

WESTGOLD RESOURCES LIMITED

SUSTAINABILITY REPORT 2022



WESTGOLD
RESOURCES LIMITED

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ABOUT THIS REPORT

SCOPE

This report summarises Westgold Resources Limited's performance for the financial year ending 30 June 2022 and has been prepared for Westgold's stakeholders.

Unless otherwise indicated, information reported refers to that of the Group as a whole. All references to 'Westgold', 'Westgold Resources', 'WGX', 'the Company', 'the Group', 'we', 'us' and 'our' refer to Westgold Resources Limited (ACN 009 260 306) and the entities it controls. All financial figures are reported in Australian dollars, unless otherwise stated. Westgold Resources' Board of Directors and executive management have reviewed and endorsed the information presented in this report.

REPORTING DISCLOSURES

Westgold Resources has reported the information cited in the Global Reporting Index (GRI) content index for the period 1 July 2021 to 30 June 2022 with reference to GRI Standards.

In addition, this report is prepared with reference to recommended disclosures in the following sustainability standards, sector disclosures and frameworks:

- Sustainability Accounting Standards Board (SASB) – Metals and Mining Standard
- Responsible Gold Mining Principles
- International Council on Mining and Metals Mining Principles
- UN Sustainable Development Goals
- Task Force on Climate-Related Financial Disclosures

EXTERNAL ASSURANCE

This report has not been the subject of external assurance. Westgold Resources will seek external assurance in years to come as our ESG journey evolves.

CONTACT

For questions about this report, please contact:
investor.relations@westgold.com.au.

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A MESSAGE FROM OUR MANAGING DIRECTOR

On behalf of the Westgold Resources Board, I am pleased to present our Sustainability Report for the 2022 financial year.

At Westgold, our corporate evolution continues alongside growing operational momentum. Over the last year, we have refreshed our leadership, simplified our business, and focused our efforts on optimising gold production and exploration. We are now setting our sights on enhancing our position as a responsible goldminer and becoming the preferred choice for generations of mining professionals.

This report reflects our journey, told through the lens of our ambitions and our impact on the people we work with and the lands we work on. I am immensely proud of our operating and corporate teams who fearlessly champion our values and challenge us to do better for our stakeholders.

The concept of sustainability is not new to Westgold. Our efforts to date have allowed us to understand how we can support sustainable development through our business practices. These include but are not limited to:

- Fatality free FY22, and a reducing Total Recordable Injury Frequency Rate (TRIFR).
- Zero (0) Significant Environmental Events for the year.
- Achieving guidance of 270,000 ounces for the year.

However, we recognise that there is enormous opportunity to amplify our Environmental, Social and Governance (ESG) practices through meaningful commitments that allow us to deliver benefits beyond the bottom line.



Looking to the future, Westgold is committed to developing pragmatic and business-focussed ESG goals to champion. It is our aspiration to be at the forefront of responsible mine development and, with a long-term view, to develop a sustainable business that supports all our stakeholders.

WAYNE BRAMWELL

Managing Director – Westgold Resources Limited

Westgold is committed to developing pragmatic and business-focussed ESG goals to champion. It is our aspiration to be at the forefront of responsible mine development and, with a long-term view, to develop a sustainable business that supports all our stakeholders.

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Westgold Resources



Acknowledgement of Country

We operate on lands upon which Indigenous communities have built connections over millennia. We acknowledge the Traditional Custodians of these lands and recognise their unique cultural heritage, beliefs, and connection to these lands, waters, and communities. We pay our respects to all members of these Indigenous communities, and to Elders past, present and emerging.

ABOUT WESTGOLD

Located in Western Australia, we are a mid-cap gold producer with a rich heritage in the Murchison region.

Gold mining in Western Australia has flourished since the discovery of gold in the 1800s and has shaped the growth and development of our State over time. At Westgold, we recognise the importance of gold mining to our local economy, and we are committed to engaging in responsible mining practices that enable Westgold to contribute to the region, care for the environment and actively protect the rights and wellbeing of our stakeholders.

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1.1 Our Purpose and Ambition

Leverage our gold assets and expand our Western Australian footprint to:

- create shareholder value,
- provide opportunities for our team to grow and succeed, and
- contribute to our wider communities.

1.2 Our Values

Our values guide how we work with each other, our communities, and external stakeholders. They influence our culture, actions and behaviours.



CHOOSE SAFETY

- **Think** safety and act safely
- **Look out** for each other
- **Protect** our environment



SHOW RESPECT

- **Appreciate** everyone for who they are and what they contribute
- **Enable** everyone to do a great job
- **Grow** strong teams and communities



DELIVER VALUE

- **Plan** to succeed as a team
- **Execute** with excellence
- **Rise** to the challenge and keep on **improving**



1.3 OUR OPERATIONS

Our business is constructed of our three regional gold operations and Westgold Mining Services, our wholly-owned subsidiary providing underground mining services for our operations. This enables us to mine our own orebodies, with our own people and our own equipment.

Our operations are steeped in the mining history that has supported the towns in the Murchison region for many decades. With over 1,300km² of exploration tenure across the Murchison region and Bryah Basin, we focus all of our efforts on underground mining. We are the owner-operator of six underground mines and three processing plants across the region.

The Murchison Operations incorporate two processing hubs including the Meekatharra Gold Operations (MGO) and Cue Gold Operations (CGO). The Bryah Operations includes the Fortnum Gold Operations (FGO). In addition, Westgold maintains an active exploration program across its tenure assessing both extensions to known gold deposits and the discovery of new deposits.

Meekatharra Gold Operations (MGO)

Located around the regional town of Meekatharra, MGO falls within the Wajarri Yamatji and the Yungunga-Nya aboriginal lands.

It encompasses Westgold's central group of Murchison assets including the historic gold mining centres of Meekatharra, Paddy's Flat, Yaloginda, Nannine and Reedy.

Workforce: 710 people
Gold production: 107,827 Troy oz

MGO processes 1.6-1.8Mtpa through the Bluebird plant, which currently processes ore from Paddy's Flat and Bluebird underground mines.

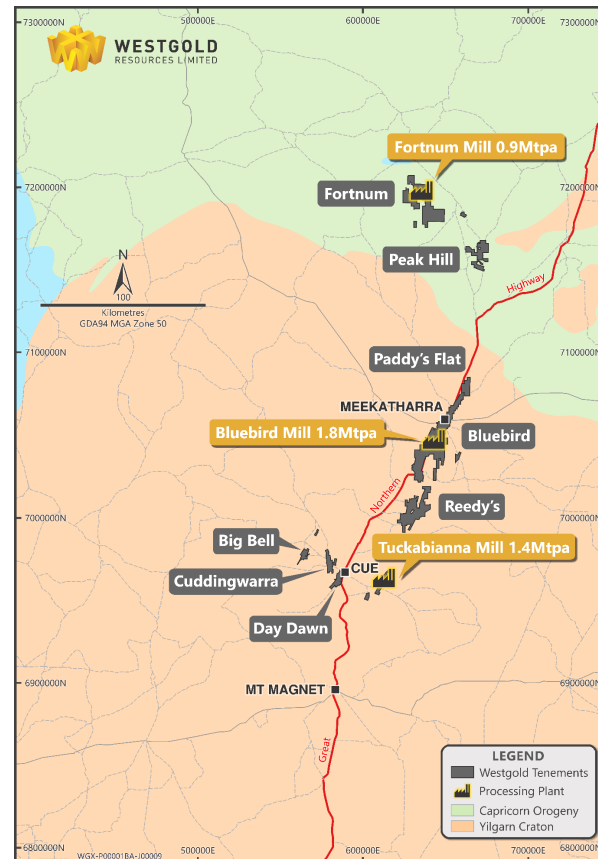


Figure 1: Our Operations

Cue Gold Operations (CGO)

CGO represents Westgold's southernmost group of Murchison assets. It falls within Wajarri Yamatji and the Yungunga-Nya aboriginal lands.

It includes the historic mining centres of Big Bell, Cuddingwarra, Day Dawn, Tuckabianna and Pinnacles.

Workforce: 617 people
Gold production: 97,110 Troy oz

CGO processes 1.2-1.4Mtpa through the Tuckabianna plant, which processes ore from Big Bell, Comet and Fender underground mines.

Fortnum Gold Operations (FGO)

FGO is located within the Nharnuwangga Wajarri & Ngarlawangga lands (collectively the Jidi Jidi lands) in the Bryah Basin - approximately 150km northwest of Meekatharra.

Bryah assets include the historic mining centres of Labouchere, Fortnum, Horseshoe and Peak Hill.

Workforce: 274 people
Gold production: 65,947 Troy oz

FGO processes 0.9Mtpa through the Fortnum plant, which processes ore from the Starlight underground mine.

2

Becoming a responsible gold miner



Photo Credit: C Lauritsen

Our primary objective is to maintain a sustainable and profitable business whilst continuously evolving our operating model in response to the changing expectations of our stakeholders and the external environment.

At Westgold, we consider our impact along the entire value chain; from the ecosystems and biodiversity of the lands we work on through to the rights of our workforce and the customs and traditions of our local communities.

We recognise that the gold mining industry is in the midst of an ongoing shift towards more transparent and ethical mining practices, driven by initiatives like the [World Gold Council's Responsible Gold Mining Principles](#). We are committed to advancing our approach to governance and management of sustainability at Westgold with consideration of these critical shifts.

Over the last year, we focused our efforts on strengthening the foundations of Westgold through an operational reset. We made key changes to our leadership team at Board and Management levels, with the appointment of Mr Wayne Bramwell as Managing Director; Ms Cheryl Edwardes AM (Member Of The Order Of Australia) as the Independent Non-Executive Chair and Mr Julius Matthys as an Independent Non-Executive Director.

Our business is rapidly evolving under this new leadership. With our key mines now at a steady state of delivery, we are looking to build scale and drive deeper sustainability engagement with consideration of our impact throughout the exploration, development, production, and closure phases of the mine life-cycle.

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2.1 OUR APPROACH TO GOVERNANCE

We recognise that good corporate governance is central to building a long term sustainable business and protecting the interests of our stakeholders. The [Board of Westgold](#) is responsible for the management and control of the business with responsibility for day-to-day activities delegated to the Managing Director and Executive Leadership Team. The Board oversees business activities for the benefit of Westgold shareholders and extends its responsibilities to our employees, the environments, and communities in which we operate.

Sustainability Committee

In FY22, the Board established a Sustainability Committee to assist the Board in understanding and managing our impact. The Sustainability Committee is supported by the Environment, Social and Governance (ESG) Working Group made up of members of senior management who are responsible for implementing Westgold's policies and processes across five strategic sustainability priorities:

- Safety and Health
- Environment and Heritage
- Community and Social Responsibility
- Climate Change
- Compliance

The Sustainability Committee is led by the Managing Director and supported by the leadership team and ESG Working Group. The ESG Working Group executes its responsibilities in line with our Charter which outlines the key roles and responsibilities in implementing and administering the Company's ESG policies.



The Committee met four (4) times in FY22. Key matters addressed by the Committee over the financial year included:

- Development of the ESG Working Group and Charter
- FY22 Sustainability Report development

The ESG Working Group is responsible for the development of ESG Projects in line with Westgold's priorities and oversees the inclusion of these projects into the Company's Strategic Plan. Their remit also includes Westgold's corporate reporting suite, with accountabilities for measurement and reporting of sustainability performance to the Board and other stakeholders.

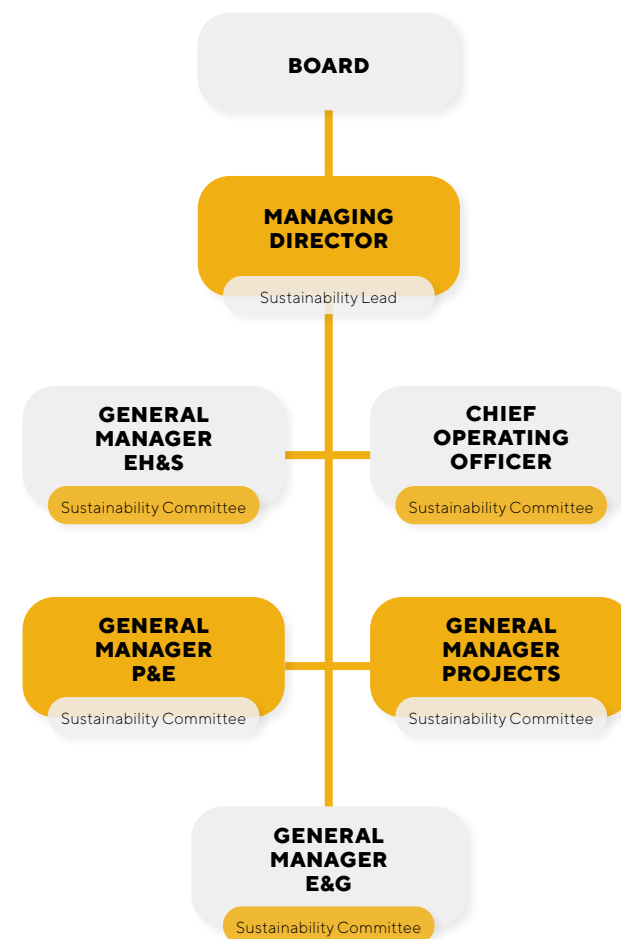


Figure 2. Sustainability Governance at Westgold

2.2 CONDUCTING OUR BUSINESS WITH INTEGRITY

We aim to maintain the highest standard of lawful and ethical behaviour in business dealings and to behave with integrity in interactions with all our stakeholders including shareholders, employees, government, suppliers, Traditional Owners, and the community. Westgold's Board is responsible for setting the tone of ethical, legal, and moral conduct through the implementation of key policies, clear articulation of our approach to risk management and maintenance of processes that enable employees and contractors to receive the right compliance training.

Corporate Governance

Our Corporate Governance Statement is a key piece of our governance architecture that outlines the framework of policies, rules, relationships, systems, and processes that guide Westgold on risk, decision-making and business optimisation. It outlines our approach which is built with reference to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations [4th Edition]. The Statement details Westgold's operational responsibility, approach to risk evaluation and mitigation, internal controls and protections, and commitment to transparency and compliance. Our [2021 Corporate Governance Statement](#) can be found on our website.

Code of Conduct

Our [Code of Conduct](#) (Code) outlines our expectations for interacting with each other and with our external stakeholders. Our Code applies to our Directors, management and employees and incorporates our values, informs our behaviour and underpins the way we operate.

Material breaches of the Code are reported to the Board through General Manager of People and Engagement and/or General Counsel.

Speaking Up

Our people play an important role in enabling us to maintain the highest standards of ethics, honesty, and accountability. We are committed to creating a culture where concerns can be raised with confidence. Our [Whistleblower Policy](#) outlines how we facilitate open and fair disclosures whilst protecting people from negative repercussions. It is made available to all officers and employees of Westgold.

Qualifying disclosures are investigated internally by Westgold's Company Secretary, in conjunction with the Chair. Where appropriate, we engage external parties to carry out investigations on behalf of Westgold. We received two whistleblowing reports and completed two investigations in FY22.

Bribery and Corruption

Our [Anti-Bribery & Anti-Corruption Policy](#) outlines our approach to protect the reputation and long-term success of Westgold's business. We maintain a zero tolerance approach to bribery, corruption and other dishonest or improper conduct as referred to in the policy. Any incidents of bribery and corruption must be reported to the Board and/or the Audit, Risk and Compliance Committee. All reports are pursuant to the Company's Whistleblower Policy which provides individuals with necessary protections and obligates Westgold to investigate the allegations.

Human Rights

Our commitment to respect and support human rights is outlined in our [Human Rights Policy](#). It sets out Westgold's position on combatting modern slavery, promoting diversity and inclusion and prohibiting corruption and bribery.

We aspire to be a business that recognises and respects the rights and dignity of all people by putting in place policies and procedures which aim to stamp out unethical

practices from within our global supply chains. We are working to align our business activities with the [UN Guiding Principles on Business and Human Rights](#). We will continuously work to ensure all our people are free to operate in an inclusive environment regardless of race, religion, marital status, political beliefs or experience.

Tax Transparency

Westgold Resources and our subsidiaries are subject to taxation and reporting obligations established by the Australian Taxation Office (ATO), and other regulatory authorities (e.g., Offices of State Revenue). Our Tax & Duties Risk Governance Policy formally documents our approach to manage compliance with these requirements and our [Risk Management Policy](#) outlines the program implemented by the Group to maintain appropriate risk management within our systems, people and culture.

We comply with and disclose all of our tax obligations and payments made in Australia. The Board does not sanction or support any activities that aggressively seek to structure the tax affairs of the Group to deliberately avoid the payment of taxes or duties. For detailed information, please refer to our [Tax And Duties Risk Governance Policy](#) and [Tax Compliance Risk Framework](#).

Compliance Training

Westgold's compliance training is aligned to our Code of Conduct. All employees and contractors are expected to complete mandatory refresher training, with a completion rate of 77% in FY22.

We review our corporate governance standards, charters and policies annually to ensure they are up to date with any changes in regulations and are in line with industry best practice. All charters, standards and Company policies can be found in the [Corporate Governance](#) section of our website.

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The people we impact



From our workforce to the communities in which we operate, people are an integral part of our business. We strive to create a workplace that supports the unique needs of the people we interact with.

Our approach begins with a safe workplace that protects our valued workforce and promotes a sense of wellbeing. We equip our people with opportunities to develop the right skills that support their careers at Westgold whilst maintaining policies and procedures that attract and retain the right talent. Our efforts extend into our communities through strategic partnerships and collaborations that drive mutual benefits.

By listening to and responding to the needs of our stakeholders, we foster a culture that promotes collaboration and enables continuous improvement.

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3.1 MAINTAINING EMPLOYEE ENGAGEMENT

Our people are the lifeblood of our business. We recognise that the long-term success of Westgold depends on the retention and development of our people. We pride ourselves in providing a work environment where our employees can thrive whilst feeling safe and valued.

3.1.1 Understanding Employee Sentiment

In FY22, we set out to enhance our understanding of our workforce of over 1,100 people through Westgold's first Employee Engagement Survey. Designed to gather information on what is important to our people and understand our strengths and opportunities, the survey addressed:

- Job satisfaction
- Core values
- Remuneration and reward
- Career progression
- Learning and development
- Health and wellbeing
- Safety and diversity
- Facilities and tools
- Community and environment

With a participation rate of 55%, the survey demonstrated that majority of respondents (70%) were satisfied with their roles at Westgold. This satisfaction is influenced by having meaningful duties that stretch their capabilities and contribute to the success of the organisation. Employees felt recognised for their efforts with good relationships with their direct leadership team.

We learnt that diversity is an important consideration for our workforce. Employees valued our approach and welcomed further effort to enhance equality and diversity at Westgold. Training on bullying, harassment, and discrimination as well as cultural diversity were identified as specific areas of opportunity which will be addressed in the near term.



RFDS Fundraising at Cue

In addition, employees indicated the need for greater clarity on career pathways and progression, supported by education and training. Attracting, recruiting, and retaining the best people is critical to achieve our objectives as a business. Whilst we are proud of the workplace we have built, we will leverage the findings of this survey to implement targeted solutions and embed a culture where people feel valued and motivated to fulfill their career potential. The Employee Engagement Survey will be conducted annually to measure and monitor our progress.

3.1.2 Improving Remuneration and Benefits

We strive to maintain a workplace where people are fairly compensated for their valuable contribution to the business. Westgold's Remuneration and Nomination Committee assists the Board in establishing policies and practices which enable fair and equitable reward in accordance with the [Remuneration and Nomination Committee Charter](#) and the [Board and Executive Remuneration Policy](#).

Results of our Employee Engagement Survey demonstrated that our people value comparative pay rates and rewards as well as initiatives that support better work-life balance. We perform regular reviews of remuneration and entitlements packages offered to our people. On a bi-annual basis, we contribute to the Aon Human Capital General Remuneration Report. This allows us to gain insights into what the market is offering and ensure that we remain competitive and compensate our people in line with peer organisations.

Following a formal review in FY22 by external consultants, we have identified opportunities for improvement in our approach to remuneration and benefits, with updated salary banding and tailored programs being developed for implementation in FY23.

3.2 PROTECTING OUR WORKFORCE

At Westgold, we prioritise the safety and wellbeing of our workforce, their families, our contracting partners, and the communities in which we operate. We believe that safety is everyone's responsibility, and it is embedded into our core values. Our safety culture is centred on the principles of thinking safety, acting safely, and looking out for each other.

The nature of the mining industry exposes our workforce to a range of occupational risks and hazards. Our objective is to maintain zero harm through the policies and controls that we put into place across our workforce so that everyone goes home safe and well every day.

3.2.1 Managing Safety at Westgold

Our [Risk Management Policy](#) sets out our approach to identifying, assessing and managing risks, and commits us to an active but pragmatic approach to diagnosing potential hazards to our business, our workforce and our community. This is supported by our [Health and Safety Policy](#) which outlines the management principles that guide our approach to risk management. We focus on:

- Implementing effective systems to identify, assess, control and monitor safety and health risks whilst complying with applicable legal and regulatory requirements;
- Reporting, recording, and investigating all incidents whilst ensuring appropriate measures are taken to eliminate or manage identified and potential hazards;
- Assisting individuals to understand their responsibilities for implementing and maintaining effective safety and health systems through the provision of adequate resources, training, instruction, and a documented safe system of work; and
- Setting measurable objectives and targets supported by regular reviews to ensure we meet our goals and continuously improve our efforts.



In FY22, we introduced a new Health and Safety Strategy which focuses on leadership, critical risk management, operational discipline, resilient people and fit-for-purpose systems. We appointed a Group Health and Safety Manager to support the General Manager Environment Health and Safety in execution of our new strategy. The Health and Safety function is supported by a team of Regional Safety Managers and Medical Emergency Service Officers at each of our operations.

3.2.2 Safety Training and Communication

We want safety to be at the forefront of all employees' minds, regardless of their job title, experience level or training qualifications. We introduce the philosophy of safety from the time an employee begins their journey in the organisation. Our approach to creating a safety culture is centred on four key principles:

- Demonstrating leadership
- Empowering our people
- Taking personal responsibility
- Maintaining effective safety systems

We seek to make this a part of our culture and are taking steps to further entrench this into the core of the business. We have developed a state-of-the-art facility at our Canning Vale training centre. This centre provides industry-leading training in all aspects of underground mining and readies our new employees for the real-world environment that they will encounter on the job. We are extremely proud of this facility and the recognition we have received for driving industry leading safety practices through this space.

CASE STUDY

CANNING VALE TRAINING CENTRE

Recognising the need for consistent delivery and quality training outcomes, Westgold has continued to invest in our people, through the development of internal training programs and facilities.

Our unique New to Mining Training Program provides new recruits with hands-on, experiential training that prepares them for the workplace. The training is primarily aimed at ensuring that our new employees are aware of the risks and hazards associated with underground mining. The training also shortens the time to work readiness, ensuring that we have safe and productive employees, ready to add value by the time they reach our sites. Our experienced team of trainers are mining subject matter experts across all facets of the mining cycle.

Through our purpose-built Canning Vale facility, we have designed and built our industry leading underground simulator. The one-of-a-kind simulator has been equipped to mimic an underground environment and includes a tag board, ground support systems, refuge chamber, typical mine services and much more.

With a fully controlled and reduced risk underground simulator, trainees are exposed to the underground mining environment to obtain the underground mining fundamentals that they will be exposed to when deployed to our active mining operations.

By being able to visualise important mine infrastructure such as mine services (air, water and electrical installations), ground support and installation process and the mining cycle in general, our people are well prepared and equipped with the basic knowledge and skills to navigate the underground mining environment.

Supported by our Learning Management System, Training Management Plan and training related processes, our Canning Vale facility continues to add value and plays an important role within the overall Westgold Health and Safety Management System.

3.2.3 Integrated Training Systems

All Westgold employees are required to maintain compliance with the key competencies required for their roles. We continue to develop and enhance our training management system and supporting software 'Intuition' – a bespoke training management software that tracks individual competencies across the business, from entry level personnel through to senior leaders.

The system allows us to have in-built safeguards depending on individual requirements which prevent our people from progressing through the business without the necessary training completed. Intuition has role competencies integrated into it so that all our people know what level of training and proficiency they require for their given role.

These efforts are complemented with weekly shortfall reporting that identifies and prioritises training across our operations.

To support our training efforts and embed key learnings across multiple operations, we have introduced an EH&S Notifications Platform, aimed at informing all individuals across the business of any safety incidents that have occurred in the preceding week. We are now able to share learnings across the entire organisation and put in place robust controls and remedies to prevent future occurrences from happening. This initiative has been well received by our workforce and is raising the prominence of safety within the business.



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3.2.3 Safety Performance

Our safety performance remains on target with no fatalities or serious disabling injuries over the last year. In FY22, we saw a significant reduction in our Lost Time Injury Frequency Rate (LTIFR) from 2.44 to 1.41, which is a 53.5% reduction for the period ending June 2022. Our Total Recordable Injury Frequency Rate (TRIFR) also showed considerable improvement with a 24.5% reduction on the previous year, finishing at 22.91.

We have achieved these results through the following initiatives:

- Communication of expected behaviours and culture from the Board, Managing Director and Executive Leadership Team;
- Increased visibility of senior leaders in the field with a strong focus on in-field leadership and quality;
- Appointment of Key EHS professionals within our operations and group level support services;
- The development of Improvement plans that are aligned to the strategy and direction set by the ELT;
- Greater visibility and control through detailed operational risk assessments and registers;
- Reinforcement of the Westgold Life Preserving Rules;
- The increased and constant communication of key learnings; and
- Increased quality review and focus on leading indicators.

In addition to the above initiatives, we continue to make sustainable improvements to the structure and content that shapes our current Management Systems. With the need to integrate the new Workplace Health and Safety Act and Mining Regulations into our management system and safe systems of work, we have commenced with a series of critical reviews that will assist and ultimately define our Mine Safety Management System and internal standards.

Mining is a high risk industry, and we have a duty of care to our staff and contractors to identify and manage risks associated with our operations. This year, we commenced a review of our approach to critical risk management led by a dedicated team of health and



safety personnel. Our approach is aligned with the principles of the International Council of Mining & Metals good practice guide, which will inform our Critical Risk Management (CRM) Program for FY23.

Over the course of FY23, we will develop and implement a Critical Risk Management Program that specifically targets fatality risks (critical risks) with a process of identifying, managing and monitoring the associated critical controls. This will be accompanied by an update to our procedures and to minimise Westgold's exposure to fatalities, facilitate cultural change and drive greater awareness and risk management of risks at all levels.

3.2.4 Health and Wellbeing

Our people are our most valuable asset. As such, we value a workplace that promotes and protects the health and wellbeing of our people. Our Mental Health Policy outlines our commitment to create a workplace where people are able to find help and support.

With the introduction of additional resources to the EHS function across the business, we are looking to develop and expand on our commitment to the health and wellbeing of our people through the development and roll out of a dedicated wellbeing program that covers the social, physical and mental health aspects of wellbeing.

Our Employee Assistance Program (EAP) provides access to counselling services to all our people and their family members. This free and confidential service is available for use onsite, at external locations and via telehealth appointments. In FY22, this service was accessed by 32 workers (29 in our operations and three within the Group Head Office). Collectively, our people were supported by a total of 73 sessions (34 face to face, 23 via telephone, seven via video, nine cancelled).



In FY22, we performed our first psychosocial risk audit of our facilities, focused on four main camps – Bluebird, Fortnum, Big Bell and Cue. The audit assessed psychosocial risks across the following categories: administration, facilities, health and wellbeing, security and emergency, and sexual harassment against women.

The results of the audit revealed the need for significant improvements across the health and wellbeing and sexual harassment categories. Sites lacked social activity calendars and initiatives to promote a healthy lifestyle at camp, reducing the overall wellbeing of our people.

We identified the need to introduce security procedures, processes and training mechanisms that educate employees on how to act when feeling threatened, including instances of sexual harassment. Women had low trust on the safeguards available to them with

the absence of information on sexual harassment in Westgold's policies and Code of Conduct reducing confidence on support mechanisms available.

Whilst Westgold has several policies and procedures to set a position around psychosocial risks, they require greater depth to capture the complexity of the risks assessed. We will leverage the findings of this review to implement psychosocial safety controls across the business over the course of FY23. In line with the new Workplace Health and Safety legislation, we are currently developing our Psychosocial Harm Management Plan which will encompass all elements listed above. In addition, we introduced 'Resilient People' as a key pillar of our FY23 Environmental Health & Safety (EH&S) strategy. This will be supported by active investment in the health and wellbeing of our people and the inclusion of mental health as a consideration in our Health and Safety policy.

3.2.5 Continued impact of COVID-19

The impact of the COVID-19 pandemic on our fly-in-fly-out (FIFO) workforce has been an ongoing concern for Westgold. As such, we employed a dedicated COVID-19 Coordinator to assist the existing Emergency Service Officers within our operations. With dedicated testing facilities established across all flight services and again on site for the residential and drive-in-drive-out (DIDO) work force, we are well positioned to identify, track and control the spread of the virus.

Knowing how important our social and physical footprint is across the communities in which we operate, we have placed controls across some operations to prevent public interaction with local residents to protect our local communities from potential exposures to the transient workforce. We continue to monitor case numbers within our operations a surrounding communities and provide support to local services as required.

3.2.6 Emergency Preparedness

We take a proactive approach to emergency preparation and maintain appropriate plans, processes, and resources to mitigate the impact of any emergency event at, or surrounding, our operations and offices.

In FY22, we engaged a third-party contractor to perform a review of our facilities, training regimes and employee competencies to determine potential improvements across our emergency management and preparedness processes. As a result of this review, we are in the process of implementing improvements to upgrade equipment and facilities as needed, review our risk profile and controls, review our existing SOP and supporting processes, renew mutual aid agreements and establish the FY23 Training schedule.

Additionally, we continue to support the community-based State Emergency Services (SES) teams and work closely with other government services such as the local police to turn out and respond to local emergency events as and when required.

3.3 PROMOTING DIVERSITY AND INCLUSION

We believe that variety in age, gender, cultural, religious, ethnic backgrounds, and expertise of our workforce is important in attracting and retaining the best talent at Westgold. We have built strong conviction for our commitment to create an inclusive work environment amongst employees, with 86% of respondents of the Employee Engagement Survey indicating that we provide opportunities to a diverse group of people.

However, we recognise that there is more to do. We will strengthen our efforts in the future and actively maintain strategies that promote inclusion.

3.3.1 Increasing Female Participation in the Workforce

Our workforce, like that of the mining industry, is largely male dominated, with females forming 13.5% of our employee base. The Westgold Board is made up of 40% females whilst our Leadership team comprises 20% female representation.

We are committed to increasing opportunities for female participation in our workforce through our recruitment and retention strategies. Our Talent Specialists carefully review applications and maintain a representation of females in the candidate short-list. Consideration is given to the appointment of female candidates over males where skills, experience and qualifications are equal for a position.

We strive to maintain pay parity between males and females in our workforce. Our biannual internal review of remuneration has confirmed a nil pay gap in relation to gender for identical roles performed. All external personnel appointed to positions are remunerated according to their experience, the role they are undertaking and its key accountabilities irrespective of gender. Each year, we report our results to the Workplace Gender Equality Agency (WGEA) to maintain compliance with the requirements of the *Workplace Gender Equality Act 2012*.



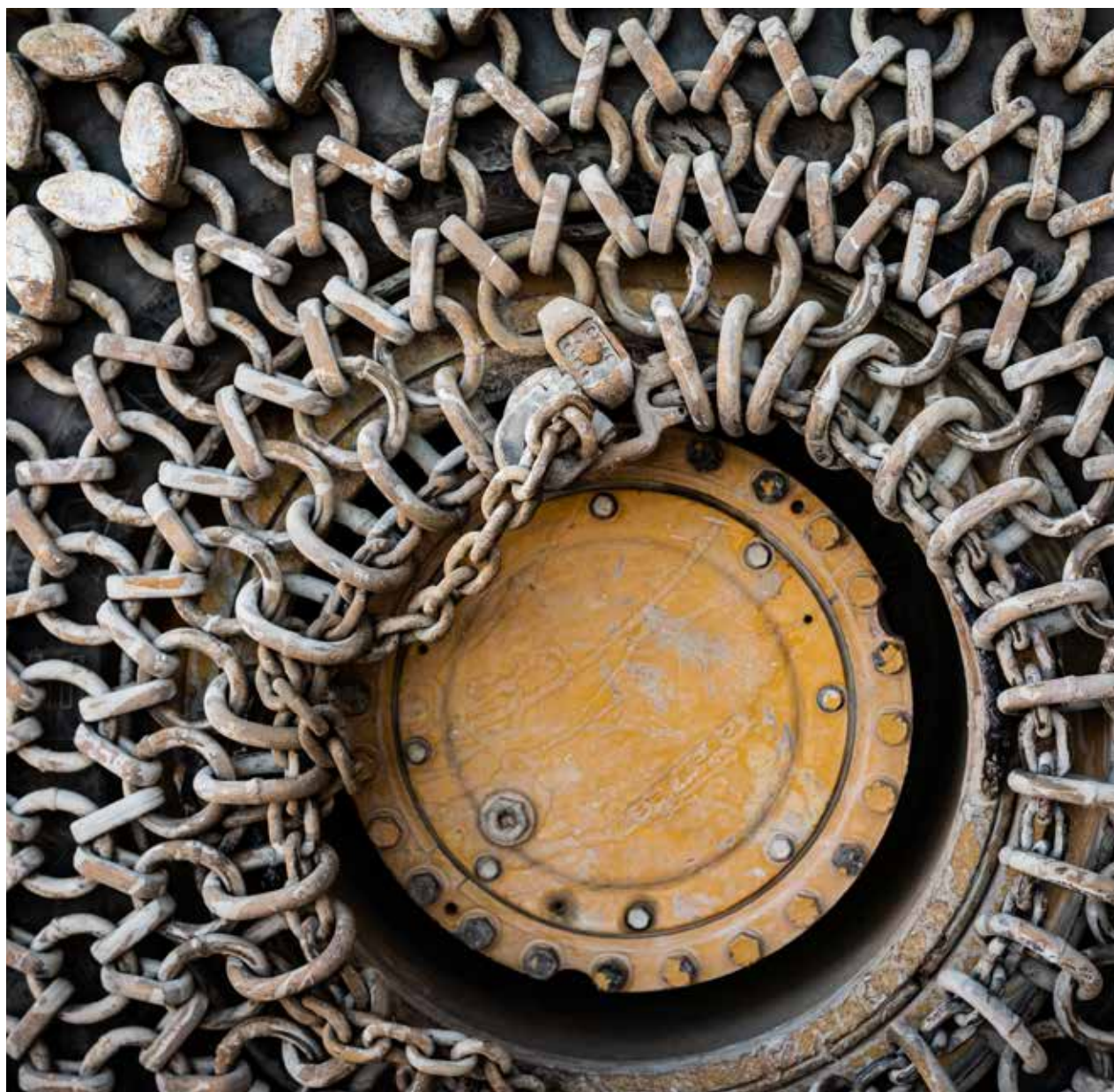
3.4 MITIGATING MODERN SLAVERY AT WESTGOLD

At Westgold, we respect human rights and endorse the right of all to be free from slavery and forced labour. We do not tolerate the use of forced, compulsory, trafficked or child labour within our organisation. In FY22, we released our first [Modern Slavery Statement](#) which outlines our approach to challenge and confront instances of modern slavery within our operations and supply chain.

We regularly engage with our employees on issues such as work hours and compensation. We maintain compliance with statutory requirements and modern awards to ensure entitlements are appropriately administered. As a purchaser of goods and services, we seek to make contractual arrangements with suppliers that promote the principles contained in our Human Rights Policy and our [Supplier Charter](#). We expect suppliers to uphold our standards and drive it downstream through their organisations.

During the course of the next reporting period, we will deepen our understanding of modern slavery risks at Westgold and review our processes by:

- Incorporating business and human rights considerations throughout our operations;
- Enforcing the Supplier Charter and requiring suppliers to confirm their compliance in writing;
- Onboarding suppliers through a virtual systemic platform assisting enforcement of standards;
- Assessing our supplier's commitments to human rights or modern slavery;
- Considering the Modern Slavery Statements of our suppliers and prospective suppliers when making procurement decisions; and
- Monitoring the reporting channels for instance of human right impacts in our operations and supply chains.



3.5 SUPPORTING OUR COMMUNITIES

We recognise that we play an important role in supporting local communities. By maintaining responsible and profitable operations, we contribute to local economies, create employment opportunities, and develop infrastructure that generates long-term value for our stakeholders.

We take a participatory approach to community engagement and endeavour to listen and respond honestly with our stakeholders, taking their views and concerns into consideration in the decisions we make. Our Indigenous Relations and Heritage Committee is responsible for maintaining formal engagement with native title holders and Indigenous communities (for more information, see [Section 4.1](#)). Informal meetings and regular communications and updates on our activities are maintained with wider members of the community through our website.

3.5.1 Driving Local Employment

Our operations play an important role in providing local employment opportunities for community members. Our activities within the Bryah Basin (FGO), which are located within Nharnuwangga Wajarri & Ngarlawangga lands (known as the Jidi Jidi lands), are largely subject to a land access, mining and heritage protection agreement. As part of this agreement, Westgold and the Jidi Jidi people have formed an Employment, Training, Contracts and Community Liaison Development Committee (ETCL) which meets two or more times each year to discuss related activities and identify employment or contracting opportunities.

At the December 2021 ETCL meeting, Westgold identified opportunities for indigenous employment within the Day Services team at the Fortnum processing plant. These positions were discussed by the Committee with agreement reached on the employment terms that

would provide the optimum potential to attract and retain indigenous employees from the local community at Yulga Jinna, located 35km east of the Fortnum operations. Westgold received 12 applications for the role and although somewhat delayed by COVID restrictions, successfully filled one position with a second subsequently being made available and with the aim to open further roles during the coming year.

At Westgold, we have over one thousand suppliers and yet still, where possible, we prioritise local suppliers in our procurement decisions. In 2021/22, we made \$7,228,109 in financial contributions to suppliers that are local to our operations. Our procurement contracts include clauses around our desire to partner with suppliers who prioritise employment and/or ancillary business opportunities to Indigenous peoples as part of their services to Westgold.

3.5.2 Investing in Communities

We build relationships with the wider community through partnerships, sponsorships, and donations. In FY22, Westgold contributed over \$200,000 in investments to community groups.

Table 1: Community Investment

Entity	Sponsorship or Donation	Amount
Gold Industry Group	Sponsorship 2022	\$49,000
Meekatharra DHS	Sponsorship - Breakfast Program	\$5,000
Royal Flying Doctor Service	Sponsorship 2022	\$100,000
Shire of Meekatharra	Donation - Meeka Outback Festival	\$15,000
Teach Learn Grow	Sponsorship - Education Program	\$40,000
WASM Social Club	Fundraising for Miners' Promise	\$3,000

We commenced a three-year partnership with Teach Learn Grow (TLG), an organisation dedicated to improving educational outcomes and aspirations of rural and remote students in Western Australia through tutoring and mentoring programs. Funds contributed by Westgold were directed towards TLG's HelloEd Program at Cue Primary School and Meekatharra District High School.

4

The lands we work on



Photo Credit: D Toogood

Our business model relies on the rich natural resources of the lands in which we operate. We strive to engage in responsible mining practices that minimise our impact whilst protecting and restoring local ecosystems.

Our approach begins with the people who care for our lands. We continuously work to preserve the practices of native title holders and indigenous communities through our business activities. We extend this mindset of preservation into the natural environment through active stewardship. Through our efforts, we work to address climate risks and mitigate the impact of mining activities on the biodiversity, lands, and water systems in the Murchison and Bryah regions.

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DISCLOSURES

4.1 RESPECTING THE RIGHTS OF INDIGENOUS COMMUNITIES

We recognise the importance of continued protection and preservation of cultural, spiritual, and educational practices of native title holders and indigenous communities who own and care for the lands upon which we operate. At Westgold, our intent is to build mutually beneficial and respectful relationships with indigenous communities and our business practices are designed to support us to do so.

4.1.1 Land Access Agreements

We operate under a number of land access agreements which govern our exploration and mining activities, compensation arrangements, monitoring and reporting requirements, and heritage identification and protection protocols.

Our Indigenous Relations and Heritage Committee (Heritage Committee) is responsible for ensuring compliance with land access agreements, reviewing work programs, monitoring performance against our formal obligations, and maintaining stakeholder engagement. The Heritage Committee is made up of senior managers from the operations, exploration, environmental, compliance and corporate teams.

The Heritage Committee meets monthly, or more often as required, to discuss indigenous-related matters. In FY22, the Heritage Committee appointed a Community Liaison Officer to support Westgold in listening to the needs and concerns of community members and building long-term relationships with residents. While COVID restrictions did impact activities, over the year, we held seven formal meetings with native title landowners to discuss completed and planned activities, heritage survey requirements and any other mining-related needs or concerns.

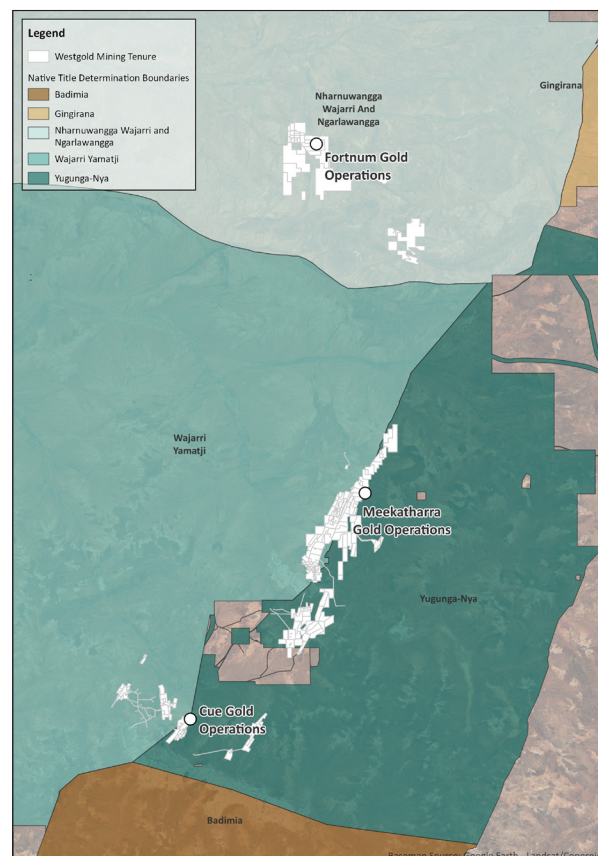


Figure 3. The Traditional Custodians of the lands where we operate

MGO and **CGO** are located within the Wajarri Yamatji and the Yugunga-Nya lands.

FGO is located within the Nharnuwangga Wajarri & Ngarlawangga lands (collectively the Jidi Jidi lands) in the Bryah Basin.

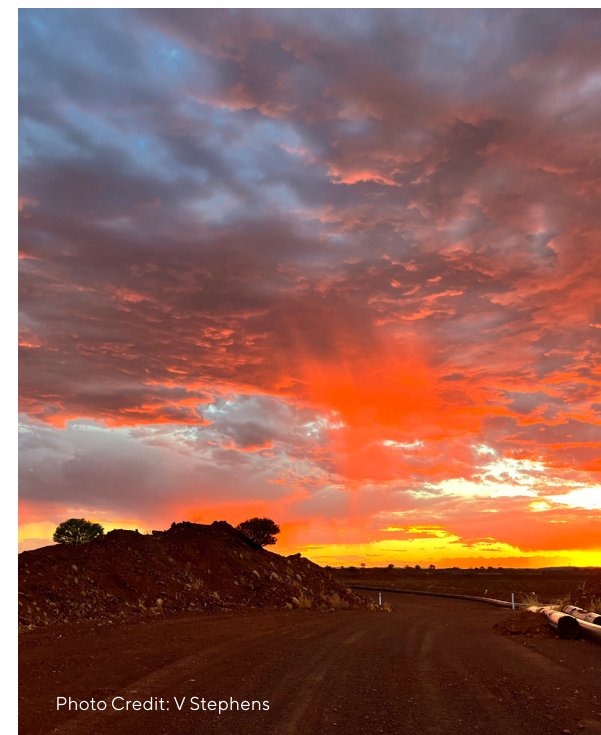


Photo Credit: V Stephens

Our survey approach is designed in accordance with the regulatory requirements of the Aboriginal Heritage Act 1972. A total of seven indigenous heritage surveys were completed during FY22 covering areas of proposed exploration, mine expansion and infrastructure activities. These surveys were organised and managed by the relevant native title groups with Westgold avoiding impact on any identified sites. In addition, Westgold is actively involved in the consultation process being run by Department of Planning, Land and Heritage in relation to the development of the new Regulations as part of the new *Aboriginal Cultural Heritage Act 2021*.

4.2 MANAGING CLIMATE RISKS

At Westgold, we recognise the need to understand how both the physical and transition-related impacts of climate change may impact our business and our stakeholders. We acknowledge that gold mining is an energy and water intensive process and that reducing these inputs is a key element to successful risk mitigation. In FY22 we generated a total 180,460tCO₂-e of Scope 1 and Scope 2 emissions.

Our approach to climate change is outlined in our Climate Change Policy and is overseen by our Board. It is underpinned by three key principles.

1. **Understanding the risks:** uncertainty related to climate change has become a consideration in our enterprise risk planning processes. This will enable us to begin to adapt to working and operating in a more climate affected world and build resilience into the Westgold business model.
2. **Measuring and reducing our impacts on climate change:** we have initiated processes to restructure our operations to incorporate less energy intensive techniques.
3. **Disclosing our performance:** we measure, monitor, and report our GHG emissions at all of our operations in accordance with *the National Greenhouse and Energy Reporting Act 2007 (NGER)*, and are committed to increasing the integrity of our reporting in years to come

In FY22 these three cornerstones of our climate action program were realised through a series of changes within the business.



This year, we reached an Electricity Purchase Agreement with electricity provider Pacific Energy and a new Liquefied Natural Gas (LNG) supply agreement with Clean Energy Fuels Australia (CEFA). These agreements will allow Westgold to integrate renewable power and cleaner energy alternatives and transition to a cleaner, more efficient energy platform that utilises renewables and gas (for further information, see Case Study [Delivering Operating Cost and Emission Reductions](#)).

We have also made progress in designing our mines for efficiency. In FY22, we installed Ventilation on Demand (VOD) systems throughout our underground mines, which utilises a Variable Speed Drive (VSD) that automatically adjusts fan speed across the mine voids.

The system uses a series of RFID chips and sensors in the underground mine vehicles to determine when a vehicle is in the vicinity. It will then turn on the respective fans to provide the correct levels of ventilation. This reduces the need for the fans to be on all the time and reduces emissions caused by the generation of energy used by the fans.

These advancements result in cost savings together with energy efficiencies and emissions reductions, signalling a strategic shift in how we structure the energy needs of our operations.

CASE STUDY

DELIVERING OPERATING COST AND EMISSION REDUCTIONS

Electricity Purchase Agreement

The agreement with Pacific Energy will see Westgold replace six diesel-fired power stations with four new gas-fired power stations, which will also be supplemented with solar power. In addition, we will construct and utilise battery storage facilities that will allow us to use excess generated power across the Bryah and Murchison operations. The new supply agreement arrangement will result in a reduction to our Scope 1 GHG emissions by over 50% due to the integration of renewable energy (34% solar) and LNG into our electricity mix.

The Pacific Energy power station will be commissioned in July 2023 at the Tuckabianna processing hub, with the three additional new power plants scheduled for commissioning from September 2023.

LNG Supply Agreement

Our bulk LNG supply agreement with CEFA will involve the supply of gas from their expanded LNG Plant located at Mt Magnet, 80km south of Cue. CEFA will fund and construct satellite LNG facilities (primarily comprising LNG storage and re-gasification equipment) at Westgold's project sites, with the LNG trucked direct from their plant at Mt Magnet.

The close proximity of CEFA's plant to Westgold's operations provides a substantial advantage. The new gas and solar power station to be commissioned at Westgold's Meekatharra operations will serve to simplify power generation by removing smaller diesel fired power stations at Paddy's Flat and Bluebird underground mines and providing them power from a larger gas-fired power station via overhead powerlines.

4.2.1 Aligning with the Recommendations of the Task Force on Climate-related Financial Disclosures

The Financial Stability Board established the Task Force on Climate-related Financial Disclosures (TCFD) to develop recommendations for more effective climate-related disclosures to promote more informed investment, credit and insurance underwriting decisions.

We are working to meet the Recommendations of the TCFD and have identified the steps we need to take as an organisation to align our internal processes and external disclosures. The table below describes Westgold's current level of alignment with the TCFD, and our next steps.

Table 2: Westgold's current alignment with the Recommendations of the TCFD

Westgold's progress			
	Recommendation	Our current approach	Our next steps
Governance	Disclose the organisation's governance around climate-related risks and opportunities.	Our Climate Change Policy sets out our approach and expectations with respect to climate change across the business. The Audit, Risk and Compliance Committee of the Westgold Board oversees the implementation of our Climate Change Strategy. Our Managing Director is responsible for strategy implementation and climate-risk management and is supported by the ESG Working Group.	- Strengthen existing governance processes - Build climate risk capability across the business - Continue to improve on our disclosures
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	We have performed a high level assessment of the potential climate-related risks and opportunities on our business and disclosed these in our FY21 Sustainability Report.	- Complete a scenario analysis to model the climate-related physical and transition risks and opportunities on our business and assess the resilience of our strategy based on the results. - Explore strategic opportunities for Westgold in a lower carbon economy.
Risk Management	Disclose how the organisation identifies, assesses and managed climate-related risks.	Climate-related risks are identified and assessed as part of Westgold's Risk Management Framework. We continue to embed systems to improve the integration of climate risk across our business and enhance our understanding.	- Review and update climate risk assessment and integrate outcomes into company risk management processes. - Assess company decision-making and capital allocation processes for consideration and alignment with climate risk management processes.
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Westgold currently monitors GHG emissions (Scope 1 and 2), number of heat-related illnesses and total costs incurred due to extreme climate-related events.	- Establish emissions reduction goals and targets - Consider shadow carbon pricing and the impact of this on our business decisions.

4.3 REDUCING OUR IMPACT ON THE ENVIRONMENT

At Westgold, our environmental management philosophy is centred around stewardship of the ecosystems that we interact with. We see a present and real obligation to protect and preserve the environments we impact. We place climate change, water usage and mine closure risks at the heart of all the business decisions we make and work to minimise any negative impact to preserve the biodiversity of the region.

Our strategy is anchored in a principle of good stewardship and active management of the lands we work on. We set standards for ourselves and our operations, with a particular focus on compliance with all Australian laws and regulations.

We implement policies to address and mitigate the risks we may pose to local flora, fauna and the lands themselves. Our operations are guided by several policies related to environmental impact, management and preservation, including the [Environment Policy](#), [Climate Change Policy](#), and [Risk Management Policy](#).

4.3.1 Environmental Impact Assessment

Our approach is focused on minimising disturbance to the lands where we operate through impact mitigation and low impact mining. To be able to achieve this we must consistently and consciously assess the impact of our operations on the local environment and take the recommendations and findings from these studies to inform how we explore, design, develop, operate, rehabilitate and transition out of mining.

Our environment team performed five site-wide environmental impact studies in FY22 to strengthen our understanding of the potential impacts of our mining activities on the ecosystems of the surrounding environment, and to plan our activities to minimise and manage any impacts.

Further studies were focused on understanding extreme weather events and their potential to impact our operations and the activities of stakeholders surrounding our operations – most notably, pastoralists. Recognising that an increase in the frequency of high intensity weather events and changing weather patterns will require a revision of our planning and risk management processes, these studies were implemented to inform considerations for a changing environment.



Table 3: Site-specific Environmental Impact Studies

Site-specific studies include the following:

Study	Remit of Study	Outcome
Cuddingwarra Study	Impact of Mining Operations on Groundwater (Rockwater, June 2022)	This study determined that mining, conducted by Westgold, was unlikely to have an impact on groundwater quality in stock bores and wells. Following the cessation of mining, the water levels in the Cuddingwarra pits are likely to remain below the pre-mining levels. This will cause some drawdown in groundwater levels immediate to the pits within the Cuddingwarra area.
Big Bell Study	Impact of Mining Operations on Groundwater (Rockwater, July 2022)	This study found that there is no indication of an increase in groundwater salinity as a result of our mining operations. Ongoing monitoring results indicate the there is lowering of groundwater levels to a distance of approximately 800m east of the Big Bell pit. However, there has been no impact to the water level of pastoral and production bores.
Day Dawn Study	Impact of Mining Operations (Rockwater, May 2022)	There is no evidence to suggest that our mining operations have had an impact on groundwater quality in stock and domestic bores and wells. Groundwater levels have been lowered at Day Dawn by historical pumpage, and to a greater degree by recent pumpage for mine dewatering. The study determined that further dewatering conducted by Westgold was unlikely to result in any change to the extent of impact because most of the groundwater flow is in the zone between 10m and 100m below ground level, which is already dewatered at the Great Fingall mine.
Lady Rosie Waste Rock Landform	Construction validation (Okane, August 2021)	The Lady Rosie WRL was constructed within the intent of the original design. Erosion modelling estimates an erosion rate of 7 tonnes per hectare per year (t/ha/y) for a 10 year scenario; a 3 t/ha/y for a 100 year scenario; and 2 t/ha/y for a 300 year scenario. Each of the above scenarios is considered a low risk to the environment. Following the successful construction of Lady Rosie, geomorphic designs were implemented for the City of Chester, Coventry and Coventry South waste rock landforms.

Table 3: Site-specific Environmental Impact Studies continued

Study	Remit of Study	Outcome
Tuckabianna TSF2	Seepage investigation	This study aimed to determine the relationship between surface water flows and groundwater chemistry surrounding the TSF and to subsequently determine whether there is any impact to environmental receptors downstream from TSF2. The study, supplemented by geophysical and electromagnetic data, determined that naturally occurring near-surface impermeable clay forms a barrier to any potential seepage. Therefore, the likelihood of seepage extending into the clay layer and downstream from TSF2 is negligible.
Seed Viability Assessment	Seed viability testing analysis	A study was undertaken by Natural Area Management Services. It was determined that the seed that had been stored in uncontrolled conditions, with exposure to temperature, humidity and light fluctuations, was between 14% and 83% viable. In order to improve rehabilitation outcomes, it was recommended that the remaining seed lots should be blended with fresh seed prior to application on rehabilitated areas. As a result of this survey, we have now committed to housing any future seed collections within purposely designed controlled environments at the Natural Area Management Services grounds in Perth. Seeds will only be delivered to the mine site just before they will be dispersed in rehabilitation programs.
Heat Treatment Trial	In-house seed heat treatment trial	This study was conducted to determine whether heat treating <i>Acacia</i> species seeds would break the seed dormancy of the tough seed coat in order to promote higher germination rates and therefore more rapid and successful rehabilitation in our low rainfall environment. The trial showed that heat treatment did enhance germination rates and this result was validated by Natural Area Management Services in a separate trial. We decided to heat treat all hard coated seeds prior to dispersal for rehabilitation.
Lake Annean	Environmental Impact Assessment	The Lake Annean area is an Environmentally Sensitive Area and one of 120 nationally important wetlands in Western Australia. We conducted an assessment that found no threatened flora or ecological communities in the Survey area. A thin discontinuous layer of calcrete lies along the eastern edges of Lake Annean in the vicinity of the proposed mining area, indicating limited subterranean fauna habitat. Following the study, regulatory conditions were imposed to ensure that the vast majority of the Dunefields habitat remains protected. Westgold are committed to adhering to protecting this region of Lake Annean.

4.3.2 Environmental Incidents

At Westgold, we define a significant environmental incident as any incident that has the potential to cause, or is likely to cause pollution, material environmental harm or serious environmental harm. We had no significant environmental incidents in FY22, and we will continue to seek these same results in FY23.

Monitoring and tracking these incidents is not only a regulatory requirement but is also critical to the longevity of our business. Our social licence to operate, our ability to have safe and reliable infrastructure and our ability to continue as a financially stable entity is all dependent on our ability to limit such incidents from occurring.

4.4 PROTECTING BIODIVERSITY

At Westgold, we aim to put in place a series of safeguards and management systems that guide how our operations interact with and protect the biodiversity of the Murchison and Bryah regions. Our approach is led by senior leaders who communicate our business objectives which are reflected in our corporate policies. We have developed an [Environment Policy](#) which provides mandated and Board-approved guidance on how we should approach and interact with the natural environments we impact.

Western Australia is home to some of Australia's most diverse and varied flora, fauna, and natural landscapes. As a mining company, we interact directly with several surrounding ecological regions and recognise the importance of limiting our environmental impact. At Westgold, we are committed to limiting the impact of our operations on the ecosystems within the regions where we operate. This is not a responsibility we take lightly. It is a responsibility for which we will continue to develop safeguards to protect.

At Westgold, we plan in advance and ensure appropriate funds are allocated to meet the cost obligations of rehabilitating the lands we disturb. This is done with a distinct priority on protecting the biodiversity of the Murchison region. Our management approach related to biodiversity protection and impact mitigation is centred around the notion of long-term rehabilitation and planning.



Photo Credit: A Renouf

Our [Environment Policy](#) formalises our business objective to mitigate our impact on local landscapes and biodiversity. This commitment is reflected in our management approach, which is focused on early planning and action. In addition to this, we do not operate on, or adjacent to, any nationally or internationally protected areas.

The Murchison region is categorised as low risk with a 5-10% risk rating against the Department of Agriculture, Water and the Environments [IBRA Subregion Protection Level](#). Whilst this reflects a relatively low risk categorisation, we uphold our responsibility to protect this area and put in place measures to conserve the biodiversity of the region.

4.5 MINE CLOSURE AND REHABILITATION

We are committed to maintaining compliance with state regulations as governed by the Department of Mines, Industry Regulation and Safety (DMIRS) and Australian National Committee on Large Dams (ANCOLD) and will continue to progressively rehabilitate the lands we operate upon. Westgold currently oversees the rehabilitation of over four thousand hectares of land. We recognise our responsibility to return these back to their original state, as much as is reasonably possible.

All our operations are required to maintain a Closure and Post-Closure Plan as it relates to rehabilitation. At Westgold, we are proud to have 100% coverage over all our sites for closure and post-closure plans. These plans are developed with scientific rigour, and we consult with stakeholders to obtain input and feedback as part of the process. These plans form the basis for how we operate our mine sites and interact with local ecosystems, landholders, and communities. They are constantly monitored and updated to reflect the most up-to-date data available. Westgold takes responsibility to meet these obligations and consistently undertakes research and development to improve on closure planning and design for long-term outcomes.

At Westgold we have an active and ongoing approach to rehabilitation at our mine sites. This leads to better outcomes for the local ecosystems and also reduces our long term closure liability over the life of the mine. Some distinct examples of this include our Black Swan, Lady Rosie and Rheingold waste rock developments (WRDs).

CASE STUDY MINE REHABILITATION

We gathered geometric landform data in January and February 2022 using an unmanned aerial vehicle (UAV). We supplied the data to Emapper, a data analytics platform that uses remote sensing data to monitor and manage environmental performance. The data was used to assess the current state of rehabilitation of six WRDs against nearby analogue sites and previous rehabilitation assessments. The following landform metrics have been calculated and depicted by Emapper:

- Batter angle - derived from the differences in elevation, distance between the batter extents and trigonometric functions.
- Batter length - calculated by measuring the distance between the batter's extent.
- Berm angle - calculated with trigonometric

functions by using differences in elevation height and the distance between the berm domain.

- Berm width - calculated by measuring the distance between the berm's extent.
- Mean gully depth - defined as the average depth of the gully across its entire length, including branches.
- Mean gully width - taken as the average width of the gully based on its bounding box. Gullies with forked configurations or extensive branching may be subject to overestimation as a result.
- Vegetation cover - averaged over a quadrat determined by analysing elevation data and MSAVI imagery. Pixels exceeding a determined threshold value are considered vegetation.
- Vegetation health - calculated by averaging the MSAVI values of detected vegetation. This metric has not been assessed in this report due to limitations with the drone remote sensing equipment.

Example outputs are provided as follows:



Findings from this study will be used to establish that closure criteria and objectives are being met. Specifically, Westgold is using the data to audit landforms against design specifications, establish that erosion has stabilised for five consecutive years, and to confirm that rehabilitated areas are trending towards meeting analogue site benchmarks on vegetation structure, composition and coverage.



Our closure and rehabilitation planning is underpinned by three key objectives, as set by the [Department of Mines, Industry Regulation and Safety](#):

- 1. Long-term stability and sustainability of the landforms, soils and hydrology of the site.
- 2. Partial or full repair of ecosystems capacity to provide habitats for biota and services for people.
- 3. Prevention of pollution of the surrounding environment.

We have developed robust rehabilitation processes that are continuously improved and updated by our Environment team.

Table 4: Rehabilitation Status

Rehabilitation Status	FY22
Land Disturbed (ha)	6,711
Land Under Rehabilitation (ha)	4,409
MRF Fee Paid	\$683,642

Land Access

Land access is critical to our business. Permits to mine form the foundations of responsible mining and are not only an operation requirement but are contingent on our social licence to operate within the Western Australian community. Remaining compliant with laws and regulations is critical to our capacity to operate and our ability to access land and tenure to maintain business continuity and generate growth.

Permitting

During FY22 we submitted and received approval for a significant number of permits. Some examples of these include:

- Mining proposals for the Accelerator Indicator Mining Area, the Fender Underground Mine and the Cuddingwarra North Mining Area.
- Mine closure plan for Paddy’s Flat.
- Licence to take water at Accelerator Indicator and Baileys Island.
- Licence to construct or alter a well at Cuddingwarra North, Tuckabianna, Big Bell, Paddy’s Flat and Euro/Albury Heath.
- Native Vegetation Clearing permits at Tuckabianna, Reedy and Albury Heath/Euro.

This demonstrates trusted relations with State regulators, and our ability to design and operate in compliance with relevant local and State regulations. A strong foundation of credibility from these bodies shows that we at Westgold are doing everything we can to support the ongoing prosperity of the Western Australian community and ensuring that the processes that could have an impact on the environment are performed in a manner that is compliant with local, state and federal regulations.

4.6 PROTECTING LOCAL WATER SYSTEMS

Our approach to water management is centred on protecting the integrity and quality of local water resources and the systems they come from. We embrace a symbiotic relationship with our key stakeholders in the region to ensure that water resources are used in an efficient and equitable manner.

4.6.1 Managing Water Risk

Our operations are located in some of the most dry and arid climates in Western Australia. This, combined with the water intensive nature of mining, milling and mineral processing techniques, makes it imperative that we maintain an agile and disciplined approach to water conservation and management. In FY22 Westgold withdrew a total of 3,243 megalitres of water from freshwater and other ground water sources. It is incumbent on us to ensure that this precious resource is therefore used in the most efficient, effective and environmentally conscious manner.

We manage the risk posed to the limited shared water supply by ensuring we remain within the bounds of our licenses to take water. We are committed as a business to minimise the adverse environmental impacts associated with our operations through the efficient use of natural resources such as water. This sentiment is built into our management approach as a business and forms part of our [Environmental Policy](#).

As part of our forward planning and risk management practices, we have reviewed the latest predictive hydrological modelling (Aqueduct) to see whether our operational sites fall within a high water stress area. Aqueduct is a data platform run by the World Resources Institute (WRI). The Aqueduct tools map water risks such as floods, droughts, and stress, using open-source, peer reviewed data.

Legend

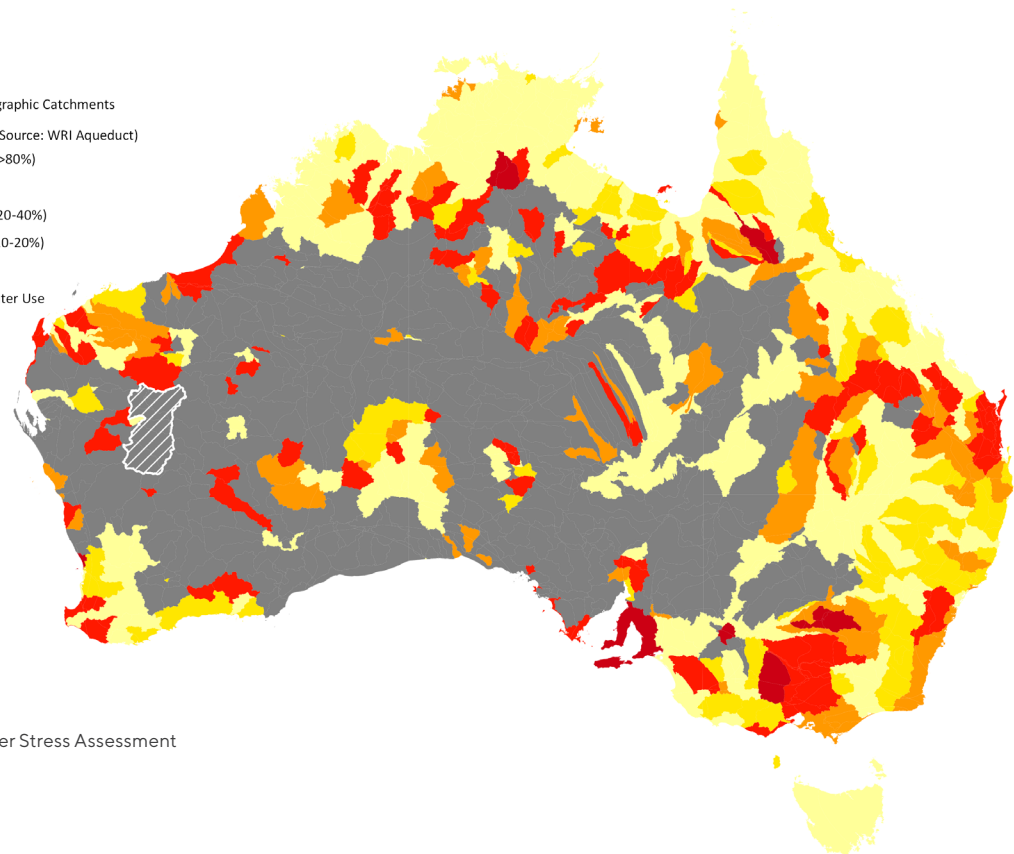
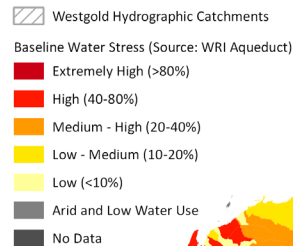


Figure 4: Baseline Water Stress Assessment

Analysis undertaken using the Aqueduct tool revealed that the overall water risk for mines operating in our assessment area (i.e., the Murchison and Bryah Basins) is 'Low to medium'. This overall risk rating consisted of a 'High' water quantity risk, a 'Low' water quality risk and a 'Low' water regulatory/ reputational risk. The baseline water stress rating is "Arid and Low Water Use" (Figure 4).

4.6.2 Accessing Water

We obtain the majority of the water required for our operations from onsite groundwater sources that are usually accessed via existing mining voids or constructed water bores. We prioritise the use of existing mining voids to source water as this reduces the need for water bores which may have a negative impact on our adjacent pastoralists.

In FY22, Westgold remained compliant with all extraction and discharge licences that govern our operations. We operate under six groundwater licenses (as regulated under the *Rights in Water and Irrigation Act 1914*) across the region and these permit us to extract groundwater from local aquifers from within the Murchison region. Our licences allow us to extract up to 22,950,000 kL (22,950 ML) annually.

Despite having access to this volume of water, we took the approach of being more efficient with our water use and only to extract what is absolutely necessary. This resulted in a usage of approximately 14% of our total extraction capacity. This is indicative of our commitment to our adjacent stakeholders and the needs they have for water as a precious, shared resource.

We engage independent experts on a continual basis to provide detailed hydrological studies and we consider the findings and recommendations from these reports. This informs our planning and management approach towards water. Our strategy then stems from this and is primarily aimed at reducing our impact to water systems, returning excess water to the environment as transferred pit dewater or pit dewater discharged to surface systems and minimising the amount of water used during our operations.

These hydrological studies conducted throughout the year across three of our operations (Cuddingwarra, Big Bell and Day Dawn) resulted in positive findings related to our access and impact on local water systems. The studies found that our mining operations were unlikely to have an impact on the groundwater quality in stock bores and wells, unlikely to cause increases in groundwater salinity and there was no evidence to suggest that mining was impacting groundwater quality in stock and/or domestic bores.

This speaks to a strong and robust water management policy and process at Westgold and demonstrates our continued commitment to ensuring our access to water has the most limited impact possible to this vitally important resource.



4.6.3 Using Water Responsibly

We endeavour to use water responsibly across our operations. We use engineering techniques that limit water use by design. For example, water is recycled between our Tailing Storage Facilities (TSFs) and the plant itself. This prevents the need for new water resources being utilised at each location.

Across our sites, we were able to recycle or reuse 2,866 ML of water during FY22. The majority of the water recycled/reused was recovered from tailings storage facilities and reused at the mill and processing plant.

In FY22, all sites assessed their water security, opportunities for water recycling and impacts in relation to withdrawal, consumption, discharges, and potential sources of pollution. This assessment will assist in the development of achievable targets for future increases in recycling and decreasing in water consumption.

This year, we successfully installed a screen on the TSF return pump at our Tuckabianna site. This allowed us to draw the water that was in-pit down further below the surface level. Subsequently, this drastically reduced the amount of water that was available for evaporation. We are proud of the impact this had in reducing reliance on groundwater abstraction for raw water use.

In addition to this we also saw the implementation of a program in which we utilised treated camp water for irrigation systems at the camp sites.

We are proud of our commitment and approach to water management, and we will continue to grow and expand upon this in FY23.



5

Disclosures

1	ABOUT US
2	BECOMING A RESPONSIBLE GOLD MINER
3	THE PEOPLE WE IMPACT
4	THE LANDS WE WORK ON
5	DISCLOSURES

5. DISCLOSURES

5.1 GRI CONTENT INDEX – GRI STANDARDS 2021

GRI Standards 2021

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GRI 1:s.3-8	Provide a statement of use	- About this report – reporting disclosures	3
GRI 1:s.3-9	Notify GRI	- Notification provided on 21/10/2022	N/A
GRI 1:s.4	Accuracy Balance Clarity Comparability Completeness Sustainability context Timeliness Verifiability	- Guidance followed in compilation of report.	N/A
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Disclosure 2-3	Reporting period, frequency and contact point	- About this report – Reporting Disclosures	3
2. Activities and workers			
Disclosure 2-6	Activities, value chain and other business relationships	- About Westgold	N/A
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Disclosure 2-11	Chair of the highest governance body	Westgold Leadership Team	N/A
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Our approach to governance - Statement of Matters Reserved to the Board	8
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5.2 SASB INDEX

SASB Metals and Mining (Extractives & Minerals Processing Sector)			
Topic	Accounting Metric	Category	Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	GRI 305-1 Data Table
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	4.2 Managing Climate Risk
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	GRI 305-7 Data Table
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	GRI 302-1 Data Table
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	GRI 303-3 Data Table
Water & hazardous materials management	Total weight of tailings produced	Quantitative	MM3
	Total weight of waste rock generated	Quantitative	MM3
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	4.5 Mine Closure and Rehabilitation
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	4.3.1 Environmental Impact Assessment
Security, Human Rights & Rights of Indigenous People	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	3.4 Mitigating Modern Slavery 4.1 Respecting the Rights of Indigenous Communities
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	3.5 Supporting our Communities

5.3 DATA TABLES

GRI 2 Disclosure 2-1: Financials

Parameter	Unit	FY22
Net sales	AUD \$	647,576,618
Total capitalisation	AUD \$	544,807,646
Debt	AUD \$	42,959,811
Equity	AUD \$	587,767,457

GRI 2 Disclosure 2-7: Scale of Organisation

Parameter	Unit	FY22
Total number employees	count	1,077
Total number operations	count	3
Quantity of products or services provided	count	2

GRI 2 Disclosure 2-7: Information on Employees (Gender)

Parameter	Perth & Canning Vale		CGO		MGO		FGO	
	Male	Female	Male	Female	Male	Female	Male	Female
Full Time Permanent	67	35	331	31	385	44	162	19
Part Time Permanent	0	8	0	0	0	0	0	0
Casual	1	3	5	2	3	3	2	2
Total	68	46	336	33	388	47	164	21
	114		369		435		185	

GRI 2 Disclosure 2-21: Percentage Increase in Annual Total Compensation Ratio

Parameter	Unit
Ratio of the percentage increase in annual total compensation for the highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country	Ratio
Total	

FY22
1
1

GRI 2 Disclosure 2-21: Annual Total Compensation Ratio

Parameter	Unit
Ratio of the annual total compensation for the highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	Ratio
Total	

FY22
3.55
3.55

GRI 201-1: Direct Economic Value Distributed

Parameter	Unit
Operating cost	AUD\$
Employee wages and benefits	AUD\$
Payments to providers of capital	AUD\$
Payment to government	AUD\$
Community investments	AUD\$
Total	

FY22
435,535,071
175,906,269
1,648,881
23,537,397
263,525
636,791,143

GRI 201-1: Economic Value Generated and Distributed

Parameter	Unit
Economic value distributed	AUD\$
Direct economic value generated	AUD\$
Economic value retained	AUD\$
Total	

FY22
636,791,143
647,576,618
10,785,475
1,295,153,236

GRI 201-4: Financial Assistance Received from Government

Parameter	Unit	FY22
Financial incentives received	AUD\$	92,671
Royalty holidays received	AUD\$	456,396
Tax relief and tax credits received	AUD\$	218,489
Total		767,556

GRI 302-1: Energy Consumed by Facility and Source (GJ)

Source	Activity	CGO FY22	MGO FY22	FGO FY22	PC FY22	Total FY22
Non-lubricant fluid oils	Energy Consumption - Liquid Fuels - Consumed without combustion	4,501	3,588	16	-	8,105
Diesel combusted	Fuel Combustion - Liquid Fuels - Electricity Generation	664,573	799,083	-	-	1,463,656
Diesel combusted	Fuel Combustion - Liquid Fuels - Non-Transport	320,432	235,693	105,595	-	661,720
LPG combusted	Fuel Combustion - Liquid Fuels - Non-Transport	5,028	19,807	5,726	-	30,561
Grease used as lubricant	Fuel Combustion - Liquid Fuels - Oils and greases	636	2,168	217	-	3,021
Lubricating oil used	Fuel Combustion - Liquid Fuels - Oils and greases	4,109	6,184	1,086	-	11,379
Diesel combusted	Fuel Combustion - Liquid Fuels - Transport	23,208	80,493	18,728	-	122,429
Electricity purchased	Scope 2 - Purchased Electricity	-	-	-	269	269
Electricity purchased	Scope 2 - Purchased Electricity - Other than main grid	-	-	129,696	-	129,696
						2,430,836

GRI 302-3: Energy Intensity by Facility (Ore Mined)

Energy Consumed (GJ)
Ore mined (Tonne)
Intensity (MJ/t)

CGO	MGO	FGO	PC	Total
1,256,285	1,405,999	261,064	269	2,923,617
1,814,899	1,475,841	905,039	-	4,195,779
0.69	0.95	0.29	-	0.70

GRI 302-3: Energy Intensity by Facility (Gold Produced)

Energy Consumed (GJ)
Gold produced (Troy oz)
Intensity (MJ/oz)

CGO	MGO	FGO	PC	Total
1,256,285	1,405,999	261,064	269	2,923,617
97,110	107,827	65,947	-	270,884
12.94	13.04	3.96	-	10.79

GRI 302-3: Energy Intensity by Facility (Ore Processed)

Energy Consumed (GJ)
Ore processed
Intensity (MJ/t)

CGO	MGO	FGO	PC	Total
1,256,285	1,405,999	261,064	269	2,923,617
1,345,015	1,527,840	825,070	-	3,697,925
0.93	0.92	0.32	-	0.79

GRI 303-3: Water Withdrawal

Parameter	Unit
Groundwater Withdrawal	ML
Produced Water Withdrawal	ML
Seawater Withdrawal	ML
Surface Water Withdrawal	ML
Third-Party Water Withdrawal	ML
Total	ML

GRI 303-3: Water Withdrawal

Parameter	Unit
Freshwater Groundwater Withdrawal	ML
Other Groundwater Withdrawal	ML
Total	ML

GRI 303-3: ICMM-WAF Water Recycled and Reused

Parameter	Unit
Total Water Recycled and Used	ML

GRI 303-4: Water Discharge

Parameter	Unit
Groundwater Discharge	ML
Other Water Discharge (Water in Tailings Slurry)	ML
Seawater Discharge	ML
Surface Water Discharge	ML
Third-Party Water Discharge	ML
Total	ML

CGO FY22	MGO FY22	FGO FY22	Total FY22
2,676	3,324	1,096	7,096
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
2,676	3,324	1,096	7,096

CGO FY22	MGO FY22	FGO FY22	Total FY22
-	832	607	1,439
2,676	2,492	548	5,716
2,676	3,324	1,155	7,155

CGO FY22	MGO FY22	FGO FY22	Total FY22
1,078	1,600	188	2,866

CGO FY22	MGO FY22	FGO FY22	Total FY22
942	1,449	259	2,650
1,652	2,449	1,019	5,120
-	-	-	-
348	227	-	575
-	-	-	-
2,942	4,125	1,278	8,345

GRI 303-4: Water Discharge (groundwater, surface water and other water discharges by source)

Parameter	Unit
Fresh Groundwater Discharge	ML
Fresh Surface Water Discharge	ML
Other Groundwater Discharge	ML
Other Surface Water Discharge	ML
Other Water Discharge (Water in Tailings Slurry)	ML
Total	ML

CGO FY22	MGO FY22	FGO FY22	Total FY22
8	601	-	609
-	46	-	46
340	848	259	1,447
942	181	23	1,146
1,652	2,449	1,019	5,120
2,942	4,125	1,301	8,368

GRI 303-5: Water Consumption

Parameter	Unit
Total Water Consumption	ML

CGO FY22	MGO FY22	FGO FY22	Total FY22
812	1,522	909	3,243

Water Licence Allocation

Parameter	Unit
Percentage Used of Water Licence Allocation	%
Water Licence Allocation	ML

CGO FY22	MGO FY22	FGO FY22	Total FY22
7	23	22	14
12,100	6,650	4,200	22,950

GRI 305-1: GHG Scope 1 by Facility and Source

Activity	Source	CGO t CO ₂ -e FY22	MGO t CO ₂ -e FY22	FGO t CO ₂ -e FY22	Total t CO ₂ -e FY22
Fuel Combustion - Liquid Fuels - Electricity Generation	Diesel combusted	46,653	56,095	-	102,748
Fuel Combustion - Liquid Fuels - Non-Transport	Diesel combusted	22,494	16,545	7,413	46,452
Fuel Combustion - Liquid Fuels - Non-Transport	LPG combusted	305	1,200	347	1,852
Fuel Combustion - Liquid Fuels - Oils and greases	Grease used as lubricant	2	8	1	11
Fuel Combustion - Liquid Fuels - Oils and greases	Lubricating oil used	57	86	15	158
Fuel Combustion - Liquid Fuels - Transport	Diesel combusted	1,634	5,806	1,319	8,759
Industrial Processes - Mineral Products - Use of soda ash Soda ash usage		-	-	-	-
Total		71,145	79,740	9,095	159,980

GRI 305-2: GHG Scope 2 by Facility and Source

	CGO FY22	MGO FY22	FGO FY22	PC FY22	Total FY22
Scope 2 - Purchased Electricity	-	-	-	51	51
Scope 2 - Purchased Electricity - Other than main grid	-	-	20,535	-	20,535
Total	-	-	20,535	51	20,586

GRI 305-4: GHG Intensity by Facility (Ore Processed)

Parameter	CGO FY22	MGO FY22	FGO FY22	PC FY22	Total FY22
Scope 1+2 (t CO ₂ -e)	71,145	79,634	29,629	51	180,459
Ore processed (Tonne)	1,345,015	1,527,840	825,069	-	3,697,924
Intensity (kg CO ₂ -e/t)	0.05	0.05	0.04	-	0.05

GRI 305-4: GHG Intensity by Facility (gold produced)

Parameter	CGO FY22	MGO FY22	FGO FY22	PC FY22	Total FY22
Scope 1+2 (t CO ₂ -e)	71,145	79,634	29,629	51	180,459
Gold produced (Troy oz)	97,110	107,827	65,947	-	270,884
Intensity (kg CO ₂ -e/t)	0.73	0.74	0.45	-	0.67

GHG 305-7: Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and other significant air emissions

Business Unit	SO ₂ kg FY22	NO _x kg FY22	CO kg FY22	Current PM<10µm (Combustion) kg FY22	Current PM<10µm (Dust) kg FY22	Current PM<10µm (Combustion + Dust) kg FY22	PM <2.5µm kg FY22	Total VOCs kg FY22
CGO	428	899,414	366,871	28,262	455,241	4,533,502	43,816	41,298
MGO	459	861,670	387,344	34,051	2,196,522	2,230,573	48,187	45,709
FGO	208	361,871	174,375	15,201	1,284,680	1,299,882	19,748	17,908
Total	1,095	2,122,955	928,590	77,514	3,936,443	8,063,957	111,751	104,915

GRI 307-1: Non-compliance with environmental laws and regulations

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22	Total FY22
Total Monetary Value of Significant Fines	AUD\$	-	-	-	-
Total Number of Non-Monetary Sanctions	count	-	-	-	-
Cases brought through Dispute Resolution Mechanisms	count	-	-	-	-

MM1 Amount of land disturbed or rehabilitated

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22	Total FY22
Land disturbed and not yet rehabilitated prior to reporting period	ha	741	1,049	447	2,237
Amount of land newly disturbed within the reporting period	ha	198	76	3	277
Amount of land newly rehabilitated within the reporting period	ha	152	6	-	158
Land disturbed and not yet rehabilitated	ha	788	1,119	450	2,356

MM1 Land Rehabilitation

Parameter	Unit	FY22
Cumulative Area Disturbed	ha	6,711
Cumulative Area Rehabilitated	ha	4,409
Percentage of Rehabilitation to Disturbance	%	66

MM3 Total amounts of overburden, rock, tailings and sludges and their associated risks

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22	Total FY22
Overburden	tonne	-	-	-	-
Sludges	tonne	-	-	-	-
Tailings	tonne	1,345,016	1,536,215	825,069	3,706,300
Waste Rock	tonne	5,300,321	1,446,384	308,750	7,055,455
Total		6,645,337	2,982,599	1,133,819	10,761,755

MM10 Number and percentage of operations with closure plans

Parameter	Unit
Total number of operations	count
Total number of operations with closure plans	count
Percentage of operations with closure plans	%
Total financial provision for closures	AUD\$

CGO FY22	MGO FY22	FGO FY22	Total FY22
5	4	2	11
5	4	2	11
100	100	100	100
23,825,648	33,061,157	14,193,286	71,080,091

GRI 401-1: Rate of new employee hires and employee turnover

Parameter	Unit
Rate of new employee hires	%
Rate of employee turnover	%

CGO FY22	FGO FY22	MGO FY22
63	59	67
66	50	64

GRI 401-1: New employee hires and employee turnover by gender

Parameter	Unit
New employee hires (male)	Count
New employee hires (female)	Count
Rate of new employee hires (male)	%
Rate of new employee hires (female)	%
Employee turnover (male)	Count
Employee turnover (female)	Count
Rate of employee turnover (male)	%
Rate of employee turnover (female)	%

FY22	FY22	FY22
205	86	243
32	18	45
86	83	84
14	17	16
216	77	234
32	12	41
87	87	85
13	13	15

GRI 401-1: New employee hires and employee turnover

Parameter	Unit
New employee hires (<30 years old)	Count
New employee hires (30–50 years old)	Count
New employee hires (>50 years old)	Count
New employee hires (male)	Count
New employee hires (female)	Count
New employee hires (WA)	Count
New employee hires (Interstate)	Count
New employee hires (International)	Count
Employee turnover (<30 years old)	Count
Employee turnover (30–50 years old)	Count
Employee turnover (>50 years old)	Count
Employee turnover (male)	Count
Employee turnover (female)	Count
Employee turnover (WA)	Count
Employee turnover (Interstate)	Count
Employee turnover (International)	Count

CGO FY22	FGO FY22	MGO FY22	Total FY22
85	47	114	246
112	34	123	269
40	23	51	114
205	86	243	534
32	18	45	95
219	94	270	583
18	10	18	46
-	-	-	-
71	32	85	188
128	38	134	300
49	19	56	124
216	77	234	527
32	12	41	85
223	79	255	557
25	10	20	55
-	-	-	-

GRI 401-1: New employee hires and employee turnover by region

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
New employee hires (WA)	Count	219	94	270
New employee hires (Interstate)	Count	18	10	18
New employee hires (International)	Count	-	-	-
Rate of new employee hires (WA)	%	92	90	94
Rate of new employee hires (Interstate)	%	8	10	6
Rate of new employee hires (International)	%	-	-	-
Employee turnover (WA)	Count	223	79	255
Employee turnover (Interstate)	Count	25	10	20
Employee turnover (International)	Count	-	-	-
Rate of employee turnover (WA)	%	90	89	93
Rate of employee turnover (Interstate)	%	10	11	7
Rate of employee turnover (International)	%	-	-	-

GRI 401-1: Diversity of all employees (count)

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22	Total FY22
Operational employees	count	151	66	196	413
Trades employees	count	72	34	58	164
Administrative employees	count	9	4	10	23
Supervisory employees	count	29	15	31	75
Management employees	count	32	16	38	86
Technical employees	count	39	19	49	107
Total		332	154	382	868

GRI 401-2: Benefits provided to full-time employees that are not provide to temporary or part-time employees

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22
Disability and invalidity coverage	Option	Yes	Yes	Yes
Employee assistance program	Option	Yes	Yes	Yes
Parental leave	Option	Yes	Yes	Yes
Quarterly bonus	Option	Yes	Yes	Yes

GRI 401-3: Parental Leave

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22	Total FY22
Male employees entitled to parental leave	Count	290	307	136	733
Female employees entitled to parental leave	Count	25	31	15	71
Male employees that took parental leave	Count	1	1	-	2
Female employees that took parental leave	Count	1	-	-	1
Male employees that returned to work after parental leave	Count	1	1	-	2
Female employees that returned to work after parental leave	Count	1	-	-	1
Male employees that returned to work after parental leave and employed 12 months after returning to work	Count	1	1	1	3
Female employees that returned to work after parental leave and employed 12 months after returning to work	Count	-	-	-	-

GRI 401-3: Parental Leave

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22
Retention rate of male employees who took parental leave	%	33	25	50
Retention rate of female employees who took parental leave	%	-	-	-
Return to work rate of employees who took parental leave (male)	%	100	100	-
Return to work rate of employees who took parental leave (female)	%	50	-	-

GRI 403-8: Work-related injuries (count)

Parameter	Unit	CGO FY22	MGO FY22	FGO FY22
Number of all employees and workers	count	617	710	274
Number of all employees and workers who are covered by an occupational health and safety management system	count	617	710	274
Percentage of all employees and workers who are covered by an occupational health and safety system	%	100	100	100

GRI 403-9: Work-related injuries

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22	Total FY22
Number of hours worked (employees)	hr	847,752	438,320	861,418	2,147,489
Number of hours worked (contractors)	hr	553,227	159,860	550,937	1,264,023
Number of high-consequence work-related injuries (employees)	count	3	1	3	7
Number of high-consequence work-related injuries (contractors)	count	-	1	-	1
Number of recordable work-related injuries (employees)	count	18	10	20	57
Number of recordable work-related injuries (contractors)	count	10	3	8	19
Number of fatalities as a result of work-related injury (employee)	count	-	-	-	-
Number of fatalities as results of work related injury (contractor)	count	-	-	-	-

GRI 403-9: Work related injuries (rate per million hours worked)

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Rate of high-consequence work-related injuries (employees)	rate	-	2	1
Rate of high-consequence work-related injuries (contractors)	rate	2	-	2
Rate of recordable work-related injuries (employees)	rate	19	25	33
Rate of recordable work-related injuries (contractors)	rate	20	19	17
Rate of fatalities as a result of work-related injury (employee)	rate	-	-	-
Rate of fatalities as results of work related injury (contractor)	rate	-	-	-

GRI 403-10: Work-related ill health

Parameter	Unit
Cases of recordable work-related ill health (employees)	count
Cases of recordable work-related ill health (workers)	count
Fatalities as a result of work-related ill health (employees)	count
Fatalities as a result of work-related ill health (workers)	count
Total	

CGO FY22	FGO FY22	MGO FY22	Total FY22
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-

GRI 403-10: Nature of Reportable Injuries

Parameter	Unit
Amputation	count
Contusion	count
Dermatitis	count
Dislocation	count
Foreign body	count
Fracture	count
Fracture vertebral	count
Musculoskeletal	count
Open wound	count
Other injuries	count
Sprain/strain	count
Total	

CGO FY22	FGO FY22	MGO FY22	Total FY22
-	-	-	-
4	-	1	5
-	-	-	-
1	-	-	1
1	1	1	3
1	-	4	6
-	-	-	-
1	-	1	2
2	2	5	9
8	3	5	16
10	7	20	39
28	13	37	81

GRI 405-1: Diversity of trades employees

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Trades employees	count	72	34	58
Trades employees (30-50 years old)	%	61	38	59
Trades employees (<30 years old)	%	14	18	16
Trades employees (>50 years old)	%	25	44	26
Trades employees (female)	%	3	-	-
Trades employees (male)	%	97	100	100

GRI 405-1: Diversity of Administrative Employees

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Administrative employees	count	9	4	10
Administrative employees (30-50 years old)	%	67	75	20
Administrative employees (<30 years old)	%	11	-	10
Administrative employees (>50 years old)	%	22	25	70
Administrative employees (female)	%	100	100	100
Administrative employees (male)	%	-	-	-

GRI 405-1: Diversity of supervisory employees

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Supervisory employees	count	29	15	31
Supervisory employees (30-50 years old)	%	31	40	39
Supervisory employees (<30 years old)	%	3	7	6
Supervisory employees (>50 years old)	%	66	53	55
Supervisory employees (female)	%	-	7	-
Supervisory employees (male)	%	100	93	100

GRI 405-1: Diversity of Management employees

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Management employees	count	32	16	38
Management employees (30-50 years old)	%	59	38	47
Management employees (<30 years old)	%	3	-	-
Management employees (>50 years old)	%	38	63	53
Management employees (female)	%	3	-	5
Management employees (male)	%	97	100	95

GRI 405-1: Diversity of technical employees

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Technical employees	count	39	19	49
Technical employees (30-50 years old)	%	46	63	33
Technical employees (<30 years old)	%	41	37	63
Technical employees (>50 years old)	%	13	-	4
Technical employees (female)	%	3	5	20
Technical employees (male)	%	97	95	80

GRI 405-1: Diversity of employees (%)

Parameter	Unit	CGO FY22	FGO FY22	MGO FY22
Total employees (30-50 years old)	%	47	41	47
Total employees (<30 years old)	%	26	32	30
Total employees (>50 years old)	%	27	27	23
Total employees (female)	%	9	11	11
Total employees (male)	%	91	89	89



GRI 405-1: Diversity and Opportunity

Parameter	Unit
Operational employees	count
Operational employees (30–50 years old)	%
Operational employees (<30 years old)	%
Operational employees (>50 years old)	%
Operational employees (female)	%
Operational employees (male)	%

CGO FY22	FGO FY22	MGO FY22
151	66	196
46	33	49
34	53	36
21	14	15
10	12	6
90	88	94

GRI 405-2: Ratio of basic salary and remuneration of women to men

Parameter	Unit
Basic salary and remuneration of women to men operational	ratio
Basic salary and remuneration of women to men trades	ratio
Basic salary and remuneration of women to men management	ratio
Basic salary and remuneration of women to men supervisory	ratio

CGO FY22	MGO FY22	FGO FY22
0.75	0.87	0.75
0.81	0.78	0
0.74	0.76	0
0	0	0.75

GRI 413-1: Operations with local community engagement, impact assessments, and development programs

Date	Site	Entity	Sponsorship or Donation	Amount
23/09/2021	Perth	Parkerville Charity Lunch	Donation - nugget for auction	\$500
28/10/2021	CGO	Wildlife Carers	Donation - formula for joeys	\$736
1/12/2021	MGO	Meekatharra DHS	Sponsorship - Breakfast Program	\$5,000
24/01/2022	All	Teach Learn Grow	Sponsorship - Education Program	\$40,000
8/02/2022	Perth	Gold Industry Group	Sponsorship 2022	\$49,000
9/02/2022	Perth	MACA	Donation - nuggets for auction	\$1,800
18/02/2022	Perth	AMEC	Donation - nugget for gold prize	\$357
21/02/2022	All	Royal Flying Doctor Service	Sponsorship 2022	\$100,000
18/03/2022	MGO	Shire of Meekatharra	Donation - Meeka Outback Festival	\$15,000
25/03/2022	Perth	WASM Social Club	Fundraising for Miners' Promise	\$3,000
				\$215,393



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