
16 September 2022

2022 Sustainability Report

The attached Sustainability Report presents the environmental, social and governance performance of St Barbara Ltd (ASX: SBM) and its controlled entities (the “Group”) for the 2022 financial year.

The content of this report has been determined by assessing the Group’s material sustainability issues and identifying those which could most impact the Group and its stakeholders.

The Sustainability Report complements, and should be read in conjunction with, information contained in the Group’s corresponding Annual Report and Corporate Governance Statement, both released today and are available at www.stbarbara.com.au.

Authorised by

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Sustainability Report

2022



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About our report

The St Barbara Sustainability Report (Report) presents the sustainability performance or environmental, social, and governance (ESG) performance of St Barbara Limited and its controlled activities and entities (the Group or Company) including exploration. Additional information is presented in the Group's corresponding:

- Annual Report;
- Corporate Governance Statement; or
- www.stbarbara.com.au

This Report is for the financial year ended 30 June 2022. Financial figures are in Australian dollars unless otherwise stated.

St Barbara has used the Sustainability Accounting Standards Board (SASB) Standards and the Global Reporting Initiative (GRI) Standards to guide its core sustainability disclosures and has undertaken a review of other frameworks to support the ongoing development of our approach to ESG. The report's content is based around St Barbara's assessment and determination of the Group's material sustainability issues (topics) both the potential risks and opportunities – that could most impact the business and substantively influence the assessments and decisions of its stakeholders. This Report contains disclosures including, where applicable, progress to the Group's targets (in our Performance Data as well as report discussion) and commitments. Additional content in the report aligns the Group's disclosures to other external reporting frameworks, ratings, or indices.

There have been no material restatements of data from previous reporting years.

This Report is prepared for all stakeholders with an interest in the mining industry and/or sustainability performance of corporations. We welcome feedback and invite readers to send any comments or enquiries about our Report to info@stbarbara.com.au.

The Sustainability Report has been authorised for release by a resolution of the Board of Directors.

Acknowledgement of Country

We at St Barbara acknowledge the First Nations people of the ancestral lands on which we operate in Australia, Canada, and Papua New Guinea. We pay our respects to all First Nations people, and to Elders past, present, and emerging.

We recognise the unique cultural heritage, beliefs and connection to these lands, waters and communities held by First Nations people. We also recognise the importance of the continued protection and preservation of cultural, spiritual, and educational practices.

Because we value treating all people with respect, we are committed to building successful and mutually beneficial relationships with the First Nations peoples throughout our areas of operation.



Letter from Managing Director and CEO



"I'm proud of our continued commitment to sustainability throughout FY22 and am pleased to share with you the key deliverables aligned to our five commitments, which are integral to our daily success.

Combined with our values, they guide our decision making and strategic direction, enabling us to build and maintain a strong culture and deliver on our promises."

Safety Always

We run our business with safety at the core of every decision we make. There is nothing more important than the safety, health and wellbeing of our people.

I am pleased to see an improvement to our Total Recordable Injury Frequency Rate (TRIFR) of 3.4 for the year, compared to 3.9 for the previous year – a demonstration of hard work, commitment and innovation of our people. We continue to focus on areas where incidents have occurred, improving reporting and analysis with a clear focus on visual leadership.

Our Safety Always and CARE (Control; Action; Respect; Engage) framework incorporates safety behaviours and a safety culture program, including Group-wide initiatives and training programs to embed its principles.

This year we launched leader-led Infield Critical Control Checks (ICCCs) which are linked to critical risk control standards that define the controls that must be in place and working before a task is started. It's been vital in ensuring we focus on critical risks and controls, while providing an opportunity for leaders and teams to engage in safety improvement at our operations.

In FY23, we will continue to have a strong Safety Always focus, driving simplification and standardisation across the Group. By using consistent safety tools and processes that support the culture we are building, we will effectively connect and integrate programs to make continuous safety improvements.

Empowered People, Diverse Teams

Diversity brings so many positive business outcomes, driving creativity and inclusion while also improving business performance, employee engagement and overall culture.

We have zero tolerance for any form of harassment including sexual harassment, discrimination, bullying and behaviours that are not aligned with our Values and Code of Conduct. As an Employer of Choice, we're committed to calling out such behaviours, and to reporting annually on our diversity and inclusion performance – guided by our Diversity and Inclusion Policy.

In FY22, we proudly received the Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation for an eighth consecutive year – still the only Australian mining

company to be recognised in this way and for the second year in a row, we are also the only Australian mining company to be included in the global Bloomberg Gender Equality Index (GEI). We are one of 413 companies across 45 countries to join the GEI, achieving 100 percent on transparency and sexual harassment policies and 94 percent for equal pay and gender pay parity. This year we improved our overall GEI performance score by eight percent to 77 percent.

Our Diversity Objectives, which are reviewed annually by the Board, ensure that we continually strive for a diverse workforce. These objectives focus on increasing the proportion of both women and First Nation representation in our business and ensuring we reduce the Australian Operations overall gender pay gap and maintain nil gender pay gap for like-for-like roles. The details of our progress are set in this Report, with a highlight being that 28 percent of our management roles are held by women.

This year we took steps to enhance our First Nations representation and have standalone objectives to increase the proportion of First Nations employees in our Australian and Canadian Operations to five percent by 30 June 2024. We are drawing on the expertise of First Nations employment specialists to conduct a baseline assessment of our strategies and effectiveness to attract, recruit and retain First Nation candidates. We have also joined the Goldfields Aboriginal Industry Network to enhance our local engagement and Indigenous employment opportunities.

Stronger Communities

Our social responsibilities to communities neighbouring our operations are central to our licence to operate. The mutually beneficial relationships we have with local organisations, community partners, First Nations people and local government give us the opportunity to provide long-term socioeconomic benefits to the regions where we operate.

As the MD&CEO, I am passionate about supporting communities and working closely with First Nations people to make long-lasting impacts. With a strong personal affinity with Papua New Guinea, I was honoured to be welcomed into the Simberi community in April by a group of Maimais, women and community leaders, receiving the traditional 'Mis' to symbolise my acceptance into the community.

Also, this year I spent time with First Nations elders and emerging leaders in Nova Scotia on a cultural experience that was both rewarding and humbling. This unique opportunity enabled me to build on the relationships developed by the Atlantic Operations team with these leaders and learn more about their culture, customs and connection to nature.

Our strategy and commitments guide our engagement and support at a local level, and I am proud that in all three provinces we have been able to make a positive contribution in FY22. In Leonora, we continued to partner with Shooting Stars, Clontarf Foundation and Goldfields Girl – providing opportunities to empower young First Nations people to build their confidence and leadership skills, while remaining committed to their education.

Our Atlantic Operations partnered with Mooseland and Area Community Association – an innovative collaboration that reinforces our long-term commitment to the community. We also proudly contributed to wellbeing initiatives and local business activities – providing positive socioeconomic benefits to a region impacted by COVID-19.

In addition to supporting education, skills and empowerment in the community, we have supported infrastructure projects that leave a sustaining legacy. In Simberi, we have made contributions to the construction of new classrooms and a library for the local primary school, maintenance of houses for community and healthcare workers, new bus stops, and work on two community markets.

Respecting the Environment

We are proud to run our business sustainably and identify different solutions to actively manage and neutralise our impact. As we progress projects, we aim to meet the highest standards of environmental and social management, reinforced by our Environmental Impact Statements (EIS), and our strong engagement with regulators and stakeholders.

In early 2021, our deep-sea tailings pipeline failed at our Simberi Operations due to an underwater landslide. There was no significant environmental impact as a consequence of the failure, however production was suspended while the pipe was replaced throughout the second half of 2021. The pipe now runs through a different route and is fitted with tracking 'geotags' to detect any future movement that may cause a failure.

In early 2022, we reached a settlement with provincial and federal regulators relating to sediment run-off from a road at our Touquoy mine in Nova Scotia.

Our local engagement approach has seen the implementation of recycling programs at Leonora and mangrove planting and coral propagation at Simberi. More broadly we have undertaken extensive improvement work in the tailing storage facility at Leonora, and advances in management of potentially acid generating materials at Atlantic Operations.

I am particularly excited to see our renewable energy plans for Leonora coming together. This is key to our long-term sustainability strategy.

Growing Sustainably

Growing our business sustainably, where it makes sense, and with strong governance practices, means we add value for everyone: our shareholders, our people, and local communities.

One of our biggest accomplishments in FY22 was the acquisition of Bardoc Gold. This acquisition accelerates the delivery of our Leonora Province Plan and unlocks the value in the region. With the additional ore and upgrades to the Leonora Processing Plant, we are now positioned as a significant processing hub in the Western Australian goldfields.

In FY22, we released our new Human Rights Policy ensuring the rights of our employees and local communities are upheld. We have policies for diversity and inclusion, equal opportunity, and community relations. These protect our employees from discrimination based on race, age, union affiliation, ethnicity, religion, gender, sexual orientation, disability, family and marital status, nationality and political belief.

We also updated the Modern Slavery Policy this year to ensure continued compliance with Australia's Commonwealth Modern Slavery Act 2018. It aims to educate and increase awareness of modern slavery risks and ensure actions to address any instance of suspected modern slavery are clear.

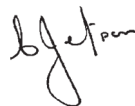
We operate on lands of First Nations people in Canada, Australia and Papua New Guinea and maintain due diligence practices and procedures with respect to Indigenous rights within the communities in which we operate.

In support of the Leonora Province Plan and regional exploration activities, we have been undertaking archaeological and ethnographic surveys with the Darlot People, ensuring future activities do not impact on their cultural heritage.

All operations have practices and processes to identify and protect sites of archaeological or spiritual significance for Indigenous peoples, including engagement with local First Nations groups and conducting surveys as needed.

We engage local suppliers in the regions where we operate for goods and services, where they meet our mining and regulatory requirements. We also encourage our suppliers to identify and support procurement opportunities with First Nations and local businesses, where practicable.

With a strong focus on the delivery of our Leonora Province Plan and the long-term sustainability of our operations, I look forward to an exciting period of opportunity ahead.



Craig Jetson
Managing Director and CEO

Disclaimer – forward statements and targets

This Report has been prepared by St Barbara Limited (the Company). The material contained in this report is for information purposes only. This release is not an offer or invitation for subscription or purchase of, or a recommendation in relation to, securities in the Company and neither this release, nor anything contained in it, shall form the basis of any contract or commitment.

This Report contains forward-looking statements that are subject to risk factors associated with exploring for developing, mining, processing, and the sale of gold. Forward-looking statements include those containing such words as anticipate, estimates, forecasts, indicative, should, will, would, expects, plans, or similar expressions. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties, assumptions, and other important factors, many of which are beyond the control of the Company, and which could cause actual results or trends to differ materially from those expressed in this report. Actual results may vary from the information in this report. The Company does not make, and this report should not be relied upon as, any representation or warranty as to the accuracy, or reasonableness, of such statements or assumptions. Investors are cautioned not to place undue reliance on such statements.

This Report has been prepared by the Company based on information available to it, including information from third parties, and has not been independently verified. No representation or warranty, express or implied, is made as to the fairness, accuracy or completeness of the information or opinions contained in this report.

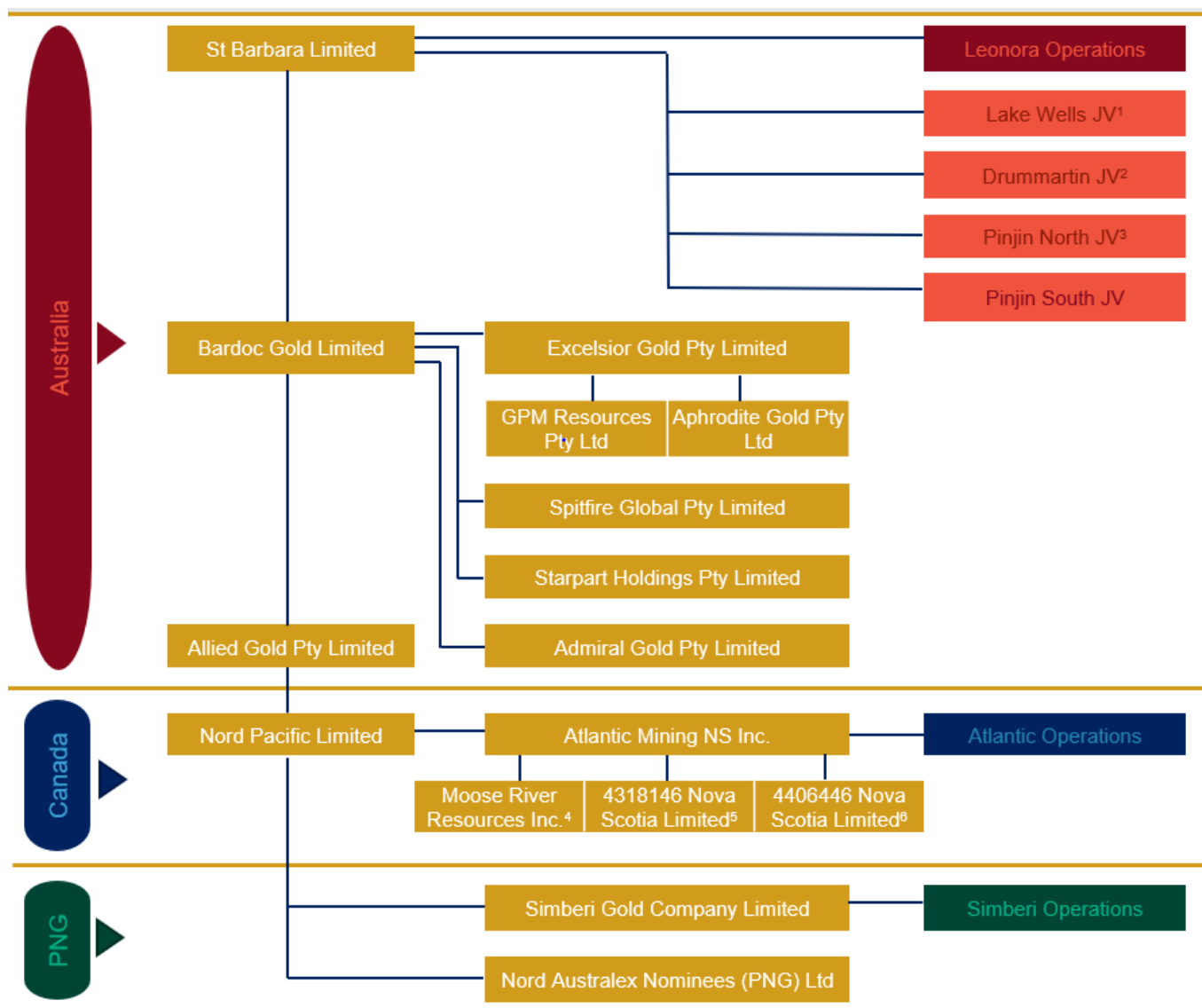
Our business and value chain

We are St Barbara. A growing gold company with a global outlook. We're here to create value in everything we do for our people, our communities and our shareholders.

As we strive towards our vision to be a brilliant, global mining company that grows sustainably and creates enduring, positive impacts, we are guided every day by our five commitments and values-led culture. At St Barbara, doing the right thing genuinely matters to all of us.

Our company

St Barbara Limited (ACN 009 165 066) is a publicly listed company on the Australian Securities Exchange (ASX) with offices in Perth, Western Australia and Melbourne, Victoria. St Barbara conducts exploration activities globally, with exploration teams based at the Gwalia mine (Western Australia), Touquoy mine (Canada), Simberi mine (PNG) and Perth for regional projects in Australia. Refer to the Annual Report for further information.



^[1] Company withdrew from Lake Wells JV, as at 12 August 2022.

^[2] Company withdrew from Drummartin JV, as at 23 June 2022.

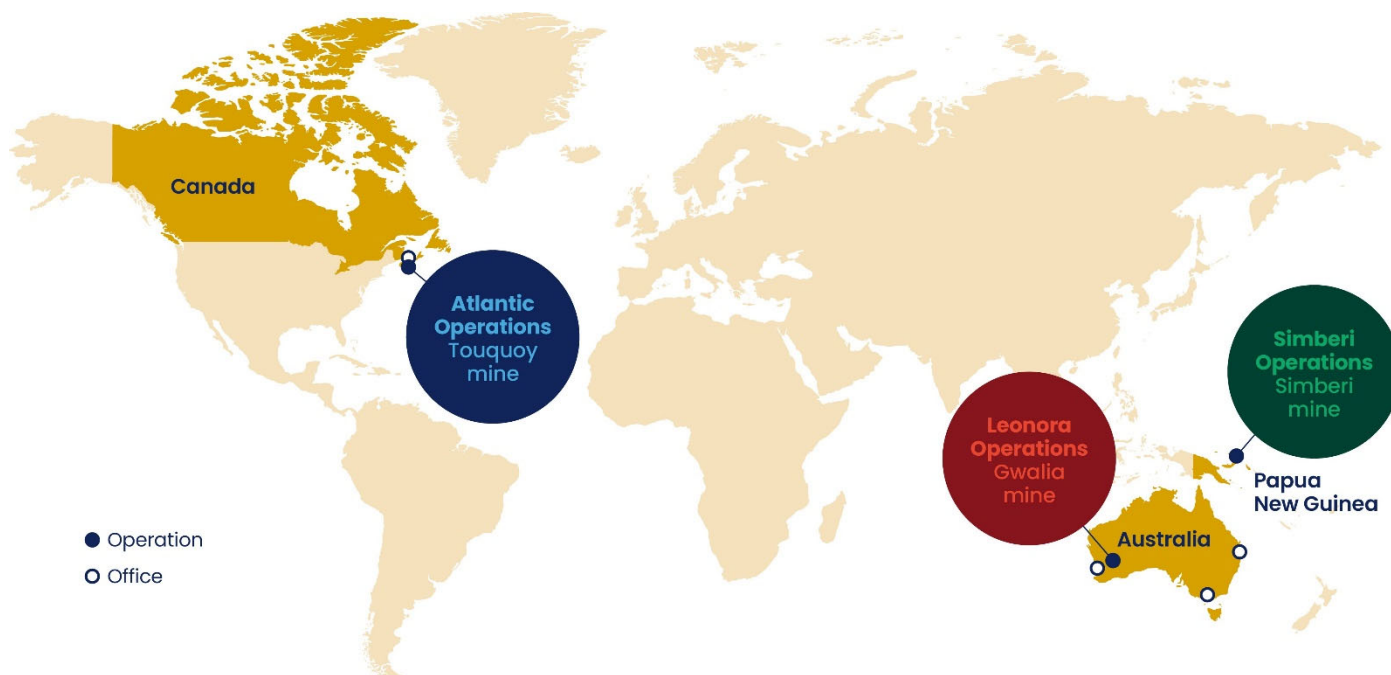
^[3] Company has withdrawn from Pinjin North JV, which will take effect 19 September 2022.

^[4] Amalgamated into Atlantic Mining NS Inc. as at 1 July 2022.

^[5] Amalgamated into Atlantic Mining NS Inc. as at 1 July 2022.

^[6] Amalgamated into Atlantic Mining NS Inc. as at 1 July 2022.

Our assets



Leonora Operations

Gwalia underground mine

FY22 production

191 koz

Leonora Province Plan – substantial near term growth opportunities

Leonora processing plant 2.1mtpa expansion to be completed Q4 FY24

Construction of Zoroastrian underground mine will commence in FY23, with first ore planned for Q1 FY24

Simberi Operations

Simberi open pit mine

FY22 production

28 koz

Social & Environmental Impact Statement for Simberi Sulphides project approved by the Conservation & Environmental Protection Authority of Papua New Guinea

Under strategic review

Atlantic Operations

Touquoy open pit mine

FY22 production

61 koz

Three additional potential operations in Moose River Corridor

Approval of Touquoy Tailings Management Facility lift

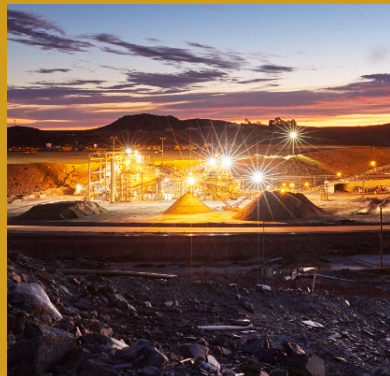
Beaver Dam and Fifteen Mile Stream remain under the Federal Canadian Environmental Assessment Act 2012 process

At 31 December 2021, St Barbara has almost 16.5 million ounces mineral resources, including 6.2 million ounces of contained gold in Ore Reserves*. We also hold an extensive landholding with granted tenements and tenement applications in all three countries in which we operate. Our approach to exploration activity is coordinated centrally to maximise value from our global portfolio.

*This includes the Bardoc assets that were added in April 2022

Leonora Operations underground mine

The Gwalia underground mine is located outside Leonora, 235 kilometres from Kalgoorlie-Boulder, Western Australia. Gwalia, the cornerstone of Leonora Operations, is the deepest underground trucking mine in Australia and has been operating for more than a century. The mine was originally established in 1896, with Herbert Hoover – who eventually became the 31st President of the United States – appointed as Manager in May 1898. Our Leonora Operations includes the Gwalia 1.4 Mtpa processing plant and underground mine, as well as nearby development opportunities which form part of our Leonora Province Plan.



We have been part of the Goldfields community since we commenced operations in 2005 and are active in our support of the community, as part of our commitment to Stronger Communities. We have built and continue to foster strong relationships with community organisations, local government and WA-based organisations that have a footprint in the Goldfields region. Through our partnerships we help support improved educational outcomes and community vibrancy, helping the community to thrive, grow and prosper.

The processing plant is a conventional Carbon in Leach (CIL) circuit and has a nominal capacity of 1.2 million tonnes per year of hard rock and up to 1.4 million tonnes per year when softer material is blended. Other surface infrastructure includes a gas-fired power station, mobile and fixed plant workshops and a refrigeration plant to cool the underground environment.

Simberi Operations open pit mine

Simberi is an open cut mining operation situated on the northern most island of the Tabar Group, in New Ireland province of Papua New Guinea, which we purchased in 2012. The Sulphide Expansion project is expected to extend Simberi's life by more than ten years.

More than 90 percent of the workforce are from Simberi Island, the nearby Tabar Islands, and other parts of Papua New Guinea, meaning sustainable economic opportunities for local families, businesses and suppliers.

Ore from the pits is delivered to the Run of Mine pad in front of the process plant via an innovative and energy-efficient 2.7-kilometre aerial rope conveyor and transported by mining trucks. The processing plant is a conventional Carbon in Leach (CIL) circuit.



Atlantic Operations open pit mine and surrounds

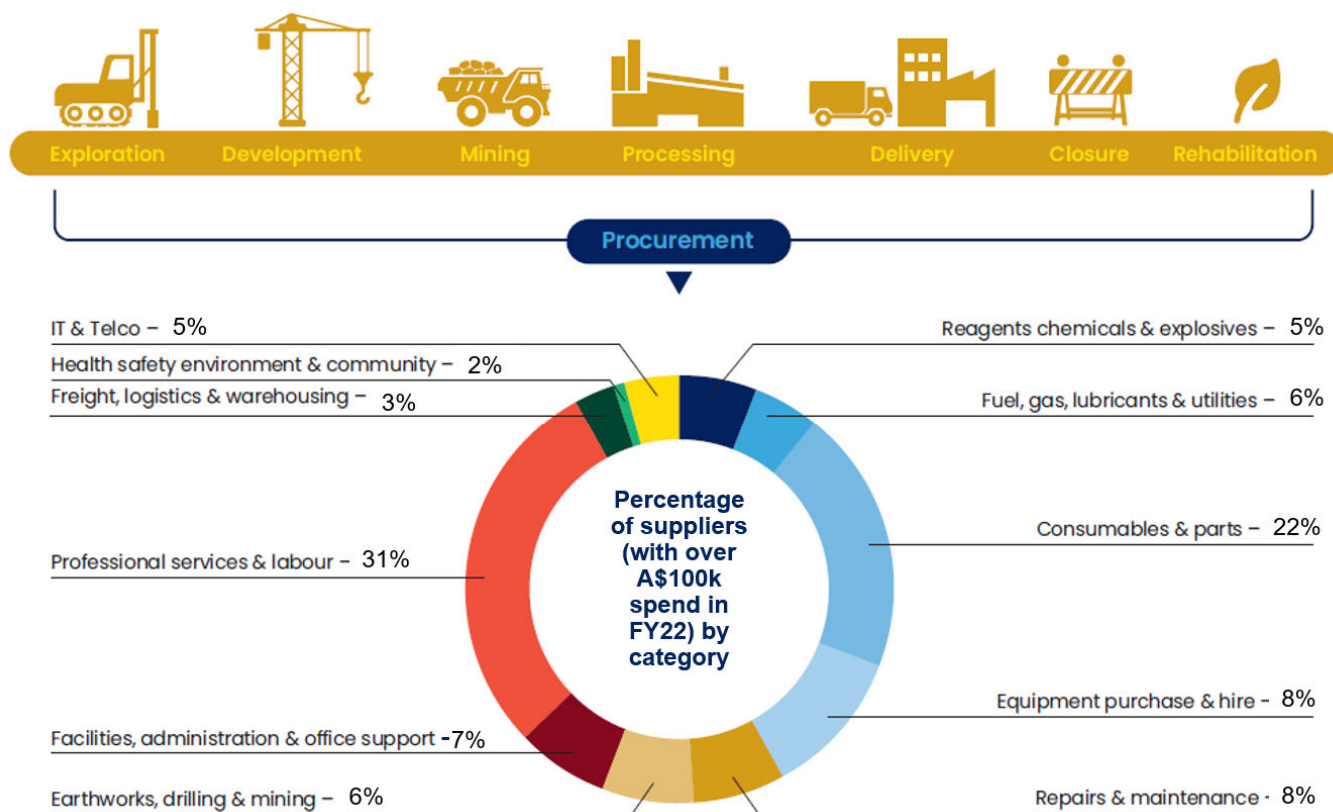
Becoming part of St Barbara in July 2019, our Atlantic Operations are located approximately 80 kilometres northeast of Halifax in Nova Scotia, Canada. Open cut mining of the current open pit at Touquoy commenced in 2017, with commercial production commencing in March 2018. The processing plant at Touquoy is a conventional Carbon in Leach (CIL) circuit with a nominal capacity of 2 million tonnes per year.

With additional operations planned at Beaver Dam and Fifteen Mile Stream and, thereafter, Cochrane Hill, Atlantic Operations has an estimated mine life to 2030, with strong regional exploration potential. Atlantic Operations prides itself on operating sustainably and providing prosperity and opportunity for families in rural Nova Scotia.



Our value chain

Our value chain is broadly described and illustrated as follows, including our main supplier categories: exploration; development; mining; processing; delivery to the refinery; closure; and rehabilitation.



The St Barbara Strategy

In FY22, the Board and the Executive Leadership Team reviewed the Company's strategy endorsing the focus on our purpose and vision. Our strong, values-led culture drives our behaviour and guides our decision making every day as we deliver to promise on our commitments. At St Barbara, doing the right thing is important to all of us.

Our purpose

We're here to create value in everything we do, for our people, our communities and our shareholders.

Our vision

To be a brilliant, global mining company that grows sustainably and creates enduring positive impacts.

Our values and commitments

Our approach to sustainability is guided by our values:



We act with
honesty and
integrity



We treat people
with respect



We value
working together



We deliver
to promise



We strive
to do better

and our Commitments:



Safety Always



Empowered People
Diverse Teams



Stronger
Communities



Respecting the
Environment



Growing Sustainably

Our strategy is reviewed annually and is underpinned by a robust corporate governance framework and strong ethics. We continue to maintain 100 percent compliance with the Australian Securities Exchange (ASX) 'Corporate Governance Principles and Recommendations'.

The strategy has supported our pathway to focus on our province plans; lowering our cost profile; and enabling us to deliver superior value for all stakeholders and leave a legacy we are proud of – 'Building Brilliance'. This pathway is mapped into our plans with a clear focus on integrating sustainability objectives and solutions where appropriate.

Our sustainability approach

St Barbara's approach to sustainability is guided by our values and five Group-wide commitments: safety, our people, our communities, the environment, and to growing our business sustainably. In this way we will create value for all stakeholders and leave a legacy that we are proud of.



Our approach is strategically designed to support stronger ESG planning, performance and reporting with the objective of meeting the applicable UN's Sustainable Development Goals.

The strategy considers our Minerals Council of Australia (MCA) and Mining Association of Canada (MAC) commitments to implement Towards Sustainable Mining (TSM) Protocols by 2025, and the other international ESG frameworks and external assessments to which we align.

The Company already has a range of targets and objectives for central material priorities (such as health and safety, diversity and inclusion, environment and community).

This strategic approach will facilitate the advancement of current 1, 3-year and 5-year objectives, priorities and programs based on our commitment to addressing our material sustainability risks and opportunities.

Our governance of sustainability

We believe high standards of governance are critical to delivering on our strategy, creating long-term value and maintaining workforce diversity and culture, and our social license to operate.

Board and executive structure

The Board oversees the Group's values, culture, governance framework and sustainability approach, supported by the following committees:

- **Audit and Risk Committee** – monitors and reviews the Group's systems of financial control and reporting, risk management, audit processes, and Mineral Resource and Ore Reserve estimation.
- **Remuneration and Nomination Committee** – advises the Board on the Group's overall remuneration and diversity strategies and policies, as well as overseeing the composition, structure, succession planning and performance of the senior executive team and Board.

- **Safety and Sustainability Committee** (previously HSEC Committee) - monitors the Group's health, safety, environment, community (HSEC) and sustainability reporting responsibilities and compliance across those activities. During FY22, the Board renamed this committee the Safety and Sustainability Committee.

St Barbara monitors developments in corporate governance best practice and adapts our own practices accordingly.

The Managing Director and CEO has overall executive responsibility for sustainability.

Managing risk

St Barbara maintains an enterprise-wide risk management framework to support the responsible achievement of its strategic objectives by identifying and addressing risk in an organised and transparent manner.

The risk management framework delivers enhanced risk reporting and control mechanisms designed to ensure that strategic, operational, environmental, legal, social, reputational, financial, and other risks are identified, assessed, and appropriately managed. The framework is consistent with international and Australian risk management standards.

The material business risks faced by the Group that may have an impact on the operating and financial prospects of the Group are described in the 2022 Annual Report.

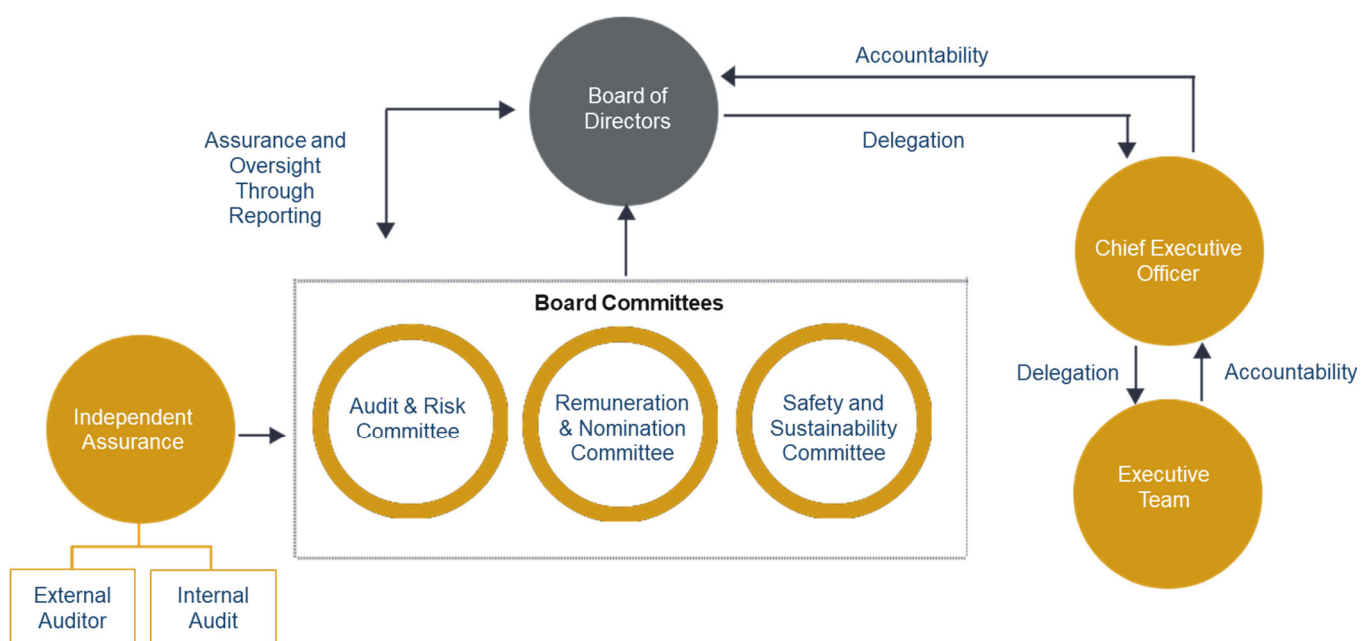
The Group's Audit and Risk Committee of the Board oversees risk management. Senior management and the Board regularly review the risk portfolio of the business and the effectiveness of the Group's management of those risks.

St Barbara has internal and external audit programs also overseen by the Audit and Risk Committee, focusing on financial and governance risks. The different corporate functional areas provide governance to the mine operations teams to ensure compliance with policies and standards, utilising independent expert review where appropriate.

St Barbara has a Crisis Management System with Business Continuity Plans (BCP) for key risks with the potential to interrupt operations.

Our policy framework

In applying our sustainability approach, St Barbara's daily activities and decisions are supported by the Group's overarching Governance Framework and the applicable Board policies. Beneath these, associated standards, procedures, and guidelines specify Group performance requirements. The policies are the foundation for developing and implementing management systems at our operations. These policies align with environmental, social and governance management as set out in the table that follows. St Barbara's Sustainability Framework, within the Group's Governance Framework, encapsulates the specific drivers of our centralised sustainability approach.



Our governance hierarchy.

Relevant policies and accountability

ESG area	Policies	Board / Board Committee	Executive / General Manager responsible
Environmental	Environmental Policy	Safety and Sustainability	Executive General Manager People
Social	Community Relations Policy	Safety and Sustainability	Executive General Manager People
	Health and Safety Policy		
	Diversity and Inclusion Policy	Remuneration & Nomination	Executive General Manager People
	Equal Opportunity Policy Workplace Behaviour Policy		
	Modern Slavery Policy Human Rights Policy	Board	Executive General Manager People
	Contributions Policy	Board	General Counsel and Company Secretary
Governance	Anti-Bribery and Anti-Corruption Policy	Board	Company Secretary and/or General Counsel and Company Secretary
	Conflict of Interest and Related Party Transactions Policy		
	Continuous Disclosure and External Communication Policy		
	Privacy Policy		
	Securities Dealing Policy		
	Code of Conduct	Board	Managing Director and CEO
	Whistleblower Policy	Board	Executive General Manager People
	Delegation of Authority Risk Management Policy	Audit & Risk	Chief Financial Officer

Our online policies are available [here](#)

Sustainability frameworks and standards

St Barbara's sustainability approach and performance reporting are aligned to key external sustainability frameworks, standards, and initiatives relevant to the gold sector. These include:

- The Sustainability Accounting Standards Board (SASB) Mining and Metals Standard
- The Minerals Council of Australia (MCA) and Mining Association of Canada (MAC) Towards Sustainable Mining (TSM)
- The United Nations Sustainable Development Goals
- The Task Force on Climate-related Financial Disclosures
- The Carbon Disclosure Project (climate change disclosure)

We report annually in accordance with Australia's Commonwealth Modern Slavery Act 2018. The Modern Slavery Statement, supported by training across the Company for all employees was released in FY21 and during FY22 we have continued to address actions and embed processes into our operating practices including connection to the Company's Supplier Code of Conduct which was also recently updated. Our 2022 Modern Slavery Report will be released in December 2022.

In 2021, the MCA adopted the Mining Association of Canada's 'Towards Sustainable Mining' sustainability performance framework. This set of tools and indicators drives more detailed management, public reporting and communication of site or facility-level ESG performance. It builds on MCA members' commitments to Enduring Value and must be implemented by 2025. This is a key part of St Barbara's sustainability strategy.

ESG analysis

St Barbara engages with several independent agencies throughout the year that gather, benchmark and disseminate company data on ESG performance for investors and the broader community concerned with sustainability performance.

Understanding and responding to our stakeholders

We know that open, proactive, inclusive and responsive interactions and relations with our stakeholders is fundamental to our success and delivering to promise as a responsible operator. We detail our relevant key stakeholders with respect to our material topics and discuss our engagement processes throughout this Report.

Key progress on sustainability initiatives

The key developments in the Group's sustainability reporting since the previous Report include, but are not limited to disclosures on:

- Sustainability Framework and plan
- Safety Always program
- Mental health and wellbeing
- Respectful Workplace Safety Audit
- Community and Social Responsibility
- Leonora province-wide cultural heritage
- Human Rights Policy
- Global Tailings Standard compliance
- Renewable energy strategy

Our sustainability framework

The framework supports St Barbara’s purpose, vision and business strategy which collectively focus on value creation for our stakeholders.

Environmental, social and corporate governance are central to our framework. We measure and report on our environmental, social, and economic performance, we govern our business via approved charters, policies and standards, and our code of conduct ensures we do the right thing – always.

Our purpose

We’re here to create value in everything we do, for our people, our communities and our shareholders.

Our vision

To be a brilliant, global mining company that grows sustainably and creates enduring positive impacts.

Our values

Our values guide us in our decision-making every day.

- We act with honesty and integrity
- We treat people with respect
- We value working together
- We deliver to promise
- We strive to do better

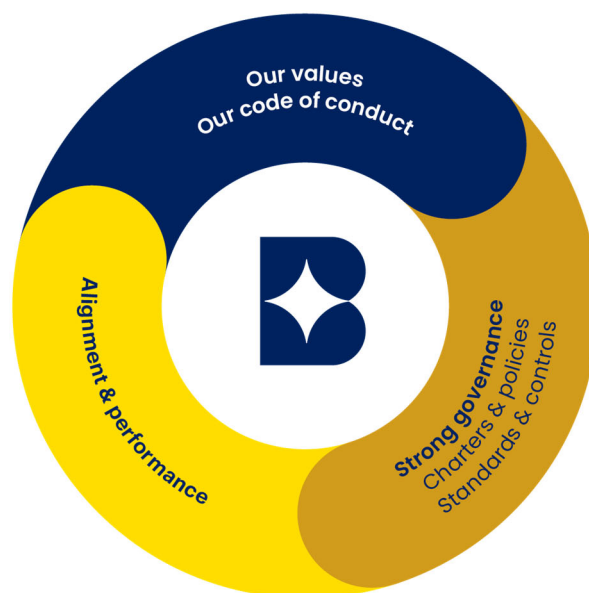
Our code of conduct

Sets out our purpose and vision, outlines how we work together, and sets expectations for our behaviour.

It explains the importance of our five values and commitments as we operate our business and care for and interact with each other, our suppliers, communities and third parties.

Alignment & performance

We optimise our alignment and performance to our governance settings, industry standards, and internal commitments, targets and goals. We regularly report our performance to our stakeholders.



Strong governance

A cascading set of charters, policies, standards, and controls ensures appropriate governance. Endorsed by the Board, these lay out our Group-wide requirements and expectations and explain what we must do in practice. This approach is supported at an operational level with local procedures specific to risks and our business in those areas.

Our commitments

Our approach to sustainability is guided by our five Group-wide commitments



Safety
Always



Empowered People
Diverse Teams



Stronger
Communities



Respecting the
Environment



Growing
Sustainably

Materiality assessment

In FY21, St Barbara conducted a materiality assessment to identify relevant material topics. As part of our ongoing review of materiality, these topics were revisited and confirmed as relevant and material to our business and our stakeholders in FY22.

As part of our ongoing development and review in FY23, we will also determine the frequency required for further materiality assessments to inform and update our approach. As such, the relevant sustainability issues will evolve alongside our operations, our people and our stakeholder interests.

Safety Always

Zero harm is always our target, Zero harm to all people as we responsibly operate our assets to their full potential. This focus on safety guides everything we do.



How our sustainability initiatives map to the United Nations Sustainable Development Goals



FY22 highlights

TRIFR

3.4

(FY21 – 3.9) – 13% reduction

Safety Always leadership engagement program commenced

Implemented Infield Critical Control Checks to verify controls and control effectiveness

At St Barbara, across our global operations, our focus is to always operate our business with safety at the forefront of every decision we make. Keeping our people safe incorporates respecting everyone's right to both physical and psychological safety.

We believe that everyone deserves to be safe at work and feel safe about coming to work because they are respected, protected and accepted. There is nothing more important than our people going home safe, well and happy every day.

Key programs

HSEC Strategy and HSEC Management System

Our HSEC strategy is focused on building and growing a mature safety culture underpinned by care, care for the health and safety of our people. Fundamental elements of the strategy support our cultural journey and include engagement, compliance, innovation and change. We recognise leadership is a key element and a driver of culture which is why our leadership development programs are focussed on building brilliance in leader capability and how we engage with our people.

To measure and monitor our performance we have identified a range of key performance indicators, both lead and lag, which include tracking against our Visual Leadership program, critical risk control standards, verifications, training, incident and injury performance for all personnel and action management linked to investigation and auditing.

Health and safety targets are included in the at-risk remuneration of all employees and most contractors. Major contracts also have at-risk components on sustainability and specific HSEC matters.

St Barbara has a comprehensive Health, Safety, Environment and Community Management System (HSEC MS) which supports St Barbara's HSEC strategy and is aligned with AS/NZS 4801:2001 (Health and Safety Management Standard).

The HSEC MS is supported by specialist HSEC staff at all sites, and by our Corporate HSEC team. The HSEC MS encompasses the following standards.

1. Leadership and Accountability
2. Risk and Management of Change
3. Contractor Management
4. Incident Investigation and Reporting
5. Communication and Participation
6. Critical Risk Control Standards
7. Environmental Management
8. Training, Competency and Behaviour
9. Health and Hygiene
10. Legal Requirements and Records Management
11. Crisis and Emergency Management
12. Design, Construct, Commission and Decommission
13. Monitor, Audit and Review
14. Planning, Goals and Targets
15. Community Engagement

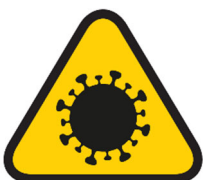
All standards apply equally to employees and contractors. Contractors are incorporated by our daily commitment to workers' health and safety and must be approved to work on site. We have a proactive, annual regime of education and training-linked risk reduction, our standards and workplace health and safety performance.

Performance to our standards is assessed in our audit cycle, including:

- annual regulatory audits by the relevant government authorities;
- external and internal audits of compliance of the Group's HSEC Management System including the Critical Risk Control Standards; and
- regular internal verification and assurance activities performed by leaders and the Group's specialist personnel and subject matter experts.

Our focus on risk, from an enterprise level to an operational level supports our HSEC Management System and defines the controls we implement and the way we work.

Underpinning our focus on fatality elimination, St Barbara has developed and maintains a set of Critical Risk Control Standards. Each contains minimum requirements and expectations and applies to all controlled sites and activities. The purpose of these standards is to ensure critical controls are identified and implemented for high-risk work activities, eliminating fatalities and preventing injury to all workers.



COVID Response

As the COVID-19 pandemic has evolved, St Barbara's COVID management protocols continue to protect our people and our business, as we work to support our local

HSEC MS STD 6 Critical Risk Controls

At St Barbara we have identified 16 critical risks and developed standards to cover each of these. The standards define critical controls and detail requirements on how to apply and implement those controls at an operational level. These standards are now supported by Infield Critical Control Checks (ICCC), which guide control verification in the field. The suite of critical risk control standards are listed below:

- CRCS 1 – Light Vehicles
- CRCS 2 – Surface Mobile Equipment
- CRCS 3 – Underground Mobile Equipment
- CRCS 4 – Lifting Operations
- CRCS 5 – Hazardous Material Handling
- CRCS 6 – Underground Ground Control
- CRCS 7 – Plant, Equipment and Power Tools
- CRCS 8 – Isolations
- CRCS 9 – Working at Heights
- CRCS 10 – Surface Mining Ground Control
- CRCS 11 – Confined Spaces
- CRCS 12 – Explosives
- CRCS 13 – Marine Operations
- CRCS 14 – Drilling Operations
- CRCS 15 – Electrical Work
- CRCS 16 – Infectious Diseases

communities in their response to the effects of the pandemic.

Our teams' efforts have been outstanding. From the outset of the COVID-19 pandemic, we have maintained three key objectives:

1. Keep our people and communities safe and protect their health;
2. Keep our operations running; and
3. Learn and grow as a business from a once in a generation crisis.

Throughout FY22, we continued to adapt our flexible working solutions and controls in response to the coronavirus pandemic. We worked closely with our employees, our communities and with Government and Industry agencies to establish support mechanisms, including a comprehensive COVID-19 management plan and mental health support for our workforce.

Across the three jurisdictions (Australia, Canada and PNG), St Barbara has managed to keep the safety and health of our personnel and partners central to our response. Recognising that the situation in the three jurisdictions has been quite different, our response was tailored to the operation. The challenges experienced at Simberi resulted in an extensive virus testing program and changes to rosters which saw our employees going above and beyond to safely keep the mine operational. We implemented onsite PCR and Rapid Antigen Testing as well as running extended rosters to minimise exposures through transit, effectively establishing a COVID-19 safe bubble at the mine site and camp. While in Western Australia, the health impacts of the pandemic were not felt until after

the state borders opened in March 2022, after which time employee case numbers increased, resulting in testing prior to travel to site, mask wearing and restrictions on travel to site for non-operational personnel. The lessons learned across our operations and the different jurisdictions enabled a unique learning and sharing environment where the business, our teams and communities have responded flexibly and demonstrated remarkable resilience.

All sites continue to manage and monitor the controls identified and implemented to assure the ongoing health of our personnel. In the later part of FY22, this has resulted in the relaxing of some restrictions, however our monitoring and ability to respond remains key.

As we support our people and their families during these challenging times, both at work and in our local communities, we are providing Group-wide care packages, coaching, training and other support programs.

As vaccinations became available across the globe during 2021, we supported our people to be fully vaccinated. In Simberi, we were proud to provide vaccines to our personnel and local community members. We held daily vaccination clinics and provided incentives to encourage our employees to get vaccinated and increase vaccination rates across the region. Our team coordinated several vaccination rollouts which helped to educate the community and address vaccine hesitancy, which helped make Simberi a safer place for locals and visitors. At our Atlantic Operations, we responded to the call from the Nova Scotia Health Authority to help pack 300,000 rapid test kits. At Leonora, we provided logistical support to the health services rolling out vaccinations to the region. To help increase take up in the community, we supported education initiatives about the benefits of vaccination in all our locations.

As a result of the challenges faced during this COVID-19 pandemic, we have seen the resilience of our people, and what is truly possible. Many of the fundamental processes developed during this time are now a part of our business-as-usual approach including the use of flexible working arrangements, new risk controls and technology. We are extremely appreciative of the perseverance of all our personnel during this period and acknowledge their efforts to keep our workplace COVID safe.

Safety Always / CARE program – Safety Leadership

At St Barbara we understand that leaders set the tone and direction for safety and health and are accountable for not just the health and safety outcomes but the culture we create. Our Safety Always program and CARE framework is a foundational element of building leader capability and broader engagement.

To support our leaders and build their capability in the technical and non-technical skills a leader needs today, we have designed and developed the Safety Always program. This is a Group-wide program that is designed to specifically target the leadership behaviours, skills and knowledge to drive the cultural change necessary to consistently deliver the health and safety performance outcomes we target. The program is designed to match the competencies required for our levels of work, its holistic and over time, this program will be incorporated into our broader leadership development programs. Importantly our programs for leadership development involve leaders teaching leaders.

Our Safety Always CARE framework stands for: Control; Action; Respect; Engage. The framework incorporates safety behaviours and key routines, including Group-wide initiatives and training programs to embed its principles. Having a culture of care has always been important to St Barbara, which is why the CARE behaviours are now central to our safety culture.

Acting with CARE is how we always put safety first. We **C**ontrol our environment by identifying hazards, conducting risk assessments, and reducing our exposure. We take **A**ction by planning our work, managing change and reporting. We **R**espect our processes that are there to keep us safe including permit to work, inspections and incident investigations. We **E**ngage through coaching, visual leadership, safety discussions and forums. Achieving and maintaining this commitment requires strong visual leadership and the involvement of all personnel.



Health and hygiene management

St Barbara has developed health and hygiene standards, procedures and practices covering a wide range of risks and hazards, in line with the regulatory conditions in place in our jurisdictions. These cover various basic personal protective equipment requirements (clothing, safety glasses, gloves, helmets) through to the more advanced requirements for managing health exposures, such as in dusty environments where silicosis is a relevant risk, and management of engine fumes underground at our Gwalia mine.

St Barbara has implemented programs that support our employees that include employee medical assessments and return to work programs for both work and non-work-related injury. We have also developed programs that support fitness for work and fatigue management, as well as infectious diseases (our COVID Response) and mental health (see Empowered People, Diverse Teams).

Emergency preparedness

All St Barbara's operations have emergency response systems, plans, procedures, and highly trained Emergency Response Teams (ERT). The ERTs are equipped and trained appropriately to perform the functions of first aid, rescue, and firefighting, specific to their location and mining activities.

Supporting local responses to an emergency, is an escalation protocol and Group-wide crisis management response process.

Health and Safety performance

Doubling down on safety – critical controls and CARE

Over the year we have continued to build and develop our culture of Safety Always by continuing to deliver on engagement of leaders across the Group via the Safety Always Program. All sites have now started the program and we are aligning the leaders of the business

to the behaviours we need. This supports the culture and programs that will underpin and maintain our focus on safety.

Our Total Recordable Injury Frequency Rate (TRIFR)¹ was 3.4 for the year, compared to 3.9 in FY21 and we have continued to create focus in key areas where incidents have occurred via reporting and analysis of our visual leadership observations.

One of the key deliverables this year was the launch and implementation of leader-led Infield Critical Control Checks (ICCC). The ICCCs are linked to the Group's Critical Risk Control Standards and define the critical controls that must be in place and working before a task is commenced. The launch and implementation of ICCC is creating focus on the critical risks and controls and has provided another means for leaders and teams to engage in safety improvement.

The audits we have completed have highlighted the opportunities ahead and reinforce the value of the HSEC strategy and management systems. Our focus on safety always and the cultural change that is being driven will be supported in FY23 by driving simplification and standardisation across the Group.

Simplification and standardisation will focus on a suite of safety tools and processes that are consistent and supportive of the culture we are building, including connecting and integrating programs and processes such as prestart meetings, pre-task planning, visual leadership, fatality elimination and quality investigations.

The Safety Always program will continue by broadening the coverage to include more leaders and engage our frontline teams in the behaviours and commitments aligned to the approach we are taking.

Targeted reporting and analytics will be developed to support the programs of work and where necessary drive specific interventions for improvement.

¹ Recordable injuries include any fatalities and any injuries resulting in lost-time, restricted work, or significant medical treatment, but exclude basic first aid incidents and near miss incidents.

Case study

Our Safety Always mindset drives safety improvements globally

As part of our commitment to Safety Always, we encourage our employees to have a safety focus mindset; always putting safety first, identifying areas of improvement and driving initiatives that make every day safer across all our operations. As part of this, in FY22 we celebrated some great achievements in safety and supported some positive programs of work.

At our Atlantic Operations in the lead up to Christmas last year, we had a number of safety-related near miss incidents that prompted more open and structured discussions about safety. In December, the entire operation participated in a Safety Pause to bring the issue to the forefront and provide safe spaces for people to share what they had been observing. To facilitate this conversation, everything was safely shut down for four hours to allow teams – both day and night shifts – to come together and discuss safety improvement ideas and commitments. The sessions were well received and a key aspect to ensuring Safety Always stays top of mind for everyone.

In June 2021, work commenced on the replacement of the deep-sea tailings pipeline at Simberi. This involved more than 30 pipeline and tank specialists working with our team on site to safely build and lay 520 metres of pipeline, 150 metres on the sea floor. This was a complex and challenging task, involving technical specialists on land and at sea. Planning for safely completing the task was of the highest priority, resulting in no injuries or incidents reported. This is a brilliant example of our safety culture and commitment to ensuring Safety Always. *(Note: additional information pertaining to the use of the DTSP is covered in the Respecting the Environment section)*

At the end of 2021, our Exploration team celebrated a brilliant safety milestone: two years injury free (recordable injury free). This is an impressive milestone for a team that often works in small teams in remote locations. This demonstrates their proactive commitment to Safety Always and our CARE behaviours; and demonstrates remote work can be done safely.



Empowered People, Diverse Teams

We are an employer of choice committed to inclusion and diversity. We provide a caring work environment where our talented people feel safe and are empowered to fulfil their potential.



How our sustainability initiatives map
to the United Nations Sustainable
Development Goals



2022 highlights

8th

year-on-year WGEA
Employer of Choice

Included in 2022
Bloomberg GEI

We focus on finding the best talent and supporting our leaders to build teams committed to continually learning, growing, and succeeding together.

Our focus on gender diversity has delivered good results but we have more to do. The workforce now includes 26 percent women in Australia, 21 percent in Canada and 16 percent in PNG.

This year, we have focused on building our understanding of how to attract and retain First Nations people to our business. With this foundation in place, we are committed to continuing to foster a diverse and inclusive culture at St Barbara.

Key programs

People strategy

We have a centralised Human Resources (HR) function with representation at every location.

The team focuses on supporting the business to achieve our vision to be a brilliant global mining company that grows sustainably and creates enduring, positive impacts. To achieve this, we aim to have highly capable people in the right roles, doing the right work across our business.

Our HR strategy has six pillars as outlined below.



Talent

Ensuring we recruit, develop and retain diverse talent to reliably deliver our business strategy.

Diversity

Building greater awareness of diversity and ensuring all employees can access and experience the same rewards, resources and opportunities.

Leadership

Developing capable and adaptable leaders with a growth mindset who are equipped to lead our operations now and into the future.

Engagement

Ensuring we maintain and continue to build effective engagement approaches with our people.

Performance

Developing a high-performance, innovative and supportive culture focused on the right work.

Capability development

Building our workforce capability at an individual, team and operational level to facilitate productivity and innovation.

Talent management

We have developed and implemented HR frameworks, systems and activities to attract, recruit, develop and retain our talent. We are focusing on identifying high performing talent and providing a robust talent pipeline to meet the future needs of our business.

Leadership

We deliver annual leadership development programs for leaders at all levels as part of our capability strategy. This is supported by career development plans and an accessible work performance system used and supported by all leaders.

In 2022, we focused on reinvigorating our leadership development programs including:

- Continued focus on safety leadership;
- Delivering face-to-face workshops and webinars to leaders;
- Delivering a senior leadership mentoring program where members of the senior leadership group mentored managers across the Group;
- Developing a more effective approach to leader onboarding; and
- Implementing a Leadership Competency Framework that underpins all leadership development programs and activities.

Employee engagement & performance

We recognise our people are our greatest asset – their alignment and commitment to our vision, values and commitments is fundamental to achieving our goals.

Employee engagement is managed through different systems, activities and processes to ensure employees meet their full potential including:

- Remuneration and benefits system (including employee bonus plans, short and long-term incentive plans);
- Reward and recognition system (including annual CEO Awards);
- Regular employee engagement and pulse surveys;
- Onboarding system and induction program for new personnel;
- Training and development (including mentoring programs);
- Employee benefits (including professional membership support and study assistance);
- Performance improvement; and
- Workplace Behaviour Policy, Diversity and Inclusion Policy, Mental Health and Wellbeing Policy and Domestic Violence Policy.

Our HR policies support our Code of Conduct.

Our annual employee engagement survey gathers feedback from our people about their work environment to better understand our areas of strength and identify opportunities for improvement. Utilising feedback gathered through our engagement opportunities we developed our Executive Leadership Team Masterplan and have provided feedback to our personnel. This demonstrates our commitment to implementing actions that directly address our employees' feedback focused on the themes of leadership, communication and employee experience. This year the employee engagement score was 64 percent, slightly lower than our last year's score of 68 percent.

During the year, we conducted a Gender Safety Audit and Workplace Behaviour Program at Atlantic Operations, together with a Respectful Workplace Safety Audit at Leonora Operations. At Simberi, education programs have focused on ensuring employees feel safe and supported to raise any concerns about their personal wellbeing and safety, particularly sexual

harassment, bullying or discrimination. Across the Group, we have launched a communications campaign to ensure our people know how to report concerns they have, or make a formal complaint, with information available to all employees about our Whistleblower Policy.

Organisational effectiveness

As part of our Group-wide 'Building Brilliance' program, we have a focus on continuous improvement, both in terms of business performance and our employee experience. This year, a number of 'organisational effectiveness' initiatives were identified, developed and implemented through the Building Brilliance program. This was achieved through regular meetings across all parts of the business to identify improvement opportunities to lift performance and unlock value, with a notable improvement across our corporate functions. In FY22 we delivered important employee initiatives – ranging from improved communications, implementing the mentor program and overall employee experience – across the Group through this program.

Mental health and wellbeing

We are committed to providing a safe, healthy and supportive workplace that fosters positive mental health and wellbeing.

Our approach is to:

- Provide a workplace that supports and encourages positive mental health and wellbeing, with zero tolerance for discrimination including bullying and harassment;
- Reduce the stigma of mental health through proactive communications, employee forums and leader education;
- Increase knowledge and awareness of mental health by providing access to resources and education programs and encourage employees to take responsibility for their own mental wellbeing;
- Facilitate employees' active participation in initiatives that support and promote positive mental health and wellbeing; and
- Provide access to confidential and professional counselling with our Employee Assistance Program.

Our principles are to:

- Provide reasonable support to personnel afflicted by poor mental health; and
- Treat all matters relating to employees and their mental health in confidence.

Everyone has a responsibility to take reasonable care for:

- Managing their own mental health and wellbeing; and
- Ensuring their actions do not adversely affect the health and safety of others in the workplace.

Our flexible working arrangements recognise pressures placed on families, especially during COVID-19 lockdowns. They help our employees manage all aspects of home and work life and support their overall mental health and wellbeing.

We continue to encourage conversations on health, safety, and wellbeing. During Mental Health Week in October, we ran a campaign on mental health conversations. This was

complemented by our annual recognition of and support for RU OK Day.

Through long-standing representation on the Australian Resources and Energy Employer Association (AREEA) Mental Health Advisory Board, our Executive General Manager People has been instrumental in the development of a 'Workforce Mental Health Framework' for the broader resources and energy industry, which launched in 2022. We continue to have a presence on the Advisory Board assisting in the development of the Mental Health Maturity Assessment Tool which is currently being piloted and is due to launch in FY23.

Diversity and inclusion

As an employer of choice committed to diversity and inclusion, our revised Diversity and Inclusion Policy has a clear scope of our strategy and programs, with progress against Board-approved objectives reported annually in our Corporate Governance Statement.

We were recognised by WGEA as an Employer of Choice for Gender Equality (EOCGE) for the eighth consecutive year and are currently the only Australian mining company to be awarded the citation. The EOCGE citation is a voluntary leading-practice recognition program designed to encourage, recognise and promote organisations' active commitment to achieving gender equality in Australian workplaces. The citation is awarded for a period of two years.

The criteria for the citation cover seven focus areas:

1. Leadership, strategy and accountability
2. Developing a gender-balanced workforce
3. Gender pay equity
4. Support for caring
5. Mainstreaming flexible work
6. Preventing gender-based harassment and discrimination, sexual harassment and bullying
7. Driving change beyond your workplace

These focus areas reflect findings from the latest academic research into drivers of improved gender equality outcomes and consultation with gender equality experts and practitioners, industry groups and employers. The citation further assesses employees' lived experience within the workplace through a consultation process.

We are also, for the second year in a row, the only Australian Mining Company to be included in the global Bloomberg Equality Index (GEI) scoring 100 percent for transparency, improving our overall performance score from last year by eight percent to 77 percent. We are one of 413 companies across 45 countries to join the GEI, achieving 100 percent on sexual harassment policies (compared to the average of 66 percent), achieving 94 percent for equal pay and gender pay parity (compared to the average of 60 percent).

The GEI aims to track the performance of public companies committed to transparency in gender-data reporting. This reference index measures gender equality across five pillars:

1. Female leadership and talent pipeline;
2. Equal pay and gender pay parity;
3. Inclusive culture;

4. Anti-sexual harassment policies; and
5. Pro-women brand.

St Barbara is also a signatory to the UN Women's Empowerment Principles, which incorporates a statement of commitment for advancing equality between women and men.

These national and global citations proudly demonstrate our commitment to Empowered People, Diverse Teams.

We continued to recognise and celebrate diversity, with March now our Company-wide Diversity Matters month, including activities and communication to further demonstrate our commitment.

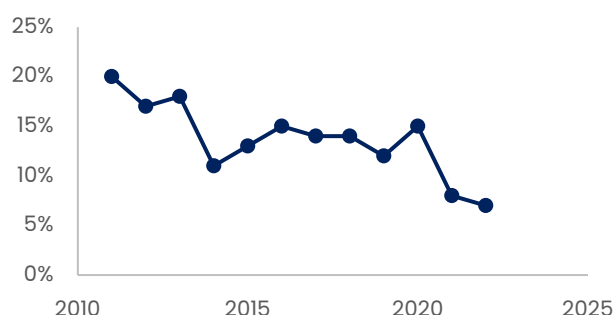
In line with our Diversity and Inclusion Policy, the Board reviews our diversity objectives annually. From time to time we amend these objectives based on a range of factors, including how we are performing, and where there are gaps and opportunities for improvement.

Last year we updated some of our diversity objectives, with an amended target date of June 2024. This included the removal of our target regarding maintaining the percentage of women returning to the workforce after maternity leave, as we had consistently exceeded our target of 80 percent, with 100 percent of women continuing to return to work at St Barbara year on year.

While we have made improvements across all of our operations regarding diversity, in FY22 COVID-19 continued to impact our ability to implement programs to increase our gender and First Nations diversity performance.

We conduct regular gender pay audits and have a nil gender pay gap for like-for-like roles¹. As of 30 June 2022, the overall gender pay gap (based on full-time base remuneration of men and women across levels working in Australia) was seven percent, which is an improvement to the previous eight percent in June 2021. The following graph shows the overall significant progress in the overall gender pay gap for Australian Operations from 2011 to 2022. The reason we have been able to drive down the overall pay gap is the increased number of women in senior leadership roles including general managers and the executive leadership team.

Overall Gender Pay Gap Progress



This year a Gender Safety Audit was conducted at our Atlantic Operations covering physical, emotional, and occupational safety to better understand how inclusive and safe the working

environment is, particularly for females. The results identified what is working well and areas for improvement. All employees attended a workshop on our Workplace Behaviour Policy.

We also launched a Respectful Workplace Safety Audit at our Leonora Operations and look forward to reporting the findings, results and improvements next year.

Indigenous employment

As part of our commitment to Empowered People, Diverse Teams, and Stronger Communities, we continue to drive higher levels of Indigenous (including First Nations) local employment at our operations globally. We know First Nations people are integral partners and stakeholders around the world, and we will only be successful if we build relationships with them based on trust, respect, and mutual benefit, including providing local employment opportunities. Wherever we work around the world, we seek to respect the rights of First Nations peoples, and contribute to their sustainable long-term socioeconomic empowerment, community development priorities and cultural wellbeing.

The proportion of Indigenous Australians we employ at our Leonora Operations in Western Australia decreased from three to two percent in FY22 (our target is 5 percent by 2024). Leonora's Indigenous Employment program was impacted by COVID-19 and we will be conducting an analysis into our current practices to identify improvement opportunities to increase First Nation engagement including targeted recruitment campaigns. We are drawing on the expertise of First Nations employment specialists to conduct a baseline assessment of our strategies and effectiveness to attract, recruit, develop and retain First Nation candidates. We have also joined the Goldfields Aboriginal Industry Network to enhance our local engagement and Indigenous employment opportunities.

We are also proud to partner with the Gold Industry Group, a member-based, not-for-profit association that promotes Australia's gold industry by championing long-term initiatives that grow understanding of gold's value to the economy and community. Through this we support the National Gold Education Program, which enables teachers to educate school students with engaging and informative content and tools regarding the gold industry. Lesson plans, an app, case studies, videos and other educational resources are available covering gold careers, science, technology, humanities and social sciences, mathematics and sustainability.

At our Atlantic Operations, the proportion of First Nations employees reported for the first time was two percent against a target of five percent by 2024. We have the following strategies to drive this:

- The establishment of a talent pool identifying First Nations talent for vacant roles; and
- The development of a cultural awareness program to encourage greater internal awareness of culture and encourage an environment that is welcoming and inclusive of First Nations people.

¹ Like-for-like gender pay gap measures the difference in base salary over the year between male and female employees in comparable roles.

Case study

Development of our people, by our people

One of the many challenges presented by COVID-19 has been the change in both workplace dynamics and interactions between our employees at all levels. With turnover also impacted by COVID and border closures, we have welcomed new talent to our business. We place enormous value on mentoring and have this year, offered our senior and future leaders with the opportunity to participate in one of two mentoring programs: the Senior Leaders Mentoring Program or the St Barbara Global Mentoring Program.

Our Mentoring Programs focus on the development of our people, by our people. They enable hands-on knowledge sharing, networking, and opportunities to build an inclusive and diverse culture. We have incredible depth of experience and leadership across our business and more than 50 people in FY22 participated in these programs as either a mentee or a mentor. The two programs ran for six months, with eight sessions held every three to four weeks. The sessions included mentor coaching sessions, mentee and mentor training sessions, virtual events and a closing event and presentation. For the Senior Leaders Mentoring Program, all of the Executive Leadership Team participated as mentors and were partnered with managers from across the Group.

Both mentees and mentors had the opportunity to increase their professional network, foster new relationships across the Company and expand their business knowledge. Feedback was extremely positive, with participants welcoming a psychologically safe environment to reflect, share thoughts and get different perspectives and approaches on problem solving. Pleasingly, 88 percent of participants felt they were well-matched with their mentor or mentee and 92 percent would recommend the programs to their colleagues. It is rewarding to see our mentoring programs providing brilliant outcomes for our people and our business, with these programs set to remain as a key feature of our people development.



Stronger Communities

We strive to help our communities thrive, grow, and prosper. We build meaningful relationships, investing time and energy to ensure local communities are enriched by being our neighbours.



How our sustainability initiatives map to the United Nations Sustainable Development Goals



2022 highlights

New multi-year community partnership at Atlantic

Community investment at operations of approximately

\$3million

New Human Rights policy

We are focused on building trusted relationships and being actively involved in the community. In doing so, we can truly understand community priorities, respect traditional cultures and work together to achieve better outcomes for all.

We value the relationships we have established with our communities. In working with them, we acknowledge there are always new discussions to be had and lessons to learn as community priorities evolve. This two-way communication fosters mutual understanding and allows us to work respectfully as we create more employment, business enterprise and education opportunities in our communities.

Key programs

Delivering benefits and contributions

St Barbara is committed to contributing to the strength of the communities where we operate. Our program of community investment is consistent with our governance obligations. We direct our community contributions toward six focus areas. Our pillars of community support are:

- Psychological health;
- Indigenous leadership;
- Socio-economic development;
- Environmental responsibility;
- Community wellbeing; and
- Youth and education.

The Group's performance on social and community metrics is published in the Performance Data section of this Report.

In FY22, community investment at Leonora Operations (consisting of charitable support) decreased to \$392,015 from \$500,000 in FY21. Despite ongoing challenges associated with COVID-19 restrictions, we were able to support several community initiatives in Leonora during FY22. We continued our partnerships with Shooting Stars, Clontarf Foundation and Goldfields Girl, initiatives that work to empower young First Nations people to build confidence and leadership skills and remain dedicated to their education. We also supported Leonora events that contribute to community wellbeing and connection, including the St Barbara Leonora Racing Cup, the Leonora Golden Gift elite running event, and the annual Bike Challenge where young children set goals and aspire to achieve them through dedication, commitment and endurance over a three-month training program. Notably, this year we also supported the Nyunnga-ku Women's Group and Women's Hub with 'It's in the Bag' Campaign, an initiative that offers women dignity through distribution of essential and luxury hygiene items. As well as being a major sponsor of the Women's Group, our employees also contributed personally through donations and packing of the bags for donation.

In addition to financial and in-kind contributions to communities, employees from our Perth office and Leonora Operations assisted the Shooting Stars team at a BBQ fundraiser and took part in community netball games with the Shooting Stars students.

In FY22, community investment at our Atlantic Operations (consisting of charitable support) increased to \$358,088 from \$60,000 in FY21. This year, we signed a community partnership agreement with Mooseland and Area Community Association, our first in Nova Scotia. This is an innovative type of agreement in Nova Scotia, and it ensures our commitment to partnership with the community for years to come. Additionally, we were able to contribute to a series of community wellbeing initiatives including sponsorship of Christmas events and food hampers, as well as sponsorship of the local high school's theatre program. We also supported the area's small businesses through our Christmas gift to employees, providing local staff with gift cards to be spent with local businesses. Additionally, we provided emergency support to a small local soap company. When their office was destroyed by fire, we were able to store their products and provide office space while they rebuilt. In addition to financial and in-kind contributions, our employees also provided support to our communities through volunteering. The Atlantic community team assisted with delivering hampers for a local Food Bank and packing COVID-19 test kits.

In FY22, community investment at our Simberi Operations (consisting of charitable support, medical clinics and COVID-19 services, community infrastructure, and local business development for closure obligations) increased to \$2.2 from \$1.8 million in FY21. A large part of our community support at Simberi is through infrastructure projects. This year, we contributed to the construction of new classrooms and a library for the local primary school, maintenance of houses for community and healthcare workers, new bus stops, and work on two community markets. We were also able to sponsor New Ireland Day celebrations and continued support of the island's cocoa farmers (a project which was initiated with support from St Barbara in previous years). Additionally, our employees showed their personal support for the

Simberi community through donations of books for the island's primary school.

Spend with landowner enterprise organisations for mine services at Simberi Operations decreased to \$9.1 million in FY22 from \$11.1 million in FY21.

In addition to financial and in-kind contributions to communities, our employees also provided support through a community clean up initiative.

Local employment and supply

We are committed to sharing the value of our operations with the communities in which we operate. We strive to employ locally and aim to support and use local supplier companies where possible to meet our operational requirements.

At Atlantic Operations, over 100 percent of our employees are from the local area on Nova Scotia's Eastern Shore. At Leonora Operations, six percent of our current employee base is from the local area. The small local community has few people in the highly skilled categories typically required for underground mining. In Western Australia, fly in fly out (FIFO) labour is the prevalent employment mode in the resources industry. At Simberi, 53 percent of our employees are from Simberi and the neighbouring Tabar Islands and 44 percent are from other parts of Papua New Guinea.

In FY22, we participated in initiatives to increase our local employment and supply at each site. At Leonora, we participated in two career open days where we connected with prospective employees:

- Curtin University WA School of Mines Kalgoorlie Career Day; and
- St Barbara Open Career Day in partnership with our underground partner McMahon in Leonora as part of our 'Come to Gwalia' campaign.



A stall run in Leonora by St Barbara and our contractor, McMahon as part of the 'Come to Gwalia' campaign



Simberi GM Randy McMahon receiving a traditional welcome to the island

Keeping engaged with our community stakeholders is critical. To support engagement and communication, we have initiated a monthly update in the Leonora Shire's Tower Street Times newsletter. Key topics have included our acquisition of Bardoc Gold, exploration at Tower Hill and Harbour Lights and current community investment programs.

Blood donations by our personnel across Australia has also provided another area of brilliance by our employees who have joined the St Barbara Lifeblood Team to donate every three months.

At our Atlantic Operations, we received recognition from the Halifax Chamber of Commerce in an article that highlighted St Barbara's commitment to providing opportunities to the local community, and we also took part in several local Career Fairs.

At Simberi, we continue to work to support local landowner businesses who provide services such as landscaping, building of community infrastructure, small scale construction and specialised programs such as cocoa farming.

Local engagement

Community Relations teams at each of our Operations work to engage meaningfully with our local communities, ensuring that they are effective and approachable points of contact for our neighbours. This year, teams have taken part in comprehensive engagement planning supported by improved resources and templates which have been developed through consultation with

Community Relations teams and with consideration of the unique and diverse environments in which we operate.

Our Atlantic Operations team, under the leadership of the President Americas, Meryl Jones, has emphasised the importance of stakeholder engagement and relationship building in support of the role we play in the community. In FY22, we welcomed two additional resources in our Atlantic Operations Community Relations team, allowing us to expand our presence in the province and engage more effectively with local community members. Our team attended Community Liaison Committee meetings and local events, and we also held public comment periods for residents to discuss any concerns and learn about our ongoing and proposed activities.

At Leonora, our Community Relations and Exploration teams conducted awareness campaigns and engagement relating to planned drilling as part of the Leonora Province Plan, including community briefings. We also engaged with the Aboriginal Liaison Committee, a long-standing group that enables us to hear perspectives and respond to concerns of local First Nations community members.

At Simberi, we conducted an engagement and awareness campaign around our proposed sulphide project, discussing the suggested activities with community representatives from Simberi and the surrounding islands. We have also signed a new Memorandum of Agreement with the island's landowners. In FY22 we also welcomed a new General Manager to Simberi, Randy

McMahon who was warmly welcomed by the local community and has already been actively involved in engagement and consultation.

Addressing concerns

Our Community Relations teams at each of our operations communicate with community members on a regular basis and respond to any concerns or grievances¹ respectfully. In FY22, we conducted extensive work on our grievance management mechanisms to ensure that community members in all our areas of operation are able to have their views heard. In collaboration with site teams, we have designed a grievance management procedure and have improved our mechanisms for tracking, recording, and escalation of grievances.

At our Atlantic Operations, we received eight grievances in FY22. Key areas of concern were:

- Speeding
- Road safety
- Seepage

To address ongoing concerns about speeding and road safety in the Mooseland area, we partnered with the Nova Scotia Department of Public Works to install two digital speed signs at either end of the community of Mooseland.

At our Leonora Operations, we received four grievances in FY22. Key areas of concern related to the following:

- Pedestrian visibility and safety
- Drilling noise
- Responsible disposal of paint cans for community safety

At our Simberi Operations, we received 44 grievances in FY22, a 12% reduction on FY21. Key areas of concern were:

- Land ownership and management
- Environmental compensation
- Mine operation

There was one instance of community disruption to operations at Simberi, when a gorgor² was placed on the site to raise concern over tensions between factions of the landowner representative organisation and associated royalty allocation. Operations were delayed for a period of 24 hours while the matter was resolved with relevant stakeholders and authorities noting the cause was unrelated to our activities.

¹ Grievances are any complaints submitted, from the more informal to those that impact operations (an incident).

² A local cultural process involving the placement of a ginger root, which triggers a pause in operations and prompts community consultation.

Case study

Partnering with the community to leave a positive legacy

We aim to work in partnership across a range of focus areas as part of our commitment to Stronger Communities. Our goal is to ensure these relationships are mutually beneficial.

We announced a multi-year CAD\$75,000 partnership with the Mooseland and Area Community Association (MACA) – an innovative collaboration that reinforces our long-term commitment to enhance health and wellbeing, environmental management, economic development and youth education. In addition, our Atlantic team members gave back regularly through community drives, including Christmas food donations, a winter jacket drive and a local school supply drive for the Musquodoboit Family Rescue Centre. We also proudly hosted a local business, The Soap Company of Nova Scotia, after its production facility was destroyed by fire, enabling them with the opportunity to continue to operate from our office in Sherbrooke.

At Leonora, we worked closely with Leonora District High School supporting different initiatives and events throughout each year. As a proud member of the Gold Industry Group, we encourage our employees to share their knowledge of the resources industry through the Gold Class Facilitator Program. Our support of the Shooting Stars program at Leonora has also been shown to have a direct, positive impact on school attendance for participants. We also support the local First Nations Women's Hub which had its official launch this year.

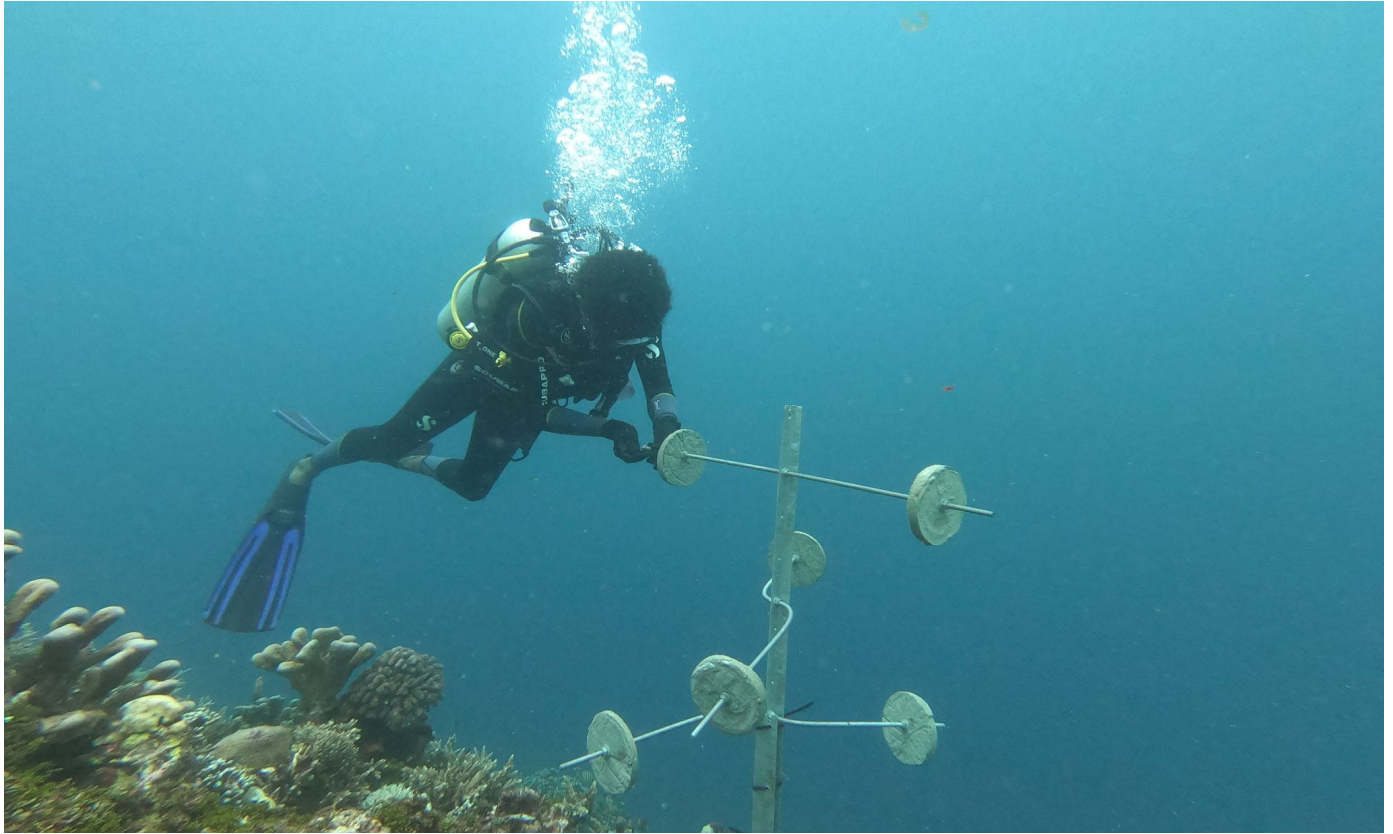
An exciting and important milestone this year was Simberi Flexible Distance and Open Education (FODE) Study Centre celebrating its tenth anniversary. The FODE Study Centre brings together students from Simberi and the Tabar Islands to provide young people with the opportunity to finish their high school education. We have supported the education of many students in this time, delivering long-lasting positive educational outcomes to ensure they can either continue their education through tertiary studies or enter the workforce with more confidence and capabilities.

The breadth and value of programs delivered is a credit to our community teams and the organisations partnering with us. Our strong relationships help to build and sustain initiatives that deliver long term benefits to hundreds of people around the world.



Respecting the Environment

We are committed to caring for the environment. We think differently to find solutions to actively manage and neutralise our impact; because we care about the environment and our planet.



How our sustainability initiatives map to the United Nations Sustainable Development Goals



2022 highlights

Commenced planning for potential renewable energy solution in Leonora Province

Responded proactively to further mitigate environmental impacts at our operations, specifically Simberi tailings disposal repairs and erosion control at Atlantic

As we operate our assets and grow sustainably, we honour our environmental obligations and aspire to exceed our stakeholders' expectations.

All St Barbara personnel are required to conform to the Company's Environmental Policy. This Policy expresses the overarching principles of St Barbara's environmental management practices.

In 2020, we announced our intention to be a carbon neutral business by 2050, and to improve our production emissions efficiency (gold ounces/CO₂ t) by 18.6 percent (on 2013 levels) by 2030¹. Our plans to achieve this are considered and well underway.

As we transform our business and advance projects and proposed mines, we are committed to the highest standards of environmental and social management. This is reflected in the Environmental Impact Statements (EIS) we have submitted, and our engagement with regulators and stakeholders whose trust we have earned.

As we assess and map the implementation of the 'Towards Sustainable Mining' sustainability framework for operational-level management, we will strengthen our performance and provide assurance of the outcomes and supporting systems and processes that will drive our enduring environmental legacy.

¹ Scope 1 and 2 CO₂-e emissions only for both 2050 and 2030 targets.

Key programs

Environmental management – systems and processes

We place great importance on responsible environmental management and are committed to continued improvement in the identification, assessment, mitigation, and monitoring of the environmental impact of our operations. The Safety and Sustainability Committee of the Board (formerly HSEC Committee) has oversight of environmental risks and impacts.

St Barbara manages environmental performance aligned to the requirements of ISO 14001. We are compliance focused and look to address both those environmental impacts and aspects that we can control and those which we can influence. While our management system is aligned to ISO 14001, certification is not mandatory, St Barbara may elect to apply for ISO certification in the future.

St Barbara has teams of qualified environmental specialists employed at all our mine sites and within the Corporate HSEC team. These specialists operate with a focus on programs of compliance, proactive protection and mitigation activities integrated into our comprehensive HSEC Management System.

Within our management systems we have identified the following material environment impacts and aspects.

Tailings

St Barbara manages all tailings facilities according to strict regulatory requirements. Our terrestrial tailings storage/management facilities at the Atlantic and Leonora Operations are managed to levels that consider the controls defined in relevant tailing standards and in accordance with local permit obligations.

At the Simberi Operations, tailings are disposed of by deep-sea tailings placement (DSTP) via a pipeline that discharges at 135m depth onto an ocean floor over three kilometres deep. Conventional tailings storage dams have been assessed as high risk in some regions of Papua New Guinea (including Simberi Operations), due to high rainfall and the seismic activity associated with the Pacific Ring of Fire. Simberi Operations' proximity to deep ocean areas (it is essentially a volcanic mountain with only the upper portion above sea level) makes it uniquely suited to this method of tailings disposal.

At the Simberi Operations, a minimal concentration of cyanide is present in tailings deposited to the deep seabed via deep-sea tailings placement (DSTP). The oceanic environment is regularly tested to ensure cyanide levels are within the government-approved limit of 0.01mg/l, with results reported to the government on a quarterly basis. There are five routine testing points in a one-kilometre radius of the DSTP outlet point. Samples are taken at surface and at 115 metres below surface depth. Regular testing also occurs at the final Carbon-In-Leach tank in the processing plant and at the mixing tank prior to deposition.

In early 2021, regrettably an undersea landslide caused a failure of the DSTP at a depth of 55 metres, though no pollution was observed in our regular testing of the ocean bio-sphere. The pipeline has since been replaced and re-routed through a different zone and is now fitted with tracking 'geotags' to detect any future movement of the pipe.

At this stage the Group does not have (and does not propose to have) tailings volume reduction targets, however, the Group seeks to avoid or minimise all environmental impacts, and we comply with the related regulations and licence obligations in place at all mines.

Waste rock

The Group manages waste rock according to strict regulatory conditions at all mines. The Group targets 100 percent of waste rock to be disposed of via licenced and controlled solutions. The Group does not have (and does not propose to have) waste rock volume reduction targets, as waste rock in open pit mines is determined by safety requirements of in-pit wall angles and access roads.

Waste rock management has been tailored to the context of the operations and is a crucial element of mine planning and rehabilitation.

Acid Rock Drainage (ARD) and Sediment Release

The Group manages all sediment release and acid generating and potentially acid generating rock to minimise the associated risks. Methodologies include landform design, bunding, controlled drainage, rehabilitation of dumps and appropriate closure plans depending on the geology of the deposits and circumstances of our mines. Where the risk has been identified, appropriate monitoring regimes are in place to track compliance and identify any requirement for improvement.

Hazardous and oil waste

Hazardous waste is collected and removed off-site or destroyed in accordance with controlled waste regulations. Hazardous waste includes but is not limited to cyanide bags.

All waste oil and oily wastewater is collected and managed in accordance with controlled waste obligations.

Water management

At St Barbara, we recognise our responsibility to effectively manage the water resources we impact on and strive to manage any potential adverse impacts. Water is used in a number of ways in our operations, including but not limited to: processing ore; plant and mine dust control and housekeeping; processing mine tailings; drinking water, sanitation and facility operations; and using marine water for operational activities at the Simberi Operations.

St Barbara has a low risk with respect to water scarcity at all three operations.

The Group is satisfied with its management of the water scarcity risk. Water recycling (refer to Performance data tables) is an economic efficiency measure. None of our three operations are in competition with other users for water extraction.

From an operational perspective, we have identified site specific issues and focus, these include:

- **Leonora Operations** – the business-essential water usage is from brackish, non-potable groundwater sources and is not in competition with any other user. Less than 25 percent of the permitted water entitlement is used by the mine. The operation works closely with regulators and local government on an

ongoing basis regarding potable town water usage (less than 3.5 percent of total mine usage).

- **Simberi Operations** – the mine’s use of water does not impact the community or the environment due to the very high rainfall associated with the tropical climate.
- **Atlantic Operations** – high rainfall, positive water balance and a high level of water treatment maintained by our operation ensures that water scarcity is a low risk.

Land and biodiversity management

St Barbara manages the natural landscape and biodiversity under our relevant Group HSEC Management System Standards. Our land and biodiversity management complies with regulatory authorities at a minimum, and to specific management plans, as required, at each operation.

Firstly, we avoid environmental disturbance and impacts wherever possible, and then undertake rehabilitation of disturbed land according to leading practices and regulatory requirements. Where appropriate, we provide offsets for unavoidable land and water harm to a higher standard of biodiversity.

We prepare mine closure plans in accordance with strict government requirements and for forward financial provisioning. St Barbara must rehabilitate all disturbed lands as part of closure requirements and has audited provisions on its balance sheet, appropriate for this commitment.

The Group has no forestry or plantation operations outside of those related to meeting closure revegetation and community obligations and has no operations in High-Conservation Value areas.

Cyanide and arsenic management

Compliance and risk management regarding pollution from hazardous chemicals is one of the Group’s main risk focus areas.

Cyanide and arsenic are commonly associated with gold mining. All three of St Barbara’s mines use cyanide in the processing of gold, as do most gold mines globally. The use, storage and disposal of cyanide is closely monitored and subject to strict government regulations.

At the Leonora and Atlantic Operations, cyanide naturally breaks down to harmless cyanate compounds while exposed to air and sunlight in the shallow tailing storage facilities (TSF) / ponds.

At the Atlantic Operations, 99 percent of cyanide is removed from the tailings before it is deposited in the TSF. Prior to discharge to the environment, water passes through several treatment methods where the remaining arsenic and other metals are removed. Regular water testing is conducted and results are reported internally and to the provincial government. Results are reviewed and mitigative actions are taken to improve the management of this risk.

Cyanide risk management at Simberi is covered in the ‘Tailings Management’ section above.

The Group has engaged an external consulting company to conduct a baseline assessment against the International Cyanide Management Code for all three operations and

identified the required improvement to procedures, supply chain and treatment necessary to become a signatory of the Code.

Arsenic often occurs naturally in gold bearing ores, especially sulphide ore containing pyrite. These types of ore are present at the Simberi Operations and to a lesser extent at the Leonora and Atlantic Operations. At the Simberi and Atlantic Operations, arsenic is also present at very low levels of concentration in natural erosion regionally and is therefore also present in sediment from the mine areas as well as in the tailings.

The concentration of arsenic in the tailings outflows is less than one tenth of the World Health Organisation guidelines for drinking-water quality. Arsenic is included in the testing regimes for cyanide, with results also reported to the government on a quarterly basis.

At the Atlantic Operations, the arsenic in tailings is chemically treated in the processing plant and TSF, and, to date, effluent monitoring results are below federally authorised concentration limits.

Air quality – GHG emissions other than CO₂, and other air pollutants

The Group has not been the subject of any air pollution related complaints. We have estimated these emissions from factors obtained from the Australian Federal ‘National Pollution Inventory’¹, applied to our fossil fuel consumption raw quantities in each country. They may not align to factors used by regulators internationally but will be approximately similar. Dust and emissions relating to explosives have not been included.

All three mines are in remote, isolated settings.

We have no current specific reduction strategies for air quality emissions.

Climate change and emission reduction

St Barbara acknowledges the Paris 2015 UNFCCC agreement and seeks to make it relevant to the Group as detailed in this section. Our targets reflect our intent to, at minimum, meet our obligations to align our emissions with Paris 2015 compatible requirements.

To support our ambition and approach to climate related financial disclosures, St Barbara has mapped an approach. With a clear governance approach and a strategy that is fit-for-purpose, the risks and opportunities have informed the targets set.

St Barbara seeks to:

- Limit absolute emissions;
- Use carbon-based fuels more efficiently; and
- Protect the business from the effects of already occurring climate change and future climate change impacts.

The St Barbara Board and management considers the risks and opportunities regarding climate change on an ongoing basis and as a part of its strategic planning. A summary of that assessment are:

- The major potential operational impacts of climate change (potential changes to weather patterns including more

¹ A summary is available at the regulator’s website.

frequent and severe weather-related interruptions and sea level increases) fell beyond the period where current Reserves¹ are mined and processed and therefore were not material for the current financial reporting period.

- Impacts of climate change risk and decarbonisation strategies will be incorporated into planned extensions to Reserves.
- Regulatory risk and the possibility of changes to regulation of carbon emissions in Australia and Canada pose the strongest climate-related risk to the Group. These risks could impact the profitability of the Group:
 - through the requirement to purchase carbon credits (or equivalent schemes); or
 - through increased operational costs from the requirement to purchase renewable power (or through directly investing in renewable power).

Scope 1 and 2 - Targets

Carbon intensity has increased in 2022 in line with forecasts.

Our medium-term targets are expressed in terms of carbon gold production efficiency rather than absolute carbon terms. This approach is appropriate for us given our changing mine footprint, different stages of mine life, and avoids potential impacts on metrics linked to closure or sale of mines.

The Group has a target to increase its Scope 1² and 2 emission efficiency (ounces of gold/tonnes of CO₂-e) by 18.6 percent in 2030, versus a provisional 2013 baseline year, and achieve carbon neutrality by 2050. Of note, the Group has grown considerably in

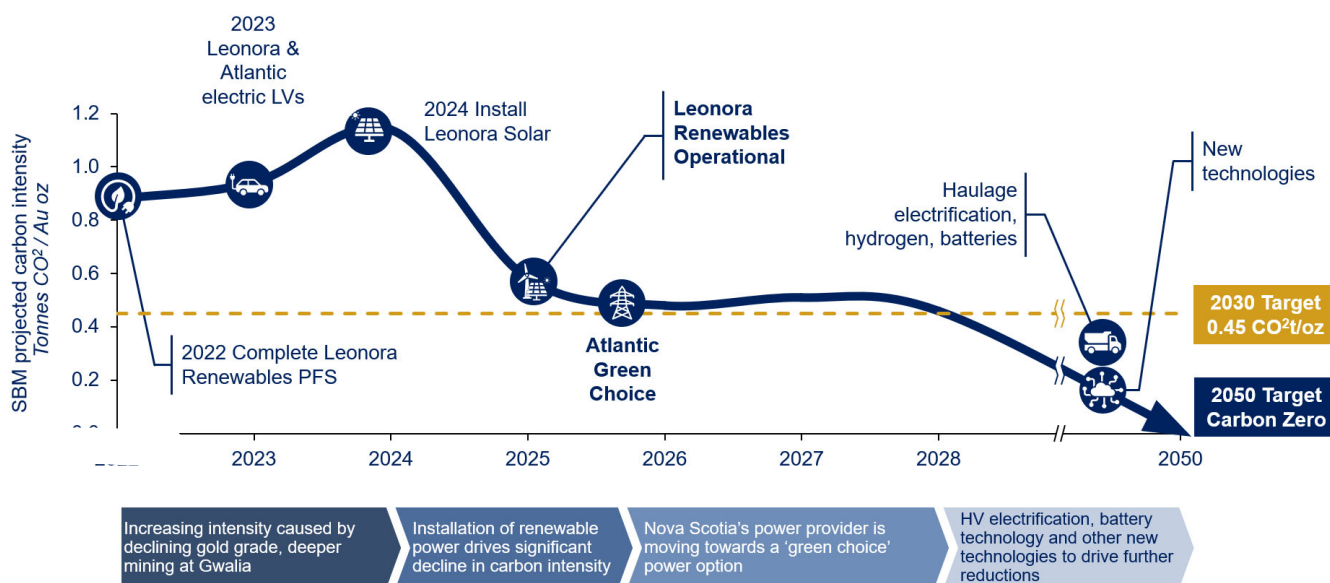
recent times, so an absolute emissions reduction target is not appropriate. The Group's emission intensity rate in 2013 was 0.54 tonnes of CO₂ equivalent per ounce of gold (or efficiency rate of 1.86 ounces of gold per tonne of CO₂-e). The 2030 target intensity rate is 0.45 tonnes of CO₂ equivalent per ounce of gold (or efficiency rate 2.20 ounces of gold per tonne of CO₂-e).

The targets have been determined through consideration of guidance provided by the Science Based Targets Initiative (SBTI)³, the United Nations carbon targets accreditation agency and alignment with the United Nations-approved absolute reduction targets for Australia that were effective in 2020 (a 27 percent reduction on 2005 levels by 2030, or 1.1 percent per year).

The intention of the SBTI in their guidance is that market supply (global gold production) will stay approximately static, meeting consumer demand, while associated emissions reduce in line with global requirements for emission reductions. An important element is that, globally, all producers converge to a best practice level (described as economic intensity contraction).

1

Plan to meet our carbon intensity targets (PFS and scoping study level)



¹ Mineral deposits that are defined to a certain level of accuracy and have an economic plan for mining and processing are classified as 'reserves'.

See St Barbara's formal declaration regarding its mineral inventories under Annual Reports on our website.

² Scope 1 = direct emissions generated by the company through its own activities; that is not grid related emissions.

³ <https://sciencebasedtargets.org/>

The volatility of the Group's production base is such that we are unable to formally seek ratification of our targets by the SBTi.

Scope 3 emissions – Tracking

St Barbara completed a desktop study to estimate the Group's Scope 3 emissions in 2021 and has extended these results on an estimate basis for 2022. The Group is not considering Scope 3 related targets but will consider this for the future, noting they are more than double Scope 1 and 2 combined (194 kt CO₂-e).

Renewable energy strategy

Significant renewable power and efficiency projects will be required to meet our targets and early-stage planning for these is underway.

St Barbara has completed a Group-wide study of opportunities for greenhouse gas (GHG) emission production efficiency, at a minimum, meeting our Paris 2015 efficiency target of an 18.6 percent reduction in CO₂-e t/oz gold by 2030. The study was led by an expert external engineering firm.

The study concluded that our Western Australian Leonora Operations will be the main location for our carbon improvement efforts. Our Leonora Operations are isolated from the grid, have the potential for an operating life similar to that of renewable power generating assets (such as solar panels and wind turbines) and have mining permit certainty. A pre-feasibility study (PFS) commenced in February 2022 and is expected to be completed within the calendar year. Though the preliminary studies are encouraging, there are various scenarios where the Group might choose not to proceed with a renewable power project, such as project complexity, inability to secure permits, and not being able to secure appropriate commercial and technical partners.

Future mining operations in Nova Scotia Canada (currently being permitted) have strong potential to be connected to a grid. The main power provider in Nova Scotia is investigating commercial and technical options to allow major power users to buy renewable power via the grid¹, as well as ambitious plans to 'green the grid'.

Fleet economy

St Barbara has a strong focus on fleet economy, monitoring diesel litres usage per tonne kilometres. We allow global underground truck manufacturers to test their newest and most-efficient models at our Leonora Operations. At the manufacturers' invitation, we attend tests of the most recent electric underground mining trucks and have an ongoing watching brief on this generally. At both the Simberi and Atlantic Operations, fleet efficiency opportunities are being considered as part of the respective feasibility studies for life extending operations.

We currently have no absolute fleet economy targets. Our strategy is to remain in the top half of our industry for gold production greenhouse gas (GHG) efficiency overall, inclusive of trucking. This provides opportunity for trade-off studies between trucking and fixed plant options that replace trucking – such as at the Simberi Operations, where the Ropecon – overland conveyor, saves over 4,000 tonnes of CO₂ versus equivalent diesel trucking.

Gold Industry Risks and Opportunity

The World Gold Council has provided analysis on the potential impact on gold demand from climate change and the transition to a low carbon economy.

Energy usage intensity

Gold producers are significant users of energy, and carbon intensity is likely to increase (amount of carbon emitted per ounce of gold produced, or dollar revenue), in the absence of proactive action by miners.

- Underground mining is increasing as a proportion of total mining versus open cut mining, and existing underground mines are becoming deeper, requiring more ventilation.
- An increasing proportion of total gold mining is of refractory ores that require more energy-intensive processing.

This leads to greater vulnerability to climate change related energy regulation.

Energy efficiency and renewable energy

Energy transition in mining will be supported by developing technologies, increasing use of renewables and electrification and battery storage and use.

Geo-political and macroeconomic risk and opportunity

Gold mines are often located in developing countries with greater vulnerability to climate change. Developing countries are likely to see a greater incidence of disruption to business from climate related impacts, such as:

- Natural disasters disrupting infrastructure, supply chain and human resources;
- Increased immigrations flows; and
- Political and economic instability.

Technology – substitution risk, opportunity

Demand for gold in industrial applications is likely to increase (in the absence of viable substitutions) due to its conductivity properties in micro-circuitry. Through history gold is almost 100% recycled, mitigating the likelihood of substitution.

Carbon tax or trade

The impact of a regulatory change, such as implementation of a carbon-trading scheme or changes to the safeguard mechanism, remain uncertain both in extent of coverage and imposed cost and can't therefore be considered material.

With potential renewable power in the future for the Leonora Operations, there may be further possibilities for carbon reductions.

Currently, no fleet-related emissions are derived from renewable sources.

Carbon Disclosure Project (CDP) – Climate information

The Group has participated in CDP climate since 2017, scoring 'C' for 'in compliance'.

¹ <https://novascotiagcp.com/>

Risk management reviews (including climate change) are conducted three times per year. Climate change risk and opportunities are identified and assessed in the enterprise-wide risk management system. This system defines equivalency levels for financial, compliance, environment, and reputation impacts.

The Board has determined it will delegate oversight of climate change related issues to the Safety and Sustainability Committee of the Board.

The Group risk management processes and procedures monitor risks greater than six years into the future. The Group's assets are too short term and volatile to allow formal consideration by the SBTI.

Tracking and improving performance

In early 2022, the Company reached a settlement with provincial and federal regulators relating to sediment run-off from a road at our Atlantic Operations and some instances of poor disclosure practice relating to run-off from some of our exploration activities. The sediment run-off events occurred over the 2017 to 2021 period, related to an unsealed road within the mining lease and adjacent

un-permitted low-lying swampy area that is impacted during high rainfall events. Various engineered solutions have been trialled to control the run-off with the current system proving successful. The provincial regulator was always kept up to date. The settlement included fines and orders of CAD\$250,000.

To continue to improve and grow, we maintain environmental specialists at each site to lead, support and manage the unique obligations relevant to the different circumstances in which we operate. Over the last year, the sites have continued to lift the profile of environmental performance and deeply understand the obligations and expectations of the communities, regulators and other stakeholders. Our approach to engaging locally has seen the implementation of recycling programs and mangrove planting and coral propagation at the Simberi Operations and sponsorship of a Nova Scotian University's mine rehabilitation research¹.

Over the year, we have also continued to develop opportunities for the use of renewable energy sources in the Leonora Province, which when proven and installed would contribute to the energy transition plans of the Group.

¹ <https://news.smu.ca/news/2021/3/2/saint-marys-scientists-enter-into-five-year-partnership-with-atlantic-gold-to-research-remediation-of-historic-gold-mine-tailings-in-wetlands>

Case study

Rehabilitation and biodiversity an integral part of Simberi Operations

Located on Simberi Island in the New Ireland province of Papua New Guinea, our Simberi Operations has an important role in supporting local biodiversity and long-term sustainability of the area. As part of our commitment, Respecting the Environment, we developed and implemented a range of environmental projects aimed to improve the local ecosystem and environment.

Our coral propagation program has seen the development of an underwater garden, propagating coral along the eastern side of the island since 2018 – ensuring the growth of healthy coral colonies. These colonies are natural habitats for fish and other marine species. We use recycled wire and cement to form a habitat known as a 'cookie' for the coral to grow on, providing further environmentally friendly outcomes.

We also know mangroves play an important part in the ocean's ecosystem. Considered to be a nursery for the ocean; mangroves provide benefits to both the ocean and the land, preventing land erosion and absorbing storm surges during extreme weather while providing a rich source of food for local fauna. As a result, we have been planting mangrove shoots as part of our environmental commitment for more than four years, enriching the local ecosystem, and providing a habitat for local marine species that contributes to strong marine biodiversity.

Working closely with local schools to educate young people about the importance of biodiversity and environmental sustainability is a priority. This year we honoured World Environment Day by planting more than 300 mangrove shoots while also working with students from Simberi Primary School to get them involved and raise awareness of the importance of mangroves in Simberi.

Our Simberi Operations biodiversity initiatives enable us to continue to meet conservation expectations, with our coral and mangrove propagation part of our long-term conservation strategy in addition to mariculture and agriculture projects.



Growing Sustainably

Growing our business sustainably where it makes sense, and with strong governance practices, means we can add value for everyone: our shareholders, our people and our communities.



How our sustainability initiatives map to the United Nations Sustainable Development Goals



2022 highlights

Full year gold production of

280,746 ounces

and AISC of A\$1,848 per ounce

Full year cash flow of

\$88 million

from operating activities

Successfully completed the Bardoc acquisition

Guided by our overarching strategy and a robust governance process, we have identified and integrated key programs of work that underpin the way in which we grow our business. The focus on growth in FY22 saw the acquisition of Bardoc Gold. This acquisition accelerates the delivery of our Leonora Province Plan and unlocks the value in the region. Our programs of work assure that we operate with the highest level of ethical operations in the jurisdictions in which we operate.

Economic performance and business growth – Annual report

St Barbara's economic and growth performance is published in our 2022 Annual Report, with earnings per share as a key indicator set out in the Performance Data section of this report. The material business risks faced by the Group that may have an impact on operating and financial prospects of St Barbara are detailed in the 2022 Annual Report.

Contribution to government – taxes, royalties, and duties

We have a strong focus on taxation compliance and our financial statements are audited annually by international firm, PricewaterhouseCoopers (PwC). We pay our full income tax and fulfil all other tax obligations. Between FY18 and FY22, cumulative payments to governments totalled \$423M and cumulative statutory profits were \$162M. Refer to the Performance Data table of this Report for detail concerning the most recent three years. The Group's direct economic contribution to governments is published in the 2022 Annual Report and in the Performance Data section of this Report.

St Barbara commenced paying company income tax in 2018, having fully utilised previously accumulated income tax losses incurred whilst establishing our operations.

Other taxes, royalties and duties have broadly increased over the last several years associated with the increase in gold production and related activity (such as fuel consumption, imports, employment and engagement of contractors and suppliers).

Key Programs

Human rights

St Barbara's commitment to respecting and protecting human rights in all their forms is detailed in our Code of Conduct and our Values, with supporting policies and internal standards specifically reiterating our commitments¹.

In FY22, we released our new Human Rights Policy, designed to ensure that the rights of our personnel and our communities are upheld. We also have policies for diversity and inclusion, equal opportunity and community relations, protecting employees from discrimination based on race, age, union affiliation, ethnicity, religion, gender, sexual orientation, disability, family and marital status, nationality, and political belief.

As a member of the Minerals Council of Australia (MCA), our management approach is aligned to the human rights stipulations of the Enduring Value framework. We also align to the associated UN Guiding Principles on Business and Human Rights. St Barbara's policies and standards also mandate the use of practices and procedures with respect to human rights that uphold, or are consistent with, the International Labour Organisation (ILO) conventions on freedom of association (No. 87), collective bargaining (No. 98), forced labour (No. 29, No. 105), child labour (No. 138, No. 182), fair wages (No. 100), and discrimination (No. 111).

St Barbara is an awarded sector leader in workplace human rights, particularly in the domain of gender equality.

Our Supplier Code of Conduct requires suppliers to comply with our policies and standards addressing human rights. The Code also sets an expectation that St Barbara suppliers comply with all applicable laws relating to anti-bribery and anti-corruption, diversity and inclusion, health and safety, modern slavery, and sustainability. Our supply engagement terms also specify that suppliers undertake to identify and encourage opportunities which benefit Indigenous/First Nations people and local communities, wherever reasonably possible.

Other than our process to assess and manage our supply chain for forced labour (modern slavery) risks, St Barbara's procurement team undertakes supplier due diligence assessments focused on high-risk suppliers for broader sustainability risks – including human rights, and anti-bribery and corruption.

St Barbara had no reportable human rights incidents in FY22.

Modern slavery

St Barbara is committed to the prevention and elimination of modern slavery practices in our operations and supply chain. We recognise that slavery is still a prevalent and pervasive issue, particularly within the supply chains of global entities. We continue to develop more effective processes and procedures to better our understanding of our areas of potential impact and influence so that we can address, mitigate, and remediate any instances of modern slavery.

In addition to our annual Modern Slavery Statement, in FY22 we also updated our Modern Slavery Policy to ensure compliance with Australia's Commonwealth Modern Slavery Act 2018, to educate and increase awareness of modern slavery in our personnel, and to ensure that actions to address any instance of suspected modern slavery are clear.

Our Modern Slavery Working Group continues to initiate and oversee actions that aim to assess and address risks of modern slavery, including identified year-on-year improvement opportunities. This group also engages with other organisations and industry groups to share learnings and remain up to date with emerging developments.

In FY22, we:

- Engaged and collaborated with external industry networks to support education on modern slavery, enhance knowledge sharing and emerging practice;
- Engaged local Simberi stakeholder groups to provide awareness on modern slavery and grievance processes;
- Expanded our escalation processes to include specific examples and support remedy of any suspected or actual instances of modern slavery;
- Worked to improve the due diligence completion rate of our Modern Slavery Questionnaire;
- Engaged with high-risk supply chain representatives to determine areas of risk; and
- Conducted a risk assessment on modern slavery risks in relation to chartered shipping supply chain.

Further information about our approach to Modern Slavery can be found in our Modern Slavery Statement.

Our next Modern Slavery Statement will be released in December 2022.

Indigenous lands and rights of Indigenous people

St Barbara operates on a range of lands in Canada, Australia, and Papua New Guinea which have traditionally been under the custodianship of Indigenous and First Nations people. In accordance with the United Nations Declaration on the Rights of Indigenous Peoples and the ILO's definition of Indigenous lands as those occupied by people who self-identify as Indigenous; we acknowledge that all lands on which we operate are classified as Indigenous lands.

St Barbara maintains due diligence practices and procedures with respect to Indigenous rights within the communities in which we operate. These consider the ILO Convention No. 169 and consultation practices that establish free, prior, and informed

¹ Our relevant policies, published on our website, are: Code of Conduct; Diversity and Inclusion Policy; Equal Employment Opportunity Policy Statement; Community Relations Policy Statement; Modern Slavery Policy; Whistleblower Policy; Supplier Code of Conduct; and new Human Rights Policy.

consent. We also maintain relevant grievance mechanisms for each operation that allows individual community members and community organisations to raise concerns. We have established formal community agreements where required, including benefit agreements, and agreements that address compensation, Native Title, and cultural heritage.

None of our existing operations are in areas of conflict as defined by the Uppsala Conflict Data Program. As such, frameworks which define relevant practices and procedures to be carried out in these settings are not deemed to be relevant to our operations.

With the acquisition of Bardoc Gold on the 13 April 2022, St Barbara will continue to recognise the lands and rights of the local Aboriginal people in the Kalgoorlie and Menzies areas. As our new stakeholders, further consideration to their heritage is being explored in partnership with them.

In support of the Leonora Province Plan and regional exploration activities, St Barbara has been undertaking archaeological and ethnographic surveys with the Darlot People, ensuring future activities do not impact on their cultural heritage.

The on-country determination of the Darlot Native Title Claim took place shortly following the end of FY22, in July 2022, on land that is important to their people and culture.

Cultural heritage

All three of the Group's operations have practices and processes to identify and protect sites of archaeological or spiritual significance for Indigenous peoples. These practices include communications and engagement with local First Nations groups and conducting surveys as needed.

Prior to exploration commencing, thorough environmental and community-orientated review of the proposed ground is undertaken. Regulatory requirements around protection of sites of spiritual and archaeological significance for Indigenous people differ in our various jurisdictions. In addition to a focus on compliance, the Group ensures that local Indigenous/First Nations and island communities (in Australia, Canada, and Papua New Guinea, respectively) are consulted and involved in surveys of proposed exploration and development sites.

As we pursue growth projects at various stages across several locations, studies are conducted to gain an understanding of current cultural practices and land use by Indigenous and First Nations peoples.

We have implemented system improvements at our Atlantic and Leonora Operations, with LeaseControl and Borealis programs to better track tenure, engagement, and site activity.

We also participate in industry forums to improve cultural heritage and Indigenous engagement policy, practice, and performance.

Supplier Code of Conduct

Key aspects of the Supplier Code of Conduct include the following:

Anti-bribery and corruption

Our suppliers must comply with all applicable laws relating to the prevention of bribery, corruption, fraud, tax evasion or similar or related activities.

Diversity and inclusion

Our suppliers must comply with all applicable discrimination laws and actively promote diversity and inclusion within their own workplace, including in recruitment, retention, and promotion practices.

Health and safety

Our suppliers must comply with all applicable health and safety laws and aim to create a safe working environment for their employees and anyone else affected by their businesses.

Modern slavery

Our suppliers, whether directly or through their supply chain, must comply with all applicable modern slavery laws, including not engaging in human trafficking, slavery, servitude, forced labour, forced marriage, deceptive recruiting for labour and services, debt bondage and child labour. Refer also to our Modern Slavery Statement.

Sustainability

Our suppliers must comply with all applicable environmental laws and continually strive to improve their sustainability performance, focusing on reduction (as appropriate) of waste, carbon emissions, water, and natural resources consumption.

Due diligence and enforcement

The Group has put in place due diligence systems to identify and investigate suppliers identified as potentially being high-risk in relation to compliance with any of the above requirements.

Sustainable supply chain

We are committed to partnering with suppliers whose principles are consistent with our own. Our suppliers are therefore required to comply with all applicable laws and, in all cases, they must meet the standards and principles set out in our Supplier Code of Conduct across all areas of their business.

To share the socio-economic value of mining, St Barbara is also committed to engaging local suppliers in the regions where we operate for goods and services, where they meet our mining requirements (including regulatory requirements). Our supply engagement terms also specify that suppliers undertake to identify and encourage opportunities which benefit Indigenous and First Nations people and local communities, wherever reasonably possible.

Case study

Acquisition of Bardoc Gold accelerates our Leonora Province Plan

St Barbara has a proud and rich history in the Western Australian goldfields dating back to 1897. Our Gwalia mine, just south of Leonora, is Australia's deepest underground trucking mine and has already produced more than four million ounces from open-cut and underground operations.

In April 2022, we completed the acquisition of Bardoc Gold Limited, opening an exciting new chapter in our history. Bardoc Gold's assets, located approximately 180km south of our Leonora Operations, include the well-advanced Aphrodite and Zoroastrian underground deposits. They lie immediately adjacent to the rail line and highway leading to our Leonora Processing Plant, enabling transportation of ore to our Leonora Operations. The Leonora Processing Plant will be expanded, increasing capacity to 2.1 Mtpa. We will also install Glencore's Albion Process™ enabling the plant to refractory as well as free milling ore.

The acquisition was a significant step in accelerating our Leonora Province Plan. It expands our presence in the region and further establishes St Barbara as a growing gold mining company with a brilliant future. Together with the planned upgrades to the Leonora Processing Plant, it provides us with significant operating flexibility within the highly prospective Leonora province and positions St Barbara to deliver organic growth for years to come.

This is a major step forward for the Leonora Province Plan. By unlocking this we are securing a stronger future for our Company, our people, and local communities.



Performance Data

Due to rounding data may not exactly equal totals.

	Notes	FY20	FY21	FY22	Target
Governance and economic performance					
Governance					
Governance performance reported in Annual Report and Corporate Governance Statement (CGS)		A. Report CGS	A. Report CGS	A. Report CGS	
Selected key indicator of governance performance:					
"Compliance with ASX Corporate Governance Council Principles and Recommendations"	1	100%	100%	100%	100%
Political donations (A\$)		\$0	\$0	\$0	\$0
Payments to peak bodies (A\$M)	2	\$0.3M	\$0.3M	\$0.4M	n/a
Whistleblower complaints		1	0	2	n/a
Economic performance					
Economic performance reported in Annual Report.		A. Report	A. Report	A. Report	
Selected key indicator of economic performance:					
Earnings per share (basic, underlying)		\$0.16	\$0.11	\$0.03	n/a
People					
Diversity – reported in Corporate Governance statement					
Diversity performance reported in Corporate Governance Statement.		CGS	CGS	CGS	
Selected key indicator of diversity performance:					
% women on the Board (including MD & CEO)		33%	33%	40%	
Proportion of women employed (Australia)		26%	28%	26%	
Proportion of women employed (PNG)		15%	16%	16%	
Proportion of women employed (Canada)		19%	23%	21%	
First Nations employees (Canada)		3%	2%	2%	
Indigenous employees at Leonora Operations		3%	2%	1%	
Overall gender pay gap (Australia)	3	12%	8%	7%	
Nil gender pay gap for 'like-for-like' roles	4	nil	nil	nil	
% women in entire workforce		19%	20%	19%	
% women in 'management'	5	18%	24%	28%	

¹ Compliance, or satisfactory disclosure of alternative governance practices adopted in lieu of a recommendation, as prescribed under the ASX Corporate Governance Council Principles and Recommendations (4th edition).

² Comprises Minerals Council Australia, Chamber of Minerals and Energy Western Australia and Gold Industry Group. Excludes where company pays professional service fees and employee memberships (for CME WA).

³ The 'Overall Gender Pay Gap' is calculated according to the WGEA guidelines (www.wgea.gov.au) and represents the difference between the average pay for all male employees and the average pay for all female employees across the whole organisation.

⁴ The like-for-like gender pay gap measures the difference in base salary over the year between male and female employees in comparable roles.

⁵ 'Management' is defined as Level 2 and above employees.

		Notes	FY20	FY21	FY22	Target
People (continued)						
Employee and contractor numbers						
Australia	Employees		261	250	274	
	Contractors		485	449	429	
	Total		746	699	703	
Papua New Guinea	Employees		746	767	742	
	Contractors		428	467	491	
	Total		1174	1234	1233	
Canada	Employees		318	321	322	
	Contractors		1	6	5	
	Total		319	327	327	
Total	Employees		1325	1337	1339	
	Contractors		914	921	925	
	Total		2239	2259	2264	
PNG employment participation						
Nationality	PNG – Simberi and local islanders		57%	44%	53%	
	PNG – Other		38%	53%	44%	
	Non-PNG (expatriates)		5%	3%	3%	
Employee turnover						
Australia – Corporate			13%	25%	29%	
Australia – Operations			1	–	–	46%
Australia Mining average benchmark			2	14%	13%	16%
Papua New Guinea				6%	9%	14%
Canada				10%	18%	38%
Total turnover				8.3%	14.3%	24%
				# took parental leave	% returned to work	% retained 12 months after returning
Parental leave, return to work, FY22						
Australia %, # primary carer				8	100%	100%
Australia %, # secondary carer				9	100%	100%
PNG %, # primary carer				11	100%	100%
PNG %, # secondary carer				5	100%	100%
Canada %, # primary carer				3	100%	100%
Canada %, # secondary carer				2	100%	100%
Overall				38	100%	100%
Employee engagement survey						
% of employees who responded		3	64%	58%	45%	
% overall employee engagement		4	71%	68%	60%	

¹ This statistic was first collected in FY22.

² HR Wise 'Australian Resources Industry Turnover Analysis TA (RITA)' Report – Jan 2022 figures. RITA report has 26 Australian Resource industry companies participating. 'Turnover' is voluntary employment moves only. Only direct employees measured.

³ Target = top quartile of participation observed by external survey provider (Blue Provident), global, all industries.

⁴ Target = top quartile of participation observed by external survey provider (Blue Provident), global, all industries.

	Notes	FY20	FY21	FY22	Target
Economic contribution					
Income tax paid	A\$M				n/a
Australia		21	19	8	
Papua New Guinea		4	9	7	
Canada		0	0	18	
Total Group income tax paid		25	29	33	
Wage/Salary taxes (paid by Group on behalf of direct employees)	A\$M				n/a
Australia		14	17	16	
Papua New Guinea		8	9	8	
Canada		7	9	10	
Total		30	34	34	
Royalties paid to gov't and communities (excluding corporate royalties)	A\$M				n/a
Australia		10	9	12	
Papua New Guinea		6	5	2	
Canada		4	4	3	
Total royalties paid		20	18	16	
Other taxes/duties paid	A\$M				n/a
Australia		0.1	2.8	2.4	
Papua New Guinea		0.2	0.9	0.4	
Canada		0	0	0.1	
Total taxes/duties paid		0.3	3.8	2.9	
Total taxation and royalties (excluding corporate royalties)	A\$M				n/a
Australia		45	48	39	
Papua New Guinea		19	24	16	
Canada		11	13	31	
Total		75	85	86	
Net Profit After Tax for comparison		128	-177	-161	
Community expenditure	A\$M				n/a
PNG community expenditure	1	2.8	1.8	2.2	
PNG expenditure with landowner associated companies	2	9.1	11.1	9.1	
Australian sponsorships, in-kind support		0.3	0.5	.39	
Canadian sponsorships, in-kind support		0.04	0.06	.36	

¹ Cost of Community and Mine Clinic, ring road maintenance and support functions. Converted from PGK at exchange rates shown at the end of the Performance Data table.

² Converted from PGK to A\$ at exchange rates shown at the end of the Performance Data table.

	Notes	FY20	FY21	FY22	Target
Health and safety					
Total recordable injury frequency rate (TRIFR)	1				
Australia		6.8	6.4	9.1	4.1
Papua New Guinea		0.7	2.7	0.4	0.7
Canada		4.4	5.7	4.7	2.9
Total		3	3.9	3.4	2.1
Recordable injuries					n/a
Australia		10	9	11	
Papua New Guinea		2	7	1	
Canada		4	4	4	
Total		16	20	16	
Lost-time injury frequency rate (LTIFR)	2				n/a
Australia		0	1.7	0	
Papua New Guinea		0.4	0.8	0.4	
Canada		1.4	1.4	0	
Total (includes exploration)		0.4	0.6	0.2	
Benchmark (underground mines, Western Australia)	3	1.7	1.7	2.1	
Fatalities					
Australia		0	0	0	0
Papua New Guinea		0	1	0	0
Canada		0	0	0	0
Total		0	1	0	0
Health and Safety fines & penalties					
Australia		0	0	0	0
Papua New Guinea		0	1	0	0
Canada		0	0	0	0
Total		0	1	0	0

¹ Historical rolling 12 months recordable injuries per million hours worked.

² Historical rolling 12 months lost time injuries per million hours worked.

³ Industry Lost Time Injury Frequency Rate (LTIFR) for Western Australian Mining Industry.
<https://www.dmp.wa.gov.au/Documents/Safety/Safety%20performance%20in%20the%20Western%20Australian%20mineral%20industry%202020-21%20%20report.pdf>

	Notes	FY20	FY21	FY22	Target
Environment	1				
Total incidents	2				n/a
Australia		6	8	18	
Papua New Guinea		34	40	39	
Canada		37	49	43	
Reportable incidents	3				n/a
Australia		2	3	2	
Papua New Guinea		2	2	2	
Canada		5	21	5	
Significant incidents	4				n/a
Australia		0	0	0	
Papua New Guinea		0	1	1	
Canada		0	1	0	
Environmental fines & penalties					n/a
Australia		0	0	0	
Papua New Guinea		0	0	0	
Canada		0	0	1	
Total		0	0	1	
Disturbed land (hectares)					n/a
Australia		1260	1132	1145	
Papua New Guinea	5			602	
Canada		268	271	271	
Landfill (tonnes)	6				n/a
Australia			2128	1548	
Papua New Guinea			Not calc	3550	
Canada			117	117	

¹ Final external reporting for NPI and NGERS (National Pollutant Inventory & National Greenhouse and Energy Reporting Scheme – federal Australian government reporting obligations) had not been finalised as at the date of this report and may vary.

² Incidents are categorised via St Barbara Environment Incident Categorisation risk matrix as to their potential and actual environmental impact. The consequence component of this matrix is shown below. 'Total' incidents include all types of incident except 'insignificant', i.e., Minor, Moderate, Major, Critical.

Insignificant	Minor	Moderate	Major	Critical
Very low environmental impact (e.g., localised spill).	Reversible environmental impact, immediately contained.	Reversible environmental harm extending beyond site boundary, immediately contained.	Widespread environmental impact, not immediately contained.	Widespread irreversible environmental harm.

³ A reportable incident is where a licence or regulatory condition requires certain events to be reported. Typically, any environmental incident that impacts beyond the mine lease borders must be reported. Some events within the mine boundary must also be reported, for instance, discovery of certain hazardous materials in landfill. Relatively low impact environmental events can therefore sometimes be reportable.

⁴ Incidents are categorised via a risk matrix as to their potential and actual environmental impact. The consequence component of this matrix is shown in note 2 above. 'Significant' incidents include 'Major' and 'Critical' incidents. The FY21 incidents don't qualify as 'major' environmental incidents but have been included due to the compliance aspects.

⁵ FY22 re-baselined

⁶ Landfill based on estimates from site collection processes

	Notes	FY20	FY21	FY22	Target
Environment (continued)					
Water use Leonora (Western Australia) mega litres (ML)					
Potable	1	46	46	46	35
Non-potable	2	939	1132	1480	Below allocation
% of allocation utilised		19%	24%	26%	
Non-potable recycling		113%	132%	102%	
Water use Simberi (PNG) mega litres (ML)					
Non-potable	3	6555	4329	1216	
Recycling		54%	49%	62%	
Grey water discharge (via DSTP)		42	43	60	<114
Water use Touquoy (Canada) mega litres (ML)					
Water usage		3,336	3,363	3,197	
Recycling		96%	96%	96%	
Water drawn from environment		143	136	137	
Treated water discharged		1,165	947	1,396	
Climate					
Absolute GHG emissions Australia kilo tonnes (kt) CO₂ equiv					
Scope 1 emissions	4	80	91	95	
Scope 2 emissions		1	1	1	
Absolute GHG emissions PNG kilo tonnes (kt) CO₂ equiv					
Scope 1 emissions	5	82	59	38	
Scope 2 emissions		0	0	0	
Absolute GHG emissions Canada kilo tonnes (kt) CO₂ equiv					
Scope 1 emissions		13	15	12	
Scope 2 emissions		44	46	47	
Absolute energy usage, tera joules (TJ)					
Australia, all sources	6	1826	2106	2238	
PNG, all sources	7	1046	761	490	
Canada, all sources	8	326	357	344	
Production GHG emissions intensity – tons of CO₂-e per ounce					
Australia, scope 1 & 2		0.47	0.59	0.50	
Papua New Guinea, scope 1 & 2		0.81	0.81	1.36	
Canada, scope 1 & 2		0.54	0.61	0.98	

¹ Leonora only, potable water usage is measured versus an annual self-selected then approved target. Results re-stated to include use in the Leonora 'village' – the mining accommodation camp 5km away from the Gwalia mine. Simberi is in a high rainfall environment with normal rain activity (>4m p.a.) typically in excess of community requirements. The operation nevertheless has a strong commercial focus on process water recycling and potable water usage minimisation.

² Non-potable water at Leonora is usually saline, unfit for domestic or agricultural use, and comes from boreholes or is pumped from the underground mine. The mine has an allocation associated with earlier operations.

³ Simberi production only occurred for half of FY22 due to DSTP failure.

⁴ 2022 is estimate only pending formal NGERS report subsequent to this report. 2021 number has been adjusted from the FY21 Report following release of NGERS report.

⁵ Estimates from fuel and lubricants purchases.

⁶ 2022 is estimate only pending formal NGERS report subsequent to this report.

⁷ Estimate factor applied to generate total energy used from net energy used.

⁸ Note use of grid power gives our Canadian operations a much lower energy use as it includes only a direct KWh to GJ calculation and does not account for energy used in transmission and generation, as is the case at the other operations.

	Notes	FY20	FY21	FY22	Target
Climate (continued)					
Production GHG emissions efficiency – ounces per ton of CO₂ equiv					
Australia, scope 1 & 2		2.11	1.68	1.99	
Papua 1 New Guinea, scope & 2		1.24	1.24	0.74	
Canada, scope 1 & 2		1.86	1.63	1.02	
Revenue GHG emissions intensity – tons of CO₂-e per US\$000 revenue					
Australia, scope 1 & 2		0.33	0.37	0.28	
Papua 1 New Guinea, scope & 2		0.55	0.39	0.89	
Canada, scope 1 & 2		0.38	0.40	0.58	
Revenue GHG emissions efficiency US\$000 revenue per ton of CO₂ equiv, scope 1 & 2					
Australia		3.01	2.71	3.61	
Papua New Guinea		1.83	2.56	1.13	
Canada		2.66	2.48	1.72	
Consolidated GHG emissions results (Scope 1 and 2)					
Absolute GHG emissions (kT) CO ₂		220	212	194	
CO ₂ tons per US\$000 revenue		0.4	0.38	0.39	
CO ₂ tons per ounce		0.58	0.65	0.69	
US\$000 revenue per ton of CO ₂		2.48	2.60	2.54	
Ounces per ton of CO ₂		1.72	1.54	1.44	2.20 by 2030
Self-generation of electricity (GWh)					
Australia		102	126	134	
Papua New Guinea	1	55	39	24	
Canada		0	0	0	
Total		151	153	158	
Grid power (GWh)					
Australia		2	2	2	
Papua New Guinea		0	0	0	
Canada		43	46	46	
Total		45	48	48	
Renewable power (GWh)					
Australia		1	1	1	
Papua New Guinea					
Canada					
Total		1	1	1	
Scope 3 emissions					
Australia			235	250	
Papua New Guinea			157	102	
Canada			88	85	
Total	2		481	436	

¹ Estimates based on power capacity times utilisation.

² Estimate based on Scope 1 & 2 combined change year on year on per site basis

	Notes	FY20	FY21	FY22	Target
Climate (continued)					
Fleet emissions					
Leonora – litres diesel (millions)			7	7	
Leonora – CO ₂ +e (kt)			19	19	
Simberi – litres diesel (millions)			9	6	
Simberi – CO ₂ +e (kt)			26	18	
Atlantic – litres diesel (millions)			4	4	
Atlantic – CO ₂ +e (kt)			14	11	
Total – Litres diesel (millions)			20	17	
Total – CO ₂ +e (kt)			59	48	
Air Quality – FY22 Only		Australia	Canada	PNG	Total
CO (t)		388,029	38,363	139,860	566,252
Nox (t)		656,648	72,529	347,178	1,076,355
Sox (kg)		409	83	213	705
PM10 (t)		10,420	5,141	20,538	36,098
Mercury (g)		0	0	–	0.17
Lead (kg)		–	–	–	–
Volatile Organic Compounds (VOCs, t):		81,411	6,233	19,377	107,022

	Notes	FY20	FY21	FY22	Target
Waste					
Gwalia (WA tailings)					
Absolute tons (dry, kt)		771	749	1,027	
# Leakage/spills to environment		0	0	0	
Simberi (PNG) tailings					
Absolute tons (dry, kt)		3314	2758	1,205	
# Leaks/spills to environment		0	1	0	
Touquoy (Canada) tailings					
Absolute tons (dry, kt)		2588	2918	2,755	
# Leaks/spills to environment		0	0	0	
Gwalia (WA) waste rock – absolute and target					
Absolute tons (Mt)		0.3	0.3	0.3	
% stored disposed according to licenced responsible methodologies		100%	100%	100%	
Simberi (PNG) waste rock – absolute and target					
Absolute tons (Mt)		8.6	6.4	5.3	
% stored disposed according to licenced responsible methodologies		100%	100%	100%	
Touquoy (Canada) waste rock – absolute and target					
Absolute tons (Mt)		3.5	4.7	7.5	
% stored disposed according to licenced responsible methodologies		100%	100%	100%	

	Notes	FY20	FY21	FY22	Target
Foreign exchange rates					
The Group uses Australian dollar presentation currency for reporting purposes. Financial figures are in Australian dollars unless otherwise stated. The following exchange rates (as used in previously published financial statements) have been applied where appropriate:					
A\$/US\$ - average for year		0.6709	0.7470	0.7255	
A\$/CAD\$ - average for year		0.9249	0.9417	0.9180	
PGK/A\$ - average for year		2.3513	2.6810	2.6193	

Appendices

Material issues and boundaries

St Barbara assesses materiality of issues disclosed in this report according to materiality determination as described by the Global Reporting Initiative, and:

- our Values;
- laws, licences and regulations;
- engagement with key stakeholders (internal and external) identification of issues discussed frequently or as priority;
- engagement with experts, peer reporting and industry organisations, and international initiatives focused on sustainability issues; and
- issues identified in our internal reporting and defined as critical in our Risk Management System.

Boundaries are defined by our impacts. We define our impacts to include direct and indirect, intended, and unintended, short and long-term consequences.

We do not consider our impacts to include:

- product safety and product recycling;
- the role of gold in international political and economic relations;
- engagement with communities beyond those geographically proximate to our operations;
- commercial activity of individuals and entities connected with our operations but not relating to us (for example, other business activities of contractors and royalty recipients); or
- issues relating to minority equity interests and previously divested assets.

This Sustainability Report prioritises reported 'top ranked' issues (topics) according to assessed materiality, as summarised in the table below. Other 'medium ranked' issues and supplementary content are described in the report where they support our communication and/or disclosures to other relevant external sustainability/ESG frameworks.

Reported top issues (topics) by chapter	Boundaries and key stakeholders	Internal
Safety Always <i>Safety</i> Injury risks and management systems for zero harm. Pandemic and disease management. Mental health and well-being support.	• Existing and potential workforce • Local communities • Government and regulators • Investors and analysts • Suppliers • NGOs	All the reported issues are identified and managed according to the impact upon our employees and contractors
Respecting the Environment <i>Tailings</i> Integrity of tailings management systems to regulations, industry standards, and for full mine life.	• Government and regulators • Local communities • Investors and analysts • NGOs	
<i>Climate</i> Approach and systems for assessment and management of climate change-related risks and opportunities. Low-carbon scenarios and transition pathways to reducing GHG footprint to Paris-aligned targets. Abatement and C-intensity reduction within future mining plans.	• Investors and analysts • NGOs • Government and regulators • Local communities • Suppliers	
<i>Water effluent</i> Systems and approach to the management of water effluent from operations – risks and opportunities in doing so. Relates to water consumption and release by category, recycling, and sediment management.	• Government and regulators • Local communities • NGOs • Investors and analysts	
Our approach to sustainability, Growing Sustainably <i>Governance</i> Management of comprehensiveness, strength, and disclosure of the Group governance framework, including encapsulation of sustainability/ESG governance and its aspects. Alignment to industry standards, applied in all operating jurisdictions.	• Existing and potential workforce • Local communities • Government and regulators • Investors and analysts • Suppliers • NGOs	

Empowered people, Diverse teams**Employee development**

System to manage and optimise direct employees' capability (skills and resourcing), engagement and career development.

Relates to training, annual performance reviews, engagement, and managing company employee turn-over rates.

- Existing and potential workforce
- Local communities
- Investors and analysts
- Government and regulators
- NGOs

Diversity benefits/risk

Approach to managing levels of diversity and inclusion of direct employees and where this materially impacts or benefits the business and reduces risks.

- Existing and potential employees
- Investors and analysts
- NGOs

Stronger Communities**Indigenous engagement**

Commitment to, and management process for, respectfully, inclusively, and responsively engaging Indigenous/First Nations people/communities on planned and current operational activities – including community development and closure planning. Working for mutual respect and progress.

Relates to human and Indigenous rights, and cultural heritage management.

- Local communities
- Existing and potential workforce
- Investors and analysts
- Government and regulators
- NGOs

Local benefits

Process to plan, execute and track the delivery of long-term and sustainable shared value from mining as local benefits to the community – both as regulated in mining licences and agreements and in addition at a level aligned to industry standards. Relates to community and stakeholder engagement, local employment, payment of wages, payments to government, and local supply.

- Local communities
 - Existing and potential workforce
 - Investors and analysts
 - Government and regulators
 - NGOs
-

Alignment to international sustainability performance initiatives

The Group is a member of or responds to the following key international sustainability initiatives:

- Carbon Disclosure Project (CDP)¹, Climate (since 2018, rated 'C' for compliance).
- Sustainability Accounting Standards Board (SASB) Mining and Metals Standard.

ESG ratings and indices

St Barbara is reviewed and benchmarked by the following leading ESG ratings and indices:

- Sustainalytics – rated top-quartile in sub-sector
- Australian Council of Superannuation Investors – rated in ASX 200 reporting 'leader' group
- MSCI – rated top-quartile in sub-sector
- Refinitiv – B minus (B-)
- ISS Corporate Solutions – rated a strong performer in sub-sector.

¹ www.cdp.net/en

Global Reporting Initiative Standards

GRI Content Index

This table indicates how St Barbara has used the Global Reporting Initiative (GRI) sustainability reporting standards to guide its sustainability disclosures. St Barbara's sustainability disclosures comprise relevant sections of its:

- 2022 Annual Report (AR in table below);
- Corporate Governance Statement (CGS in table below); and
- website (www.stbarbara.com.au).

Sustainability reporting, as promoted by the GRI Standards, is an organisation's practice of reporting publicly on its economic, environmental, and/or social impacts, and its contributions – positive or negative – towards the goal of sustainable development.

GRI Ref ¹	Item	Disclosure	UNGC ²
1. Organisational profile			
102-1	Name of the organisation	St Barbara Limited	
102-2	Activities, brands, products, and services	Annual Report, Principal activities	
102-3	Location of headquarters	Annual Report, Registered Office	
102-4	Location of operations	Annual Report, Our company	
102-5	Ownership	Annual Report, Shareholder information	
102-5	Legal form	St Barbara Limited is a public company incorporated in Australia and listed on the Australian Securities Exchange (ASX: SBM)	
102-6	Markets served	All gold bullion is sold to Australian registered financial institutions	
102-7	Scale of the organisation	Annual Report, Directors' Report	
102-8	Information on employees and other workers	Sustainability Report, Performance Data	
102-9	Supply chain	Annual Report, Directors' Report, this report	
102-10	Significant changes to the organisation and its supply chain	Annual Report, Directors' Report	
102-11	Precautionary Principle of approach	Environmental Policy	7
102-12	External initiatives	stbarbara.com.au/our-company/recognition-of-our-work/	
102-13	Membership of associations	The Group maintains membership involvement in relevant business associations, resource sector specific associations, commodity specific associations, at local and national levels, including: Chamber of Minerals and Energy of Western Australia (CME WA) Minerals Council of Australia (MCA) Gold Industry Group (GIG) PNG Chamber of Mines and Petroleum The Mining Association of Nova Scotia (MANS) Minerals Association Canada (MAC)	
2. Strategy			
102-14	Statement from senior decision maker	Letter from MD & CEO	
102-15	Key impacts, risks, and opportunities	The Group's activities have various impacts upon the environment, neighbours, and local communities. See Sustainability Report, Material issues and boundaries, and stbarbara.com.au/our-commitments/ Risks: Annual Report, Material business risks Opportunities: Annual Report, Business strategy and future prospects	8,9

¹ GRI disclosure standard, www.globalreporting.org

² UN Global Compact Ten Principles, <https://www.unglobalcompact.org/what-is-gc/mission/principles>

GRI Ref ¹	Item	Disclosure	UNGC ²
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Corporate Governance Statement, Principle 3: Instil a culture of acting lawfully, ethically, and responsibly Code of Conduct, stbarbara.com.au/about us/governance	10
102-17	Mechanisms for advice and concerns about ethics	Board Charter, 6. Independent Advice, stbarbara.com.au/ about us/governance Whistleblower Policy, stbarbara.com.au/about us/governance	
4. Governance			
102-18	Governance structure	Corporate Governance Statement, https://stbarbara.com.au/our-company/governance/	
102-19	Delegating authority	High-level delegation set out in Board Charter. Sustainability Report	
102-20	Executive level responsibility for economic, environmental, and social topics	Board and Committee Charters stbarbara.com.au/our-company/governance/	
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report, Material issues and boundaries and general discussion. Relationships and topics in general covered by licences and regulation. Participation with industry and peak bodies on a variety of topics including economic, environmental, and social issues is also discussed through the Sustainability Report.	
102-22	Composition of the highest governance body and its committees	Corporate Governance Statement, Principle 2: Structure the Board to be effective and add value	
102-23	Chair of the highest governance body	Annual Report, Directors' Report	
102-24	Nominating and selecting the highest governance body	Constitution, https://stbarbara.com.au/our-company/governance/	
102-25	Conflicts of interest	Conflict of Interest and Related Parties Policy, stbarbara.com.au/our-company/governance/	
102-26	Role of highest governance body in setting purpose, values, and strategy	Board charter https://stbarbara.com.au/our-company/governance/	
102-27	Collective knowledge of highest governance body	Annual Report, Directors' Report Corporate Governance Statement, Principle 2: Structure the Board to be effective and add value	
102-28	Evaluating the highest governance body's performance	Board performance review, reported in Corporate Governance Statement, Principle 2: Structure the Board to be effective and add value	
102-29	Identifying and managing economic, environmental, and social impacts	Board and Committee Charters, Board Policies inc. Code of Conduct, Community Relations Policy, Diversity Policy, Environmental Policy, Health and Safety Policy, Risk Management Policy, all available at stbarbara.com.au/our-company/governance/	
102-30	Effectiveness of risk management processes	Corporate Governance Statement, Principle 7: Recognise and manage risk	
102-31	Review of economic, environmental, and social topics	Economic topics are reviewed annually as part of the strategic planning process. Environmental and Social topics are reviewed regularly in the Health, Safety, Environment and Community Committee (HSEC) with broader reviews annually at Board level as part of strategic planning	
102-32	Highest governance body's role in sustainability reporting	As per 102-31 above	
102-33	Communicating critical concerns	The Group has clear hierarchy, and role responsibility for communicating critical concerns and escalating process where needed	
102-34	Nature and total number of critical concerns	None in this or former reporting periods	
102-35	Remuneration policies	Annual Report, Remuneration report	
102-36	Process for determining remuneration	Annual Report, Remuneration report	
102-37	Stakeholders' involvement in remuneration	Annual Report, Remuneration report	
102-38	Annual total compensation ratio	Disclosure not required for GRI Core option	

GRI Ref ¹	Item	Disclosure	UNGC ²
102-39	Percentage increase in annual total compensation ratio	Disclosure not required for GRI Core option	
5. Stakeholder engagement			
102-40	List of stakeholder groups	This report	
102-41	Collective bargaining agreements	The Group respects employee rights to freedom of association and collective bargaining. The majority of Group employees are not covered by collective bargaining agreements There have been no examples of significant industrial action in the reporting period	3
102-42	Identifying and selecting stakeholders	The Group utilises in-house qualified and experienced (and where needed external) advisors and managers to manage government and community relations. The relevant departments have agreed mechanisms with executive management and the Board for managing and reporting on stakeholder engagement	
102-43	Approach to stakeholder engagement	As per 102-42 above	
102-44	Key topics and concerns raised	No general or significant concerns were noted in the reporting period	
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Annual Report, Note 17 Controlled Entities	
102-46	Defining report content and topic Boundaries	See Sustainability Report, Material issues and boundaries, and stbarbara.com.au/our-commitments/ . In general, matters relating to Health and Safety, Environment and Community discussed through the lens of our five Commitments.	
102-47	List of material topics	Sustainability Report, Material issues and boundaries	
102-48	Restatements of information	2020 GHG emissions at Leonora have been re-stated. At Leonora measurement process for GHG emissions each year concludes in October, so an estimate is used in the Sustainability report. Other minor corrections as noted in the report	
102-49	Changes in reporting	A number of changes have been made, in general increasing disclosure. Sustainability Report	
102-50	Reporting period	1 July 2021 to 30 June 2022	
102-51	Date of most recent report	16 September 2022	
102-52	Reporting cycle	Annual, released in conjunction with Annual Report	
102-53	Contact point for questions regarding the report	Head of Investor Relations, info@stbarbara.com.au https://stbarbara.com.au/contact/	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. Sustainability Report	
102-55	GRI content index	Sustainability Report, GRI content index	
102-56	External assurance	This report has been reviewed by the Board This report has been prepared in accordance with ASX Corporate Governance Council 'Corporate Governance Principle 5' to be 'factual, complete, balanced (disclosing both positive and negative information) and expressed in a clear and objective manner The Remuneration Report and Financial Report in the Annual Report is subject to independent external audit, the report on which appears in the Annual Report as the 'independent auditor's report' Certain other information is assured by external providers, as noted in this report	

GRI materiality commentary

The Group has reported to its identified material issues (topics).

Coverage of reported topics in the Sustainability Report is generally prioritised according to materiality of those topics (per GRI Standards). Those GRI standards, areas and topics not considered material may have been excluded from this Report. Other topics may have been included where relevant to additional GRI indicators as set out below. Our Report disclosures may also align with other external reporting frameworks, such as the Global Compact, TCFD, SASB Standards, or ESG ratings/indices.

GRI Ref ¹	GRI Core met ²	Item	Discussion	UNGC ³
201	Yes	Economic Performance	The Group discloses the following material issues: Direct Economic value generated Financial implications and other risks and opportunities due to climate change The following issues are not considered material to the Group and are not disclosed: The Group does not have exposure to defined benefit plans The Group does not receive any financial assistance from government	10 7,8,9
		Mining and Metals Supplement area G4EC1	Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI) – Canada is compliant, Papua New Guinea is a candidate. Payments to local communities as part of land use agreements, not including land purchases. – disclosed, royalties, spending with local community companies	10 10
202	No	Market Presence, Mining and Metals Supplement area G4EC6	In significant locations of operation, report proportion of the facility's total workforce from the local community – disclosed. This is a key requirement of PNG Government reporting so is considered material	1,6
205	No	Anti-corruption	The Group became a financial supporter of the International EITI and has provided information for the PNG EITI since the acquisition of the PNG operations in 2012. The Group has invested in anti-corruption efforts at all sites, including training, policies, and procedures as well as related areas such as insider trading and conflict of interest. The Group has a whistleblower service and investigation system. Detail regarding this is disclosed. This system has been evaluated via external audit but not within the reporting (3 year) period	10
302	Yes	Energy	Energy Consumption within the organisation – disclosed Energy consumption outside the organisation – not disclosed Energy Intensity – disclosed Reduction of Energy Consumption – disclosed Energy requirements of products and services – not disclosed Energy consumption outside the organisation (2) and Reductions in energy requirements of products and services (5) have not been reported on as they are inappropriate for a gold mining company	7,8,9
303	Yes	Water	All topics are disclosed to the extent of topic relevance	7,8,9
305	Yes	Emissions Mining and Metals Supplement area G4DMA	All topics 1-7 except 6 'Ozone depleting substances' are disclosed Dust, Noise, Seismic – dust and noise are covered at Leonora by the Regulatory 'Annual Environment Report' which is disclosed here: https://stbarbara.com.au/our-commitments/our-environment/ Neither Leonora Western Australia, Simberi PNG, or Touquoy, Canada have had stakeholder complaints on these issues in the period. For this and other reasons the area is considered of low materiality	7,8,9
	Yes	G4EN21	NOx, SOx, Ambient air quality Broadly, the Group considers this related to health and safety. Neither Leonora nor Simberi have had a stakeholder complaint on these issues in the period	
306	Yes	Effluents and Waste	Water discharge – disclosed Landfill – disclosed	7,8,9

GRI		Core met ² Item		Discussion	UNGC ³
				Waste by type and disposal method – waste oil and various others – disclosed qualitatively in this report. Leonora Western Australia – several types of waste are covered in the Annual Environment Reports here: https://stbarbara.com.au/our-commitments/our-environment/	
				Significant spills – disclosed	
		Mining and Metals Supplement area G4DMA, MM3		Transport of Hazardous waste – not disclosed as this is not considered material due to the lack of significant transported hazardous waste	
				Water bodies affected – disclosed	
				Waste rock and mine tailings – these topics are material and are disclosed	
		G4EN23		Waste oil and various others – disclosed qualitatively in this report. See also for Leonora, Western Australia as per above separately in The Annual Environment Report here: https://stbarbara.com.au/our-commitments/our-environment/	
307	Yes	Environmental Compliance		Disclosed	7,8,9
401	No	Employment		Disclosed: Turnover is provided Not disclosed: 2 & 3. Benefit Full time vs Part time/ temporary employees is not considered material. Parental leave is disclosed <i>Application of policies to contractors</i> Group OH&S policies apply equally to contractors Group HR policies do not apply to contractors, however, the 'Code of Conduct' and all related policies (including Workplace Behaviour Policy) apply to contractors	6
		Mining and Metals Supplement area G4DMA			
403	Yes	Occupational Health and Safety (OH&S)		Disclosed: 2. Data concerning injuries 3. High risk of occupational disease Not disclosed: 1. Worker representation in formal HS committees 4. HS topics in formal agreements with trade unions Health and Safety in Canada, Australia and PNG is the subject of detailed government regulation put in place by democratic representative governments	1,2
404	Yes	Training and Education		Average hours per year, and percentage of employees getting a performance and development review are disclosed	1,2
405	Yes	Diversity and Equal Opportunity		All topics are disclosed. The focus in Australia and Canada is Gender and Indigenous diversity. In PNG the focus is on minimisation of expat labour, which is disclosed as a component of 413 and the Mining and Metals Supplement G4DMA and MM5	6
413	No	Local Communities, Mining and Metals supplement – G4DMA		'Impact on local communities' in the Mining and Metals supplement G4DMA is excluded as a heading, but is disclosed under 'waste'. Benefits to the community in terms of initiatives is disclosed	7,8,9
		MM6, MM7		MM6 'Disputes' and MM7 'Grievance Mechanisms' are disclosed	1,2
		G4DMA		Emergency preparedness: community aspects are disclosed in the 'Waste' section	1,2
		Mining and Metals supplement – MM10		Number of sites with Closure plans. This is disclosed. 100% of Group sites have fully funded closure plans	7
414	Yes	Supplier social assessment		Various percentages, due diligence methodology all described	3,4,5, 6,10
415	Yes	Public Policy		Political contributions are disclosed (none)	10

GRI					
GRI Ref ¹	Core met ²	Item	Discussion		UNGC ³
Commentary on selected standards, areas and topics considered not to be material and excluded from this report					
202	-	Market Presence	The Group does not have a sufficient size and market power to have a material impact in this area	-	
		Mining and Metals Supplement area G4EC6:	Proportion of senior management hired from the local community at significant locations of operation – the Group holds that this area is not a material impact for the Group	1,6	
203	-	Indirect Economic Impacts	The Group does not have a sufficient size and market power to have a material impact in this area	10	
204	-	Procurement Practices	The Group performs due diligence related to the sustainability performance of suppliers. The Group has an appropriate policy and detailed training for procurement specialists. However, given the Group's small size, with the large majority of its spend with large multinational conglomerates, this area is considered to be immaterial	10	
206	-	Anti-competitive behaviour	The Group does not have a sufficient size and market power to have a material impact in this area. Gold mining globally is not vulnerable to this type of market manipulation	10	
301	-	Materials	The Group's material environment impacts are not related to recyclable impacts. The Group pays third parties to recycle some waste products, notably waste oil, tyres (except in PNG) and scrap metal	7	
		Mining and Metals Supplement area G4EN2:	Percentage of materials used that are recycled input materials – not disclosed. Tailings are used as an ingredient for underground void-filling concrete at Leonora, but in general this area is not material		
304	-	Bio-diversity	The Group's mining operations are located in areas of low biodiversity characterised by pervasive long-term human habitation	7	
		Mining and Metals Supplement area G4DMA, G4EN12, MM1 & 2:	Disturbed land – disclosed		
308	-	Supplier Environmental Assessment	The Group performs due diligence related to the sustainability performance of suppliers. The Group has an appropriate policy and detailed training for procurement specialists. However, given the Group's small size, with the large majority of its spend with large multinational conglomerates, this area is considered to be immaterial	7	
402	-	Labour management relations	Though important, the Group holds that this area is not a material impact for the Group. Employees at our Australian, Canadian and PNG mines have wages and conditions far exceeding the norm in those countries because of market factors (such as possession of in-demand skills and difficulties in attracting labour to remote locations)	3	
		Mining and Metals supplement – MM4	Number of strikes and lockouts exceeding one week's duration – though also important, the Group holds this area to be of low materiality. No strikes or lockouts of this duration have occurred at any location in the Group's ownership in the period covered by this report		
406	-	Non-Discrimination	The Group has appropriate anti-discrimination policies, annual training for managers and staff, a whistleblower service, and in Australia, is a national award winner and recognised industry leader in gender diversity. Notwithstanding this, the Group holds that this area is not a material impact for the Group	1,2	
407	-	Freedom of association and collective bargaining	Though important, the Group holds that this area is not a material impact for the Group. Employees at both our Australian, Canadian and PNG mines have wages and conditions far exceeding the norm in those countries because of market factors (in-demand skills and difficulties in attracting labour to remote locations). In PNG, labour relations with local employees are also regulated via mining licence type regulation where certain levels of local employment are mandated	3	
		Mining and Metals supplement	The Freedom of Association areas in the Mining and Metals supplement under 'Human Rights' are also excluded for the same reasons		

GRI		Item	Discussion	UNGC ³
GRI Ref ¹	Core met ²			
408	-	Child Labour	Children are forbidden from entering (as well as working in) the Group's operations. The Group holds that this area is immaterial because the assessed risk of incidence is low. See the Group's Modern Slavery Statement	5
409	-	Forced or Compulsory Labour	The Group holds that this area is immaterial, as the assessed risk of related issues 4 is low. The group has had incidents in Papua new Guinea where contractors are underpaid where the contractors were able to complain, leave their employers and obtained redress. See the Group's Modern Slavery Statement	4
410	-	Security Practices	The Group holds that this area is immaterial, as the assessed risk of related issues 2 is low	2
411	-	Rights of Indigenous Peoples	Disclosed. The Group has extensive procedures in place to ensure the rights of Indigenous peoples are not violated and has had no significant incidents during the reporting period.	2
		Mining and Metals supplement	MM5 Operations adjacent to indigenous people's territories. Disclosed. All our mines are adjacent to indigenous people's territories. In Australia, Canada and PNG, the Group has formal agreements with Indigenous groups	2
412	-	Human Rights Assessment	The long-term history of democratic liberal constitutional government in Australia, Papua New Guinea and Canada make these important issues of low materiality to the Group, in the sense that the assessed risk of related issues is low	1,2
		Mining and Metals supplement	The Human Rights areas in the Mining and Metals supplement G4 DMA and MM5 are excluded also for the same reasons	1,2
413	-	Local Communities	In Leonora, Western Australia (WA), the township is too small to meet the labour and supply demands of the operation. The labour needs of the operation are met via a 'fly-in, fly-out' workforce (common in WA) and suppliers based mostly in Western Australia. In Papua New Guinea mining regulation mandates a high level of involvement. As a result, 1-2% of total costs of the Simberi mine are related to Community support functions, ~53% of the workforce lives locally, and 6% of total costs are spent with local suppliers and contractors. The Group reports on its employment of local community members, its contracting with local community companies and its grievance/complaint function in this report. In Touquoy, Canada, nearly all employees live locally. As a newly acquired operation the Company is reviewing all procurement arrangements with engagement of local businesses an important consideration	1,2,3,6
		Mining and Metals supplement – G4DMA		7,8,9
		Mining and Metals supplement – MM8	'Impact on local communities' in the Mining and Metals supplement G4DMA is excluded as a heading, but is disclosed under 'Waste'. Benefits to the community in terms of initiatives is disclosed	1,2
		Mining and Metals supplement – MM9	Artisanal and Small-scale Mining: the Group has no mine sites that feature artisanal mining. The Leonora Western Australia mine is underground. The gold in Simberi ore can typically only be liberated by modern processing methods Resettlements – the Group has no mine sites with recent resettlements	1,2
416	-	Customer Health and Safety	This area is considered to be immaterial	1,2
417	-	Marketing and Labelling	This area is considered to be immaterial	1,2
418	-	Customer Privacy	This area is considered to be immaterial	1,2
419	-	Socio-economic Compliance	No significant socio-economic fines	1,2,7

UN Sustainable Development Goals alignment

As part of our commitment to sustainable development and the welfare of our local communities, St Barbara supports the United Nations Sustainable Development Goals¹ (UNSDGs, 'the Goals'). The Group provides the following guidance on our impacts mapped against the most relevant Goals:

UNSDG (only most relevant goals)	Contribution	Self-assessment of impact
 1 NO POVERTY	We contribute through the employment of people at high relative wages in: - a developing country, PNG - a rural location in Nova Scotia, Canada, with relatively low employment rates, wages, and opportunities. We pay our taxes, contribute to charities and, in PNG and Canada, engage local businesses.	High
 2 ZERO HUNGER	We provide financial and administrative support for the establishment of local enterprises, including for farmers near Simberi Operations, who sell food, other goods, and services to our mines and into the local economy. These revenues for local suppliers, as well as the wages earned by local employees, contribute to income streams that help combat food insecurity. We have also supported food banks in Nova Scotia and Western Australia.	High
 3 GOOD HEALTH AND WELL-BEING	We aim for zero harm to our employees and strive for improvement in our safety metrics year on year. We fund and run programs that support good health and wellbeing among employees and the community at our operations. In PNG, we provide free vaccinations to the community at our clinic, and where necessary roll out emergency vaccination programs. In Australia and Canada, we provide free flu vaccinations. In all three countries, we offer free mental health support to all employees through our Employee Assistance Program, which also provides a wide range of psychoeducation and support.	Medium
 4 QUALITY EDUCATION	In PNG, we support primary schools in the community and adult education for our employees and employees of contractors. This has included building new classrooms, houses for teachers, and donations of books and stationery. In Western Australia, we provide multi-year support to development and sports foundations that help Indigenous children in remote locations to attend school and achieve their goals. In Nova Scotia, we support rural schools including through sponsorship of high school graduate awards, a high school theatre program, drives for school supplies, and taking on work experience students.	Medium
 5 GENDER EQUALITY	We are a global mining industry leader for gender equality, winning numerous awards for promoting and achieving high levels of women's employment, gender safety at work, domestic violence prevention, best-practice parental leave provisions and post parental leave return-to-work initiatives. Of note is the WGEA Employer of Choice for Gender Equality. We are major supporters of a women's wellbeing hub at Leonora, and we support a women in mining group at Simberi. We also conduct gender safety audits at Atlantic, Simberi and Leonora.	High
 6 CLEAN WATER AND SANITATION	None of our mines are in competition with domestic and agriculture water users. All three mines utilise recycling to minimise water use and costs. Our Gwalia mine in Western Australia has received government 'Waterwise' awards for reductions in water use in 2012, 2013 and 2020.	Medium
 7 AFFORDABLE AND CLEAN ENERGY	This year we began a pre-feasibility study to better understand a possible major renewable power installation at our Leonora Operations. At Atlantic Operations, Canada, we use saltwater batteries and solar panels to power our Touquoy site administration and ablutions facilities.	Low

¹ www.un.org/sustainabledevelopment/

UNSDG (only most relevant goals)	Contribution	Self-assessment of impact
8 DECENT WORK AND ECONOMIC GROWTH 	We strive to employ locally at our sites. At Simberi and Atlantic Operations, large proportions of our employees are from the immediate local area, or the region. We also contribute to economic growth by aiming to use and support local and regional businesses and suppliers (in PNG we frequently purchase from local landowner-owned businesses). We have growth projects at all three mines in the construction, planning or permitting stages. All employees and contractors are treated with respect and protected by a range of workplace policies. Our Papua New Guinea and Canada mines provide jobs at above average wages in those regions.	High
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	At Leonora Operations in Western Australia, we have pioneered new developments in underground mining. At Simberi in PNG, we build and maintain roads, water, education, and health infrastructure for our local communities.	Medium
10 REDUCED INEQUALITIES 	We have recently provided a work placement opportunity in Perth for a young person living with disability through our connection with Rise Network. We also acknowledge Diversity Matters Month, using the opportunity to celebrate the diversity backgrounds and lived experiences of our employees. One of our Executives chaired a series of MCA webinars on 'inclusive leadership', 'removing obstacles for employees with a disability in the mining industry' and 'increasing representation of Indigenous Australians in professional occupations in the mining industry'.	Medium
11 SUSTAINABLE CITIES AND COMMUNITIES 	We work to provide a sustainable future for the communities in which we operate during and beyond mine life. At Simberi we have provided seed funding and training to small businesses and have supported the establishment of cocoa plantations that will provide income well beyond the mine's life. We also contribute to the improvement and development of services on the island that will continue to serve the community.	High
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Thanks to innovative work by our Leonora team, all of our Australian drill programs now use core trays made from 100% recycled plastic sourced in Australia. Our teams at each site are involved in community and site based recycling initiatives to reduce waste and raise awareness of the importance of recycling.	Medium
13 CLIMATE ACTION 	We have a history of striving for relatively high GHG efficiency per ounce of gold produced. We have long-term targets in place to 2030 and 2050 to improve this efficiency further in line with Paris 2015 goals to achieve carbon neutrality by 2050.	Medium
14 LIFE BELOW WATER 	Our Simberi Operations are located on a small group of islands, and are naturally surrounded by a unique marine environment. Our Environment team at Simberi has a growing contingent of PADI certified divers who monitor our underwater activities, including ensuring the efficacy and safety of our DSTP. We also take part in coral propagation to support the island's reefs, and mangrove planting to maintain the shoreline environment. At our Atlantic Operations, we support a multi-year research project into the remediation of wetlands associated with historic gold mining.	Medium
15 LIFE ON LAND 	We undertake rehabilitation of disturbed land and management of waste and effluent according to regulatory requirements as well as provide offsets for unavoidable land and water harm to a higher standard of biodiversity. We prepare for closure in accordance with strict government requirements for forward financial provisioning.	Low

UNSDG (only most relevant goals)	Contribution	Self-assessment of impact
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	We have been a financial supporter of the EITI for five years and publish government taxation related information in our Sustainability Report. All political donations are prohibited under our governance policies. This year we published our first Human Rights Policy, and we publish an annual Modern Slavery Statement through which we determine actions to prevent and detect instances of modern slavery in our operations and supply chains.	Medium
 17 PARTNERSHIPS FOR THE GOALS	We value collaboration and connection with organisations both in our industry and outside of it. We hold membership with the Minerals Council of Australia (MCA), the Australian Resources and Energy Employers Association (AREEA) and the Mining Association of Canada (MAC). We are also members of the Diversity Council of Australia and the PNG Business Coalition for Women. Through these partnerships we take part in and contribute to communities of practice and other groups through which we are continually learning. Additionally, we collaborate with other organisations and communities to advance our commitment to tackling modern slavery. As part of our commitment to Stronger Communities, we support and partner with a range of community organisations who work toward achievement of the UNSDGs each day.	Medium

Alignment to Sustainability Accounting Standards Board (SASB) – Metals and Mining Standard

Topic	Accounting Metric	SBM alignment reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	144 kt CO ₂ -e, 73% (Australian plus Canadian operations, 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	Climate Change section
Air quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Data table, Environment section
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Data table, (2) 25% total CO ₂ -e, (3) 0.5%
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	(1) 183 ML, (2) 183 ML, 25% (Leonora WA) page 49
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations Quantitative Number EM-MM-140a.2	5, Environment section
Waste and Hazardous Materials Management	Total weight of tailings waste, percentage recycled	4987 kt, 10%
	Total weight of mineral processing waste, percentage recycled	Waste rock: 13.1Mt, 0.1%
	Number of tailings impoundments, broken down by MSHA hazard potential	3, all 'high'
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Environment section
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	1. 2
		2. 1
		3. 0

	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	1. 0% 2. 0%
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	1. 0% 2. 0%
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	1. 100% – as per SASB definitions 2. 100% – as per SASB definitions
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Governance section
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Various in Community section
	Number and duration of non-technical delays	1, 24 hours, Community section
Labour Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	11%. In Australia, approximately 1%, Papua New Guinea 0%, Canada 44%.
	Number and duration of strikes and lockouts	None
Workforce Health and Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	All incidence rate = 16 x200,000/hours worked (5 million) = 0.68 Fatality rate = 1 x200,000/ hours worked (5 million) = 0 NMFR – not recorded Average hours of emergency training – not calculated
Business Ethics and Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Supply chain www.stbarbara.com.au – Governance section.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	10%
Activity metric		
Production of (1) metal ores and (2) finished metal products		(1) 4,987 kt of ore (2) 280,746 oz of gold
Total number of employees, percentage contractors		2,264, 41% contractors

Glossary

Annual Report/AR

St Barbara Limited Annual Report 2022

CDP

Carbon Disclosure Project, www.cdp.net/en

Climate Change¹

‘A change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability observed over comparable time periods’

CGS/Corporate Governance Statement

St Barbara Limited ASX Appendix 4G and Corporate Governance Statement 2022

EITI

Extractive Industries Transparency Initiative, <https://eiti.org/>

ESG

Environmental, social, governance

GHG

Green-house gas

GRI

Global Reporting Initiative, www.globalreporting.org

HSEC

Health, Safety, Environment and Community

LTIFR

Lost Time Injury Frequency Rate (number of lost-time injuries per million hours worked on a rolling 12-month basis)

MAC

Mining Association of Canada, <https://mining.ca/>

Material topic²

‘Topic that reflects a reporting organisation’s significant economic, environmental and social impacts; or that substantively influences the assessments and decisions of stakeholders’

MCA

Minerals Council of Australia, www.minerals.org.au/

NGO

Non-governmental organisation

PPE

Personal protective equipment

RCP

Representative Concentration Pathways, UN climate scenarios, the basis for companies to model the effects of climate change,

<https://www.climatechangeinaustralia.gov.au/en/changing-climate/future-climate-scenarios/greenhouse-gas-scenarios/>

Stakeholder²

‘Entity or individual that can reasonably be expected to be significantly affected by the reporting organisation’s activities, products and services, or whose actions can reasonably be expected to affect the ability of the organisation to successfully implement its strategies and achieve its objectives’

Note 1: Stakeholders include entities or individuals whose rights under law or international conventions provide them with legitimate claims vis-à-vis the organisation.

Note 2: Stakeholders can include those who are invested in the organisation (such as employees and shareholders), as well as those who have other relationships to the organisation (such as other workers who are not employees, suppliers, vulnerable groups, local communities, and NGOs or other civil society organisations, among others).

SASB

Sustainability Accounting Standards Board

Sustainability/sustainable development²

‘Development that meets the needs of the present without compromising the ability of future generations to meet their own needs’

Note 1: Sustainable development encompasses three dimensions: economic, environmental, and social.

Note 2: Sustainable development refers to broader environmental and societal interests, rather than to the interests of specific organisations.

Note 3: In the GRI Standards, the terms ‘sustainability’ and ‘sustainable development’ are used interchangeably.

TCFD

Task Force on Climate-related Financial Disclosures, <https://www.fsb-tcfd.org/>

TRIFR

Total Recordable Injury Frequency Rate (number of injuries per million hours worked on a rolling 12-month basis)

TSM

Towards Sustainable Mining

UNGC

United Nations Global Compact, www.unglobalcompact.org/

¹ United Nations Framework Convention on Climate Change, 1992

https://unfccc.int/files/essential_background/background_publications_htmlpdf/application/pdf/conveng.pdf

² Definitions from GRI Standards Glossary 2016, www.globalreporting.org

Acknowledging the contributors

St Barbara's Sustainability Report preparation involves a large team of people whose contributions and brilliant efforts are acknowledged and appreciated.

Corporate Directory

Board of directors

T C Netscher	Non-Executive Chairman
C A Jetson	Managing Director and CEO
K J Gleeson	Non-Executive Director
S E Loader	Non-Executive Director
D E J Moroney	Non-Executive Director

Company secretary

S Standish

Registered office

Level 7, 40 The Esplanade
Perth Western Australia 6000 Australia
Telephone: +61 8 9476 5555
Facsimile: +61 8 9476 5500
Email: info@stbarbara.com.au
Website: www.stbarbara.com.au

Stock exchange listing

Shares in St Barbara Limited are quoted on the
Australian Securities Exchange Ticker Symbol: SBM

Share registry

Computershare Investment Services Pty Ltd
GPO Box 2975
Melbourne Victoria 3001 Australia
Telephone (within Australia): 1300 653 935
Telephone (international): +61 3 9415 4356
Facsimile: +61 3 9473 2500

Auditor

PricewaterhouseCoopers
2 Riverside Quay
South Melbourne, Victoria 3000 Australia

American depository receipts (ADR)

American Depositary Receipts (ADR OTC code 'STBMY') through BNY Mellon,
<https://www.adrbnymellon.com/?cusip=852278100>

