to create shared value for both Norton and the partner organisation. Where appropriate, partnerships are designed to encourage meaningful participation from Norton employees and long-term contractors.

Norton may consider partnerships for initiatives with a value exceeding \$10,000, where the initiative aligns with the strategic priorities and focus areas of the CIP.

All partnerships will be formalised through the development of a Partnership Agreement between Norton and the successful applicant.

### Sponsorships

A sponsorship is an arrangement in which Norton provides a financial contribution to support an initiative or event, with agreed opportunities for public recognition and other mutually beneficial outcomes.

Sponsorships are offered for a fixed term and are typically associated with a specific event or activity. Norton may offer sponsorships of up to \$10,000 for initiatives that align with the strategic priorities and focus areas of the CIP.

### Donations

A donation is a monetary gift, valued at less than \$1,000, for which Norton does not receive any material benefit in return.

As a general principle, Norton does not provide funding through the CIP for donations. However, donations may be considered in limited circumstances where:

- The applicant is a Norton employee or long-term contractor, or an immediate family member of an employee or long-term contractor; and
- The cause aligns with at least one of the CIP strategic priorities and focus areas; and
- The cause is associated with a charity registered with the Australian Charities and Not-for-profits Commission (ACNC); and
- The charity holds current Deductible Gift Recipient (DGR) status.

### In-Kind Support

In certain circumstances, Norton may consider applications for in-kind support, such as the provision of equipment, machinery, or materials.

Requests for in-kind support must align with at least one of the strategic priorities and focus areas of the CIP. The value of any in-kind support will be assessed in line with CIP investment levels.

Where support is provided, Norton's contribution will be acknowledged in a manner that is agreed with the recipient organisation.

## **ELIGIBILITY CRITERIA**

To be eligible for support, an applicant must:

- Be a registered club, organisation or association;
- Operate in, or demonstrate a direct benefit for, communities located in the CKB or SOC LGAs;
- Address at least one of the CIP strategic priorities and focus areas;
- Demonstrate alignment with Norton's values;
- Demonstrate contributory levels of funding for the project; and
- Be able to issue a tax invoice under an Australian Business Number.

Norton is unable to support:

- Initiatives that do not align with the CIP strategic priorities and focus areas;
- Requests that primarily benefit individuals, including the funding of personal items;
- Churches or religious organisations, unless the initiative provides broad, non-denominational services or support to the wider community;
- Events or programs that are likely to isolate, polarise, or exclude members of the community;
- Organisations or initiatives that are unlawful, unethical, dishonest, or pose a risk to community safety or the environment;
- Organisations or initiatives that are in direct conflict with Norton's business objectives;
- Requests for retrospective funding where the event or activity has already taken place; and
- Applicants who have not satisfactorily acquitted previous CIP funding.

## RECOGNITION

Applicants seeking support through the CIP are expected to outline how Norton's contribution will be acknowledged. This may include, where appropriate, recognition using Norton's name, logo, or other agreed branding and promotional opportunities.

*Table 2 – Examples of Recognition and Promotion*

MARKETING TYPE	EXAMPLE
<b>Traditional</b>	<ul style="list-style-type: none"> <li>• Publications</li> <li>• Newsletter</li> <li>• Brochures</li> <li>• Banners</li> <li>• Flyers</li> <li>• TV commercials</li> <li>• Posters</li> <li>• Radio advertisements</li> <li>• Media releases</li> <li>• Interviews</li> </ul>
<b>Digital</b>	<ul style="list-style-type: none"> <li>• Social media posts</li> <li>• Website links</li> <li>• Logo placement on digital materials</li> </ul>
<b>Venue / Event</b>	<ul style="list-style-type: none"> <li>• Speaking opportunity</li> <li>• Videography and photography</li> <li>• Venue hire discounts</li> <li>• Complimentary tickets</li> <li>• Signage and/or displays</li> <li>• Merchandise opportunity</li> <li>• Booth space</li> <li>• Logo on major presentations, screens, collateral, and programs</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Certificate of appreciation</li> <li>• Naming rights</li> <li>• Participation opportunity</li> </ul>

## **ASSESSMENT TIMEFRAME**

Applicants should allow a minimum of two months for Norton to assess an application under the CIP.

In addition, applications are encouraged to be submitted at least three months before funding is required.

## **HOW TO APPLY**

Applicants may apply for support by completing the CIP Application Form.

To assist Norton in making an informed decision, applicants are asked to address all criteria outlined in the application form and provide any additional information requested.

Applications may be submitted by:

**Email:**

ngf.sponsorship@padgold.com.au

**Post:**

Att: Community Investment Program  
Norton Gold Fields Pty Ltd  
PO Box 1653  
Kalgoorlie WA 6430

Please note that applications must be complete at the time of submission to be considered.

## **DETERMINATION**

Decisions on applications are made by Norton's Executive Team, on a quarterly basis, with guidance from the Company's Community Investment Committee.

## **ACQUITTALS**

Norton may require recipients of CIP funding to complete an acquittal form to demonstrate how the support was used.

Where required, acquittals should be completed and submitted within two months of project completion.

Applicants who do not submit an acquittal by the required timeframe may be considered ineligible for future CIP funding.