SUSTAINABILITY REPORT 2024

WESTGOLD

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ABOUT THIS REPORT

SCOPE

Westgold Resources Limited (ACN 009 260 306) is pleased to present its 2024 Sustainability Report. This report details the company's sustainability performance for the financial year ending 30 June 2024, and is intended for a diverse range of stakeholders including investors, employees, communities and regulators.

Unless otherwise specified, the information provided applies to the entire Westgold Resources Group, encompassing all our subsidiaries. For clarity, references throughout this report to 'Westgold,' 'Westgold Resources,' 'WGX,' 'the Company,' 'the Group,' 'we,' 'us,' and 'our' refer to Westgold Resources Limited and its subsidiaries. Financial figures are presented in Australian Dollars (AUD).

REPORTING FRAMEWORKS

Westgold has reported the information cited in the GRI content index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards. GRI content index can be found on p. 48.

To provide a well-rounded assessment of our sustainability practices, this report incorporates selected disclosures from a range of leading sustainability frameworks:

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

Westgold anticipates reporting against the upcoming Australian Sustainability Reporting Standards (ASRS) in 2026.

REPORT VERIFICATION

The Westgold Resources Board of Directors and executive management have reviewed and approved the content of this report. Westgold does not currently obtain third-party assurance of its non-financial disclosures.

Contact

For questions about this report, please contact: perth.reception@westgold.com.au.

FY24 HIGHLIGHTS

Becoming the Gold Miner We Want To Be

12% of Westgold's employee base is female and the company is committed to achieving 25% female participation by 2026.

The Westgold Board comprises **33% females**.

The company has successfully transitioned to cleaner energy sources, with the installation of hybrid power stations across its operating mining areas.

The People We Impact

Westgold's safety performance continues to improve year-on-year. In FY24, our **Total Recordable Injury Frequency Rate reduced by 18%**. Our Lost Time Injury Frequency Rate also decreased by 3% for the period ending June 2024.

18%
TRIFR
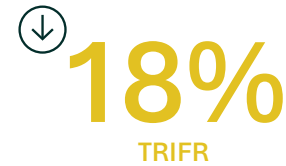
Westgold developed a robust ESG framework, to effectively manage its ESG risks. The framework is underpinned by environmental sustainability, social responsibility and governance excellence.

Westgold continues to support development in the communities where it operates. This includes supporting local employment, investing in community initiatives, and collaborating with local stakeholders.

The Lands We Work On

Westgold has established a **Climate Change Action Plan** outlining its approach to decarbonising operations, building resilience, and improving climate disclosures.

Westgold had **no significant environmental incidents** in FY24 and recognises the importance of maintaining this record for its social licence to operate.

Westgold has achieved a significant water recycling rate of 45%, reducing reliance on water sources, and using less than 27% of the total permitted extraction capacity.

MESSAGE FROM OUR MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

Westgold is pleased to present this update on our sustainability journey for the 2024 financial year (FY24). Our performance this year built on strong foundations established in FY23, a transformative year, in which we simplified the business and reset our operating culture to be a safer, more profitable and progressive gold producer.

The robust financial performance and operational efficiency achieved in FY23 provided a firm foundation for our ongoing sustainability initiatives in FY24. This financial strength allows us to make strategic investments in technologies and infrastructure that optimise resource utilisation and contribute to a sustainable future.

FY24 saw substantial progress across our ESG goals. Westgold is committed to leading the way within the gold mining sector when it comes to taking action against climate change. The successful completion and commissioning of hybrid (solar/gas/diesel) power stations at four of our facilities represents a major milestone in our decarbonisation strategy. This achievement reduced our greenhouse gas emissions by 21% since 2022 while simultaneously enhancing operational efficiency.

Our focus on continuous improvement translates into ongoing strategic investments in cutting-edge technologies and infrastructure that propel us towards continued growth while optimising resource utilisation and contributing to a sustainable future.

Leadership drives culture and culture drives performance.

We aim to foster a culture built on respect, a resolute focus on safety, and prioritising employee wellbeing. Our initiatives help us to attract and retain top talent, solidifying our position as an employer of choice.

Our experienced leadership and skilled workforce are committed to operational excellence across our diverse and growing portfolio. We are excited about the future, with a clear opportunity to deliver exceptional value to all our stakeholders from our diverse and growing asset portfolio.

Subsequent to the period under review, on 1 August 2024 Westgold merged with Karora Resources , creating a new gold major, and we look forward to delivering our FY25 Annual Sustainability Report as a top-tier Australian producer, with annual gold production exceeding 400,000 ounces.

WAYNE BRAMWELL
Westgold Managing Director and Chief Executive Officer

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ABOUT US
WESTGOLD RESOURCES

1.1 ACKNOWLEDGEMENT OF COUNTRY

Westgold acknowledges that its operations are on the traditional lands of the Wadjuk people of the Noongar nation (Perth and Canning Vale facilities), the Yugunga-Nya and Wajarri Yamatji people (Cue and Meekatharra operations), and the Nharnuwangga Wajarri Ngarlawangga people (Fortnum operations).

Following Westgold's merger with Karora Resources in August 2024, the company also commenced working on the lands of the Ngadju and Marlinyu Ghoorlie people.

We respectfully acknowledge the Traditional Owners of the land on which we operate and honour their enduring connection to Country. We pay our respects to Elders past, present and emerging.

We also celebrate the diverse cultures and histories of Aboriginal and Torres Strait Islander peoples who work and live alongside us. For more information about Westgold's approach to Reconciliation, see p. 36.

ARTWORK COMMISSIONED FOR RECONCILIATION

Westgold has commissioned an artwork from Janine Mongoo, a Meenangu and Ngoonooru Wajarri woman, as part of our commitment to reconciliation. The artwork illustrates Westgold's Murchison mining areas within the broader landscape, surrounded by the Ngoonooru Wajarri people to the west, who are part of the broader Wajarri Yamatji nation, the Yugunga-Nya people to the east, and the Nharnuwangga Wajarri Ngarlawangga people to the north.

1.2   ABOUT WESTGOLD

Westgold is an innovative and progressive gold producer operating in the Murchison and Southern Goldfields regions of Western Australia.

Our operations are underpinned by a strong focus on responsible practices that benefit all stakeholders, including our local communities, employees, and the environment.

Became a gold mining entity on the ASX after divesting from Metals X Limited

Consolidated assets in the Murchison and Bryah regions of Western Australia

Expanded underground and open pit mining operations

Invested in energy-efficient technologies to reduce greenhouse gas emissions and power costs

2017   **2018**   **2019**   **2020**   **2021**   **2022**   **2023**   **2024**

Restarted production at the Big Bell mine

Produced one millionth ounce of gold

Transitioned to exclusively underground mining

Developed an ESG framework to advance Westgold's corporate sustainability performance

Westgold's Purpose:

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

- **Create shareholder value:** Optimise shareholder returns through the effective management of our gold assets.
- **Provide opportunities for our team to grow and succeed:** Foster a high-performance culture by investing in our employees' growth and development.
- **Contribute to our wider communities:** Enhance the wellbeing of our communities by contributing positively to their social and economic development.

1.3 OUR VALUES

Westgold's values are the heart of our culture. They guide our interactions with employees, communities, and partners, and are the driving force behind every decision and action, fostering a culture of accountability, transparency, and collaboration.

CHOOSE SAFETY

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

SHOW RESPECT

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

DELIVER VALUE

- **Plan** to succeed as a team
- **Execute** with excellence
- **Rise** to the challenge and keep on **improving**
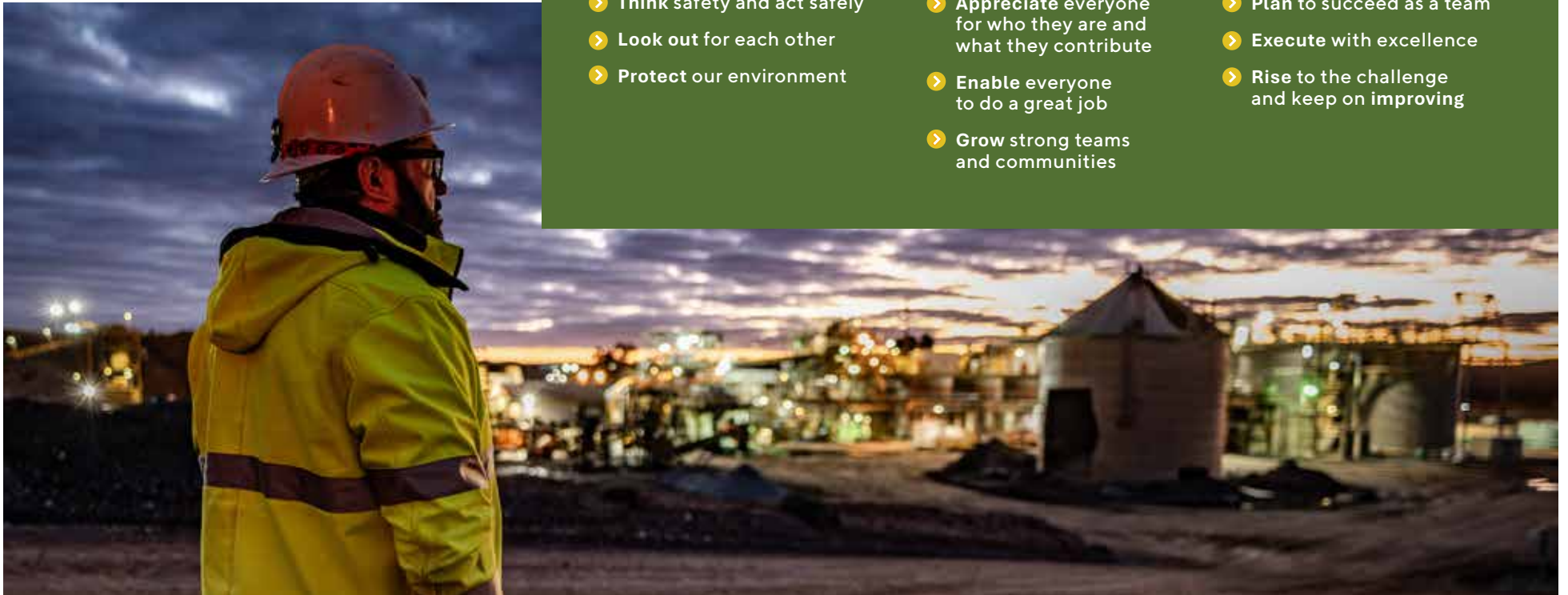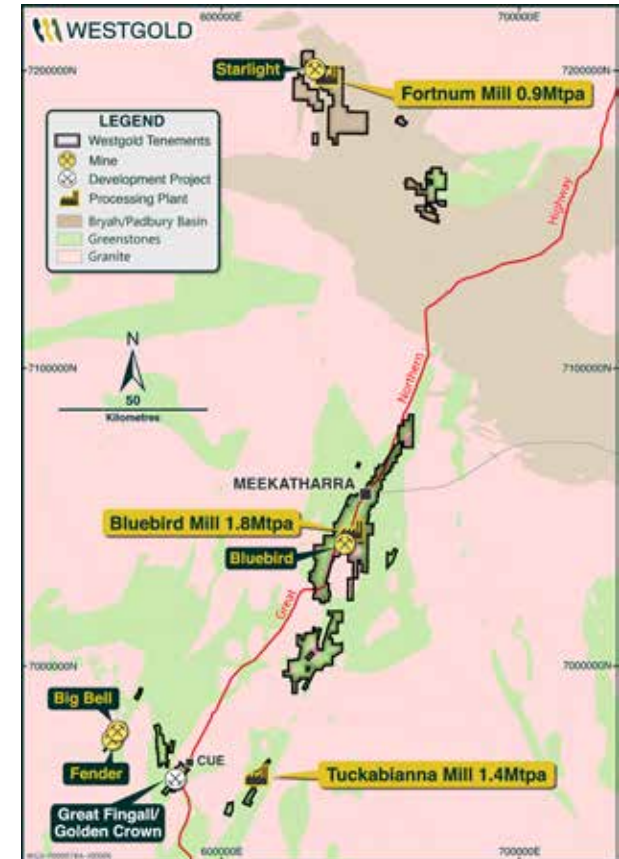
Figure 1: The Location of our Murchison Operations

1.4 OUR PROJECTS

Westgold's diversified portfolio encompasses four underground mines, two mills and exploration projects, all strategically located across the Murchison region and the Bryah Basin.

Key growth initiatives include expansion of the Bluebird-South Junction mine, and the ramp-up of the Fender and Great Fingall Mines.

Characterised by their large scale and high-grade ore, our Bryah operations are supported by ongoing exploration and mine optimisation. The Starlight deposit is a core focus, with potential to extend mine life. Additionally, we are accelerating development at the Nightfall zone.

A recent merger has expanded our portfolio to include the high-grade Beta Hunt and Higginsville operations. Beta Hunt is a low-cost, large-scale underground mine with significant exploration potential, including nickel opportunities. Higginsville offers a series of open-pit and underground mines, with a focus on optimising mill feed and transitioning to grid power.

Westgold's strategy is to grow our core assets, optimise operations, and explore for new discoveries to expand existing resources, extend the life of our operations and deliver sustainable value for shareholders.

1.4.1   Meekatharra

Our operations at Meekatharra are situated on Wajarri Yamatji and Yungunga-Nya Aboriginal lands, encompassing the historical mining districts of Paddy's Flat, Yaloginda, Nannine, and Reedy.

To increase production, Westgold is considering a new decline into the South Junction area. The Bluebird-South Junction open pits have a historical production of over 1 million ounces, and ongoing exploration indicates significant potential for deeper mineralisation.

Workforce: 244
FY24 gold production: 96,344 oz
Bluebird processing plant capacity: 1.6-1.8 million tonnes of ore per annum (fed from Bluebird and Fender)

1.4.2   Cue

Our operations near Cue are Westgold's southernmost Murchison operation, situated on Wajarri Yamatji and Yungunga-Nya Aboriginal lands. The operation encompasses the historic mining districts of Big Bell, Cuddingwarra, Day Dawn, Tuckabianna, and Comet.

The recently commissioned Great Fingall mine is a key asset within the Cue mining complex. Ongoing drilling is defining new opportunities to enhance production. Once fully operational, Great Fingall is expected to be a long-life, high-grade, and high-margin underground mine producing over 45,000 ounces annually.

Workforce: 475
FY24 gold production: 72,137 oz
Tuckabianna processing plant capacity: 1.2-1.4 million tonnes of ore per annum (fed from Big Bell)

1.4.3   Fortnum

Fortnum is located approximately 150 kilometres northwest of Meekatharra on Nharnuwangga Wajarri and Ngarlawangga lands.

As a key production hub and cash generator for Westgold, Fortnum benefits from the consistent output of the Starlight mine. This operational stability allows Westgold to optimise operations across the wider group.

Exploration success at Nightfall and Waterbore has significantly expanded the mineral resource, extending the mine life and providing opportunities to increase production and efficiency at Starlight.

Workforce: 197
FY24 gold production: 58,065 oz
Fortnum processing plant capacity: 0.8-0.9 million tonnes of ore per annum (fed from Starlight)

1.5 SUSTAINABILITY CONTEXT

Our drivers for sustainability	Our business challenges	Our responses
– Inherent social and environmental impacts of mining activities – Rising societal expectations in relation to social and environmental challenges – Increasing state and federal regulation – Growing investor demands for accountability	– Balancing profit with environmental and social responsibility – Managing regulatory compliance – Building strong community relationships	– Robust frameworks for identification, mitigation, and oversight of ESG – Proactively work to minimise our environmental footprint, rehabilitate land and transition our operations to a low-carbon future – Respect and protect the customs and traditions of native title holders and Indigenous communities impacted by our operations. – Attract and retain top talent by fostering a positive, diverse and collaborative work environment. – Protect the safety and wellbeing of our employees so that we can generate 'safe and profitable ounces' of gold – Innovation in sustainable mining practices

Our stakeholders

Stakeholders	How we engage
Investors (shareholders, analysts)	– We conduct regular meetings with investor representatives as well as providing investor briefings and ASX announcements.
Employees	– We engage with our employees daily and directly. Each year, we conduct an employee engagement survey to measure employee satisfaction and identify areas for improvement (see p. 21).
Traditional owners	– We collaborate closely with the traditional owners of the lands in which we operate on, In FY24 we developed a Social Performance Management System, focused on collaborative management to increase community participation in economic initiatives, education and training.
Local communities	– We engage with local communities by providing employment opportunities, collaborating on skills development, investing in community initiatives and maintaining open dialogue through forums and partnership.
Regulators and Government	– We actively participate in regulatory consultations. We engage with governments at a national and sub-national level in a non-partisan manner to encourage the development of a responsible mining industry
Suppliers	– Our robust supplier management system strives to support ethical and sustainable practices through a supplier code of conduct and regular audits.

1.6 OUR MATERIAL TOPICS

In FY23, Westgold conducted its inaugural materiality assessment to identify the ESG factors most critical to our business and stakeholders. This comprehensive analysis considered both short-term financial performance and long-term sustainability.

Through extensive research, internal consultations, and stakeholder engagement, we identified 31 ESG topics relevant to Westgold. These topics were prioritised based on their significance to both internal and external stakeholders, including employees, management, investors, and government.

Ten key sustainability issues emerged as requiring immediate attention, and these are highlighted throughout this report. By addressing these priorities, we aim to mitigate risks, build trust with stakeholders, and proactively respond to emerging challenges.

	Topic	Why this matters to Westgold	Report reference
Environmental	**Energy efficiency and renewable energy across our operations**	As the mining industry decarbonises, Westgold must adapt to maintain competitiveness. Failure to invest in renewable energy and electrification could lead to higher operating costs and potential regulatory hurdles.	4.2.2 Decarbonising our operations
	Race for the mining industry to decarbonise in time	Highlighting the urgency for Westgold to develop a clear decarbonisation strategy, falling behind competitors could limit access to capital and future growth opportunities.	4.2 Climate action
	Mine closure and rehabilitation	Unforeseen closure costs and inadequate rehabilitation plans can significantly impact Westgold's financial stability. Proactive planning ensures responsible mine closure and minimises long-term liabilities.	4.6 Mine closure and rehabilitation
Social	**Worker health, safety and wellbeing**	A healthy and engaged workforce is critical for productivity and minimising operational risks. Incidents and poor working conditions can damage Westgold's reputation and lead to legal issues.	3.3 Protecting our workforce
	Relationships and engagement with Indigenous stakeholders	Building strong relationships with Indigenous communities fosters trust and facilitates permitting processes for potential mine expansion. Failing to engage effectively could lead to delays, protests, and reputational damage.	4.3.1 Working with Indigenous people
	Psychologically safe workplace	A positive and inclusive work environment attracts and retains top talent. Conversely, a culture of harassment or bullying can lead to employee turnover, reduced productivity, and potential lawsuits.	3.3.4 Psychosocial safety
	Westgold's Employee Value Proposition	A competitive EVP is essential for attracting and retaining skilled workers in a tight labour market. Failing to offer a compelling package can lead to staffing shortages and hinder operational efficiency.	3.2 Creating value for our employees
	Westgold's contribution to local communities	Being a responsible community partner strengthens Westgold's social licence to operate. Failure to invest in local communities can lead to resentment and hinder future permitting processes.	3.4 Driving development in our communities
Governance	**Legal and regulatory compliance**	Maintaining compliance avoids costly fines and potential operational shutdowns. A strong compliance framework also mitigates reputational risks.	2.2 Mining with integrity
	Corporate governance	Robust corporate governance practices support transparency, accountability, and investor confidence. Weak governance can lead to financial scandals and erode shareholder value.	2.4.1 Corporate governance

For further detail on our materiality process, and a complete list of the topics identified, see pp. 11–14 of our 2023 Sustainability Report.

1.7 HOW WE CREATE VALUE

Gold has long been a symbol of wealth, stability, and beauty. Its enduring appeal drives demand across sectors from investment and jewellery to technology and medicine. Understanding the factors influencing gold's value is crucial to Westgold's business strategy.

Several key drivers shape the gold market. Investor sentiment, influenced by economic uncertainty and geopolitical risks, often propels gold to a safe-haven asset status. Cultural preferences and economic conditions in different regions significantly impact jewellery consumption, a major gold market segment. Central banks' buying and selling activities also play a pivotal role in price fluctuations. Additionally, the growing application of gold in technology and medical fields creates new demand avenues.

On the supply side, global mine production trends, the contribution of recycled gold, and exploration success influence market dynamics. Economic models help forecast future gold prices based on various factors including supply and demand, economic growth, and inflation.

Westgold operates within this complex market landscape. Our focus is on efficient and responsible gold production to meet the evolving demands of our shareholders.

Westgold's commitment to responsible mining practices aligns with the growing emphasis on sustainability in the gold industry. By producing gold responsibly, we contribute to the overall value proposition of the metal and strengthen our position in the market.

How we create value

Topic	Business activities	Our focus	Our goals
Our Business	Gold exploration and mining	Increased gold reserves and production	To be a globally recognised leader in responsible gold production, delivering sustainable long-term value for all stakeholders
	Acquisitions and partnerships	Expanded resource base and operational efficiency	Financial stability for continued investment in ESG initiatives
	Resource development	Optimised mine plans for efficient resource extraction	Maximised resource utilisation to minimise environmental impact
	Mine operations	Responsible and efficient gold production	Industry-leading safety standards and a commitment to environmental stewardship
Our Environment	Energy consumption	Transition to renewable energy sources	Reduced greenhouse gas emissions and a smaller carbon footprint
	Water usage	Implementation of water conservation strategies	Minimised water consumption and responsible wastewater management
	Waste generation	Investment in waste minimisation and recycling technologies	Reduced waste generation and responsible tailings management
	Prioritisation of responsible mine closure	Continuous improvement in environmental management practices	Minimising our environmental footprint throughout the entire mining life cycle
Our Community	Responsible mine closure planning	Secure financial resources for post-closure care	Minimised long-term environmental and social liabilities
	Safety protocols and training	Continuous improvement in safety culture	Zero workplace injuries and a commitment to employee wellbeing
	Diversity and inclusion initiatives	Fostering a diverse and inclusive workforce	A highly skilled and engaged workforce reflecting the communities we operate in
	Employee wellbeing programs	Investment in employee health and safety initiatives	A healthy and productive workforce with high morale
Our People	Commitment to safety, environmental responsibility, and ethical business practices	Open communication and collaboration with stakeholders	Building trust and transparency with our communities and regulatory bodies
	Investment in employee wellbeing and a diverse and inclusive workplace	Foster a diverse and inclusive work environment	Delivering long-term value for our shareholders while contributing positively to society

2

BECOMING THE GOLD MINER WE WANT TO BE

2.1 SUSTAINABILITY GOVERNANCE

Westgold has developed a comprehensive ESG framework that integrates ESG considerations into our business operations. Our framework is guided by international standards such as the ICMM Mining Principles, GRI Standards, TCFD recommendations and ISO certifications. It is underpinned by the following key principles:

– **Environmental sustainability:** Minimising our environmental impact through innovative solutions, resource efficiency and a strong commitment to sustainability.
– **Social responsibility:** Fostering a diverse and inclusive workplace, prioritising employee wellbeing, and actively engaging with communities to create positive social and economic impacts.
– **Governance excellence:** Ensuring transparency, accountability and ethical conduct through robust governance practices and open communication with stakeholders.

To effectively manage ESG risks and opportunities, we have implemented a range of policies, standards, and systems aligned with global best practice. Regular assessments and performance monitoring enable us to measure our progress and identify areas for improvement.

Our ESG journey is marked by continuous learning and adaptation. We invest in employee training, collaborate with stakeholders, and explore innovative technologies to advance our sustainability performance.

Our ESG framework

ESG POLICY

ESG STANDARDS

ESG MANAGEMENT PLAN

Mine Safety Management System

Environmental Management System

Commercial Strategy

Governance and Compliance Guideline

Leadership Compass

Social Performance Guideline

SOCIAL   ENVIRONMENT   GOVERNANCE

ESG Policy: Outlines the company's commitment to operating in a responsible and sustainable manner. It serves as a framework for integrating environmental, social, and governance factors into all business operations.

ESG Standards: Provides a detailed blueprint for the company's ESG commitments. It serves as a practical guide to operationalise the ESG policy.

ESG Management Plan: The operational roadmap for achieving the company's ESG goals. It outlines the specific strategies, actions, and responsibilities required to implement the ESG Standards and deliver on the ESG Policy's commitments.

Mine Safety Management System: A comprehensive framework designed to systematically manage work, health, and safety risks across the entire organisation. It serves as a central repository of information and procedures, supporting consistent safety practices and standards.

Environmental Management System: Supports adherence to industry best practices and corporate policies, mitigates environmental risks, supports regulatory compliance, and drives continuous improvement.

Commercial Strategy: Optimises the procurement of goods and services by planning and executing strategies to establish reliable and cost-effective supplies.

Governance and Compliance Guideline: Helps the company to operate ethically, responsibly, and efficiently. It includes clear roles and responsibilities, risk management, compliance adherence, data protection, and transparent communication with stakeholders.

Leadership Compass: Provides a structured overview of the employee lifecycle within the organisation. This framework encompasses talent acquisition, onboarding, performance management, and offboarding processes.

Social Performance Guideline: Outlines a plan to improve social outcomes, support compliance with laws, and achieve social objectives by setting goals, identifying risks, implementing strategies, monitoring progress, and engaging with stakeholders.

Figure 2: Westgold's ESG Framework

2.1.1 The Board and Executive Leadership Team

Westgold Board

Guided by: *Board Charter*

The Westgold Board comprises a diverse group of individuals with expertise across mining, finance, sustainability and related fields. For further details, see the Westgold Annual Report, p. 38.

The Board is ultimately responsible for the oversight of sustainability and guides the implementation of Westgold's ESG Framework, seeking to align with stakeholder expectations and industry leading practices. Key responsibilities include:

– Aligning sustainability goals with the company's overall business strategy.
– Ensuring adequate investment in sustainability initiatives.
– Assessing the effectiveness of sustainability programs and initiatives.
– Identifying and mitigating potential risks, while seizing opportunities related to sustainability.

The Board delegates responsibility for day-to-day activities to the Managing Director and CEO and the Executive Leadership Team, supported by committees and working groups.

Sustainability Committee

Guided by: *Sustainability Committee Charter*

The Sustainability Committee membership shown below) is focused on:

– Overseeing the development, implementation and continuous improvement of our ESG framework and climate approach.
– Establishing ambitious yet achievable ESG goals and targets that align with Westgold's overall strategy. These goals focus on climate action, resource efficiency, and social responsibility.
– Tracking progress towards our ESG objectives and delivering clear, concise reports on our performance to key stakeholders.

BOARD

SUSTAINABILITY COMMITTEE

– Managing Director and Chief Executive Officer
– Chief Operating Officer
– General Manager – EHS
– Group Manager – Environment & Sustainability
– Non-Executive Director

ESG WORKING GROUP

Figure 3. Sustainability Governance at Westgold

ESG Working Group

Guided by: *ESG Working Group Charter*

The working group comprises members of senior management who are responsible for implementing and administering Westgold's policies and processes. Members are nominated annually.

The ESG Working Group provides the bridge between strategy and execution. This collaborative team supports the Sustainability Committee by translating their vision into tangible actions across Westgold's business operations:

– Actively supporting the implementation of ESG and climate initiatives, embedding them in our daily operations.
– Working closely with different business units to integrate ESG and climate considerations into decision-making processes across the company. This fosters a culture of sustainability throughout Westgold.
– Proactively identifying and assessing ESG and climate-related risks and opportunities so that Westgold operates responsibly and captures the benefits of a sustainable future.

The Working Group is supported by additional specialist groups across the organisation, including the Environment and Community Team and Indigenous Relations and Heritage Committee.

2.2 MINING WITH INTEGRITY

We prioritise ethical behaviour and integrity in everything we do. Our values guide our actions, supported by a comprehensive Code of Conduct, approved governance principles, and policies overseen by the Board, which together set the tone for legal and ethical behaviour across Westgold.

We regularly review and update our corporate governance standards, charters, and policies, aligning them with industry leading practice and evolving regulations.

2.2.1   Corporate governance

Westgold's corporate governance framework is grounded in transparency, accountability, and ethical conduct, laying a foundation for sound decision-making and effective risk management.

We have a robust governance structure aligned with the ASX Corporate Governance Principles and Recommendations. This includes a diverse and independent Board of Directors, specialised committees and clear accountability mechanisms.

We actively engage with our stakeholders through a variety of channels, including community forums, to foster open dialogue and incorporate diverse perspectives into our decision-making processes. Our interactions with local communities provide opportunities to discuss our operations, address concerns and solicit feedback. Specific initiatives are undertaken to engage with traditional owners, pastoralists and other key stakeholders. We also work with industry associations and government agencies to address shared challenges and promote leading practices.

To support legal compliance, we have implemented an extensive monitoring system utilising advanced databases such as EnviroDataVault, INX, and Infoscope. These tools enable us to track environmental, health and safety performance against regulatory requirements.

Regular compliance reports and audits are conducted to identify potential gaps and areas for improvement. Our engagement with industry bodies and participation in regulatory consultations keeps us informed about evolving legal landscapes so that we can adapt our practices accordingly.

2.2.2   Human rights

Westgold respects the dignity and fundamental rights of all individuals. Our Human Rights Policy outlines our commitment to identify and mitigate potential human rights risks throughout our operations and value chain. Our decision-making and behaviour is guided by robust policies and procedures grounded in international standards such as the UN Guiding Principles on Business and Human Rights, the UN Global Compact, ICMM Performance Expectations, and the Voluntary Principles on Security and Human Rights (VPSHR).

Our human rights focus areas are outlined in Table 1:

Human rights	Our policies
Labour rights - employment terms, wages, work hours, health and safety, workplace discrimination, freedom of association and collective bargaining	Code of Conduct
Safe and healthy working conditions	Work Health and Safety Policy
Voice and participation - freedom of expression, inclusivity, non-discrimination, gender equality, community, privacy	Whistleblower Policy
Modern slavery in operations and supply chain	Modern Slavery Statement
Bribery and corruption	Anti-Bribery and Anti-Corruption Policy

Table 1: Human Rights Focus Areas

2.2.3   Code of Conduct

Our Code of Conduct sets clear expectations for how we interact with each other and our external stakeholders. It applies to everyone at Westgold, including directors, management, employees, contractors, and consultants. Upholding this code reflects our commitment to conducting business honestly and fairly.

We regularly review and update our Code of Conduct to align with evolving legislation.

2.2.4   Speaking up

We encourage a culture where employees feel empowered to raise concerns without fear of retribution. Our Whistleblower Policy is accessible on our website and readily available to all staff and outlines a clear process for making confidential disclosures.

Qualifying disclosures are investigated fairly and thoroughly, with protection for the whistleblower against negative consequences. Internal investigations are conducted by the Company Secretary, in conjunction with the Chair. When necessary, we engage external parties for independent investigations.

In FY24 there were no investigations prompted by reports of bribery or corruption incidents.

Westgold has zero tolerance for bribery, corruption, or any form of misconduct. Our Anti-Bribery and Anti-Corruption Policy outlines clear expectations for all employees and stakeholders.

We have robust control mechanisms to prevent and detect potential violations, including comprehensive due diligence, conflict of interest guidelines, and a confidential whistleblower hotline. Regular training and awareness programs equip employees to identify and report unethical behaviour.

We prioritise transparency and accountability by conducting regular internal and external compliance audits on our anti-bribery and anti-corruption measures.

2.2.5   Tax transparency

Westgold's tax compliance framework encompasses robust internal controls, regular audits, and transparent public reporting.

Westgold maintains a zero-tolerance approach to tax evasion and aggressive tax planning. Our Tax Risk Governance Framework outlines clear expectations and procedures for all employees involved in tax-related matters.

2.2.6   Cyber security

Westgold remains vigilant in relation to the risks posed to all organisations by the continued sophistication and targeted nature of cyber threats. In response, our Cyber Security Working Group meets regularly to discuss framework improvement, response planning and ongoing initiatives to reduce business risk in relation to cyber security.

Our Cyber Security strategy encompasses three key pillars:

–   Employee education and awareness: Providing ongoing training and regular assessments so that our personnel are aware of, and equipped to recognise, report and prevent any direct or indirect cyber threats within our business and at home.
–   Cyber defence and monitoring: Having in place the best possible technologies to monitor and respond immediately to any actual or potential attempt, to keep our systems and data secure at all times.
–   Governance and compliance: Constantly improving our company standards and processes to comply with expanding regulatory requirements and align to industry best practice.

3

THE PEOPLE WE IMPACT

Our people are the foundation of our success. This extends beyond our talented workforce to encompass the vibrant communities where we operate.

At Westgold, we:

– Prioritise a safe and healthy work environment where our valued employees feel protected and supported.
– Champion professional growth by providing opportunities to develop the skills necessary for thriving careers at Westgold.
– Offer competitive policies and a culture of recognition, to create a rewarding work experience.
– Believe in the power of collaboration. By forging strategic partnerships within our communities, we foster shared success and create lasting benefits for all.

Through open communication and a commitment to addressing stakeholder needs, we cultivate a collaborative culture that drives continuous improvement.

3.1 OUR APPROACH

We aim to foster a work environment that caters to the unique needs of our people. We achieve this through active listening and responsiveness to stakeholder feedback. We are guided by our policies, including the Code of Conduct, Work Health and Safety Policy, Human Rights Policy, Diversity Policy, and Equal Opportunity Employment Policy.

Oversight of our activities sits with the Sustainability Committee, supported by subject matter experts across the organisation. This includes the ESG Working Group, People Team, Procurement Team and the Indigenous Relations and Heritage Committee.

3.2 CREATING VALUE FOR OUR EMPLOYEES

Westgold aims to create a work environment where all employees feel valued and empowered to contribute their best effort. Our ongoing investments in leadership development, diversity, equity and inclusion initiatives and competitive remuneration demonstrate our commitment.

We conduct an annual employee engagement survey to measure employee satisfaction and identify areas for improvement. Key findings from our 2024 survey include:

Outcome measure	Definition / Question	Score
Participation	% of employees that participated	75% (720 of 965 employees)
Recommend	I would recommend Westgold to people I know as a great place to work.	67% Favourable (Agree or Strongly Agree)
Inclusion	At Westgold, everyone can succeed to their full potential, no matter who they are (e.g.all ages, cultural backgrounds, genders, races, religions, etc)	69% Favourable (Agree or Strongly Agree)

Table 2: Employee Engagement Survey Results

Overall, employee engagement remains strong with 75% participation and positive sentiment towards Westgold as an employer. Key areas of focus based on these results include:

– Sustaining high participation rates: Exploring initiatives to encourage even wider participation.
– Deepening employee engagement: Identifying specific actions to increase the 'Recommend' score.
– Fostering a more inclusive culture: Implementing targeted initiatives to enhance employee belonging and potential.

3.2.1   Leadership and development

Westgold is committed to creating a safe, inclusive and modern workplace where our employees can thrive and reach their full potential. Our Employee Value Proposition (EVP) outlines the unique benefits and experiences that define working at Westgold.

We aim to equip our employees with the tools and resources they need to succeed, and to foster a culture of growth and development through tailored training programs, mentorship opportunities and support for further education.

This year's employee engagement survey focused on diversity and inclusion, workplace culture and employee wellbeing. The findings have led to the development of targeted initiatives to strengthen our policies and procedures, enhance communication and invest in employee development.

One such initiative is the continued rollout of the 'Leading@Westgold' program to enhance leadership capabilities across the organisation. This program was expanded in FY24 to cater to the specific needs of different leadership levels, helping empower our employees to take on greater responsibilities and drive innovation. Our recruitment guidelines were also updated in FY24 with a heightened focus on diversity and inclusion.

3.2.2   Diversity and inclusion

The mining industry has traditionally been male-dominated, presenting challenges including stereotypes, lack of female role models, unsupportive workplace cultures, work-life balance difficulties, limited access to education and training, and higher rates of sexual harassment and discrimination for women.

We believe that a diverse workforce that reflects the communities in which we operate is essential to our long-term success. By fostering a culture where everyone feels valued and respected, we can unlock the full potential of our employees. Westgold is implementing strategies to build a more diverse and inclusive workforce. We are actively working to increase gender representation, with a target of 25% female representation in our workforce by FY26. While our current workforce is primarily male (12% women), the Board and Leadership Team show greater diversity (33% and 28% women, respectively).

Our recruitment practices are designed to attract a diverse pool of candidates, and we provide ongoing support for employees to develop their skills and advance their careers.

To prioritise work-life balance and support employee wellbeing, we offer flexible work arrangements. For example, non-operational employees based in Perth or Canning Vale have options which include working from home up to two days per week, adjusting start and finish times through staggered hours, transitioning to part-time employment or job sharing, and utilising existing leave entitlements for flexible scheduling.

BOARD GENDER REPRESENTATION

33% — 66%
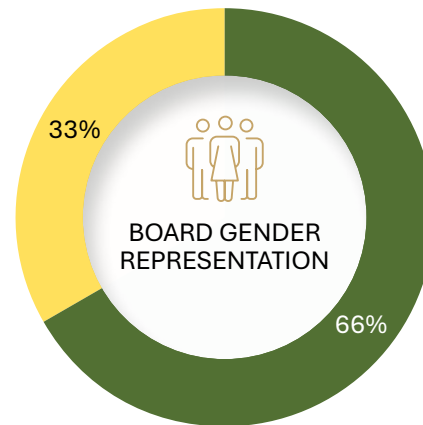
Female ■ Male

3.2.3   Remuneration

Westgold is fostering a high-performance culture centred around our employees, who are the cornerstone of our success.

Westgold strives to position itself as an employer of choice by offering extensive development opportunities and fair and competitive compensation, including performance-based bonuses and robust benefits. Our Remuneration and Nomination Committee advises the Board on setting remuneration policies based on market data and established policies. We conduct biannual reviews of pay parity and report our results to the Workplace Gender Equality Agency (WGEA). Our participation in the Aon Human Capital General Remuneration Report and RemSmart keep us informed of market trends, enabling us to offer competitive compensation packages.

3.3 PROTECTING OUR WORKFORCE

The safety and wellbeing of our entire community is paramount. This encompasses our workforce, their families, contracting partners, and our host communities. Our core values reflect this commitment, emphasising respect and safety as cornerstones of value creation.

Over the past two years, we have embarked on a journey to transform Westgold's safety culture, driven by:

– Shared responsibility: We foster a culture where everyone takes ownership of safety. This creates a collaborative environment where everyone feels empowered to identify and address potential risks.
– Consistent leadership and communication: Strong leadership sets the tone for safety excellence. We maintain open communication channels so that all stakeholders are aware of safety protocols and best practices.

3.3.1 Prioritising safety At Westgold

Gold mining comes with inherent risks. Our health and safety performance is underpinned by a robust management system, clear accountability and a strong focus on continuous improvement, informed by regular reviews, audits, and performance monitoring.

Safety leadership is embedded at all levels of our organisation, including clearly defined roles and responsibilities. Our dedicated health and safety team provides guidance, support and expertise to our operations.

In FY24, we implemented a comprehensive Environment, Health and Safety (EH&S) Strategy built on five core pillars:

– **Leadership:** Visible and active leadership at all levels of the organisation.
– **Critical risk management:** Preventing significant impact risks within our business.
– **Operational discipline:** Having the courage to do what we say we will do.
– **Fit-for-purpose systems:** Establishing systems that are fit for purpose and relevant to our business.
– **Resilient people:** Active investment and increased focus on employee health and wellbeing.

Our commitment to safety yielded significant progress in FY24:

– **Updated Integrated Management System:** We implemented the revised Westgold Integrated Management System Standards and audit tools.
– **Enhanced Mine Safety Management System Framework:** A revised Mine Safety Management System Framework was implemented to support operations in establishing customised Project Management Plans and Principal Mining Hazard Management Plans aligned with updated legislation.
– **Continuous system improvement:** Our mine safety management system underwent regular review and updates to align with the evolving Work Health and Safety Act 2020 (WHS Act) and Mining Regulations. This included revising safety policies and procedures, as well as risk management and incident response plans.

- **Critical risk management:** 16 Critical Risk Standards were established with supporting system verifications and critical controls for effective management of high-risk activities.
- **Strengthened governance:** Westgold's risk management processes were reviewed and updated to align with industries approach to risk.
- **Training and development:** 'Leading @ Westgold 2.0' training equipped leaders with the skills to champion safety within their teams and kept them current on the latest WHS Act and Mining Regulations, leading practices in risk management, and effective incident response protocols
- **Launch of a new general induction:** The revised package provided workers and new personnel with a thorough understanding of Westgold's minimum requirements and importantly our key environmental, health, safety, behavioural and people expectations.
- **Evolving communication strategies:** Building on successful communication channels established in FY23, we explored and implemented new methods to keep safety information engaging and accessible for all employees. This includes interactive platforms and targeted communication campaigns.
- **Regional alignment:** Initiatives were implemented to improve regional collaboration across all foundational health and safety performance aspects, including reporting, oversight and continuous improvement.

Our commitment to safety is guided by two key documents:

- **Risk Management Policy:** outlines a proactive and practical approach to identifying, assessing, and managing potential hazards across our business, workforce and communities.
- **Work Health and Safety Policy:** establishes the management principles that underpin our risk management approach. Key focus areas include:
  - Implementing effective systems to identify, assess, control, and monitor safety and health risks, complying with all applicable regulations.

- Reporting, recording and investigating all incidents, taking appropriate measures to eliminate or manage existing and potential hazards.
- Empowering individuals to fulfill their safety responsibilities through training, clear instructions, documented safe work systems and adequate resources.
- Setting measurable objectives and targets, with regular reviews to ensure continuous improvement and goal attainment.

3.3.2 Safety performance

Building on the achievements of FY23, which saw zero fatalities and significant reductions in both Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR), our focus this year was achieving a perfect safety record with a targeted LTIFR of zero. Additionally, we are on track to bring the TRIFR down below five injuries per million hours worked.

FY25 will see continued implementation and refinement of our safety programs, creating a safe work environment for all Westgold employees.
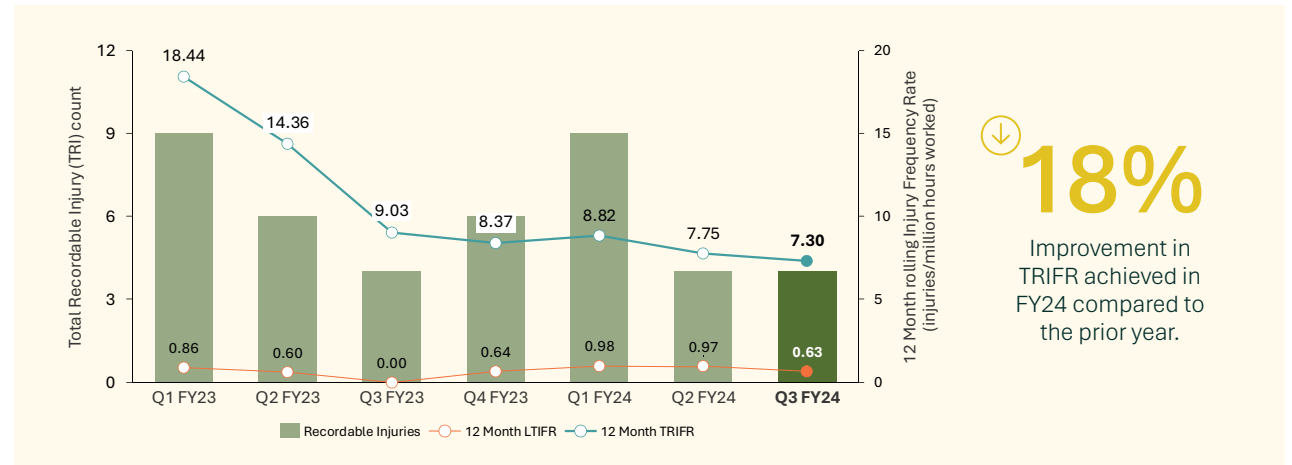

Figure 4. Westgold's Total Recordable Injury Frequency Rate

18%
Improvement in TRIFR achieved in FY24 compared to the prior year.

CASE STUDY

MINE SAFETY MANAGEMENT SYSTEM FRAMEWORK

In FY24 we implemented our enhanced mine safety management system framework (MSMS) to provide a more streamlined and fit-for-purpose approach to achieving, improving and monitoring the desired level of health and safety across the business.

Customised Project Management Plans and Principal Mining Hazard Management Plans aligned with updated Western Australian legislation were developed and implemented. These documents set out how Westgold will identify, assess, control and manage critical risks and principal mining hazards to workers' health and safety.

To evaluate the framework's efficacy, a gap analysis was conducted to identify potential shortcomings and areas for improvement. Anticipating potential challenges such as resistance to change and system integration complexities, we put in place targeted training, change management strategies, and effective communication protocols.

Early results demonstrate a significant improvement in hazard and near-miss reporting. We will continue to monitor and refine the MSMS in FY25 to sustain these gains and further enhance safety performance.

3.3.3 Training our people

Fostering a strong safety culture remains a core responsibility for every employee. We embed this philosophy throughout the employee journey, from onboarding to ongoing development. Our approach includes:

– Demonstrating leadership: We empower our leaders to champion safety through effective communication, risk management, and setting a positive safety example.

– Empowering our people: We equip employees with the knowledge and skills they need to work safely and confidently.

– Taking personal responsibility: We cultivate a culture where everyone is accountable for their own safety and the safety of their colleagues.

– Maintaining effective safety systems: We continually review and improve our safety systems so that they remain robust and up to date.

Building on the success of FY23's Leading @ Westgold program, we have seen continuous improvement in FY24. We have:

– Expanded the program: Including more team leaders and supervisors to achieve a wider reach and consistent safety leadership across the organisation.

– Incorporated new content: Addressing emerging safety trends and industry leading practices.

– Enhanced the learning experience: Utilising interactive learning techniques to further engage participants.

We remain dedicated to experiential training that equips employees with the necessary skills and knowledge for their roles. Our training management system tracks individual competencies and enforces training completion for continued safety and success.

In FY25, we will be:

– Evaluating the impact of training programs on employee safety performance.

– Developing targeted training programs to address specific needs and roles.

– Encouraging a culture of continuous learning and skill development.

– Continuing to share best practices and collaborate with the industry to elevate safety standards across the mining sector.

We require all employees and contractors to complete mandatory compliance training, including regular refresher courses. Additionally, we provide targeted training whenever we update or introduce new policies. Our training programs are aligned with our Code of Conduct and workplace health and safety obligations, so that all employees and contractors have the necessary knowledge to operate ethically and safely.

3.3.4 Health and wellbeing

We prioritise the overall wellbeing of our workforce with initiatives to promote physical and mental health, such as fitness programs, stress management resources and confidential counselling services. By fostering a positive and supportive work environment, we aim to enhance employee satisfaction, productivity, and engagement.

Westgold's Health and Wellbeing Framework was developed based on the outcomes of a Psychosocial Risk Assessment conducted in 2023 and identified 'health modifiable' factors that allow individuals to improve their psychological, physical and emotional health. The framework is built on eight focus areas, each accompanied by a target success outcome. It identifies key actions to drive a proactive, accessible and holistic approach to optimising employee's health and wellbeing.

Sixty onsite leaders undertook Leadership Wellbeing training to develop their understanding of:

– What impacts workers' physical and mental health
– How to manage discrimination and stigma
– The importance of human interactions
– The impact of stress and how they can support their workers.

Key learnings included practical strategies to improve mental health and how to establish the framework for a wellbeing culture that everyone owns.

Workers were provided with the opportunity to take part in two program surveys, where anonymous information is gathered and analysed. Feedback from these surveys was provided directly to workers and was utilised to drive changes in areas they identified as important.

The survey feedback directly resulted in Westgold engaging a new Employee Assistance Program (EAP) provider, PeopleSense. Our EAP remains a free and confidential counselling service available to all our workers and their family members; however, the service now includes additional support in areas including physical health, nutrition, finance, legal and career direction.

3.3.5 Psychosocial safety

Westgold remains committed to fostering a work environment that prioritises and respects the psychosocial wellbeing of all employees, with a particular focus on the safety of women in our workforce. The findings of the 2022 'Enough is Enough' report highlighted the need for a collective industry effort to eliminate sexual harassment. Westgold fully supports initiatives that dedicate resources towards achieving this goal.

Our focus in FY24 was:

– To launch an extensive program designed to raise awareness, promote early intervention and build psychosocial resilience across our workforce.

STRONG MINDS
STRONG MINES

CASE STUDY

STRONG MINDS, STRONG MINES

Westgold continued its partnership with Strong Mines, Strong Minds, delivering a mental health and wellbeing program. The program, developed specifically for people working in remote mine sites, provides education, training, engagement and skills and tools to enable workers to better understand and deal with mental health issues.

During FY24, four of the eight topics had been delivered:

– An introduction to mental health and stigma
– Understanding common causes of mental health problems
– Common FIFO psychosocial risk factors and unhelpful thinking
– Awareness and prevention against depression, anxiety and self-harm.

Throughout the program, 50 Westgold employees volunteered to be Wellbeing Champions to assist with this program and future wellbeing campaigns. Through weekly meetings, training opportunities and educational material, our champions are provided with the skills to support their peers, share their stories and experiences and help to create an environment that supports overall worker mental health and wellbeing.

Building on our efforts with Strong Mines, Strong Minds, Westgold participated in RUOK? Day 2024, which is a national initiative aimed at promoting mental health and wellbeing. The event served as a powerful reminder of the importance of checking in with our colleagues and building strong connections.

– Continued implementation of the State Government's Mental Awareness, Respect and Safety (MARS) initiatives to drive positive cultural change and eliminate sexual harassment and violence from our operations.
– To conduct regular audits and reviews of psychosocial risks across all Westgold sites. This proactive approach supports continued identification and mitigation of potential hazards.
– To continue to rigorously track and investigate all psychosocial incidents, with a primary focus on supporting and protecting the health and wellbeing of individuals involved.

3.3.6 Emergency preparedness

A robust crisis and emergency management system (CEMS) is fundamental to protecting the safety and wellbeing of our workforce, communities, and the environment. Our CEMS, aligned with ISO 22361:2022, is regularly refined through simulation exercises to test its effectiveness in mitigating risks and responding to incidents.

Our security measures include regular risk assessments, access controls, and emergency response plans. These encompass a wide range of potential emergencies, from medical incidents to natural disasters. Our employees are trained to respond effectively, and emergency equipment is readily available across all sites.

Westgold's commitment extends beyond our operations; developing strong partnerships with local emergency services is critical to building a more resilient and safer region. Through joint exercises, information sharing and community outreach, we improve our collective capacity to respond to emergencies. By fostering collaboration and sharing best practices with industry peers, we contribute to the overall improvement of emergency preparedness within the sector.

3.4 DRIVING DEVELOPMENT IN OUR COMMUNITIES

3.4.1 Supporting local employment

Our focus on employment and skills development is a cornerstone of our social responsibility strategy. By investing in professional development and career advancement for our employees and the communities we serve, we build a stronger, more resilient organisation.

We actively seek to build a diverse and inclusive workforce that reflects the communities we serve. Our Expressions of Interest Register provides an equitable platform for job seekers to connect with Westgold, regardless of background or circumstances. We have successfully increased Indigenous employment and created flexible work opportunities to accommodate diverse needs.

The impact of this initiative is evident. Since July 2023, we have hired 18 new Aboriginal employees. Employment is supported through a partnership with our site management supplier Sodexo, who provide on-the-job training for local employees who require greater work flexibility. This empowers them to develop their skills and increase their work hours as they see fit.

Beyond direct employment, Westgold collaborates with local communities to identify and address skills gaps. Our partnership with the Jidi Jidi people through the Employment, Training, Contracts and Community Liaison Development committee exemplifies our commitment to creating sustainable employment pathways. This committee works collaboratively with community leaders to place Indigenous local residents in meaningful roles across our operations.

CASE STUDY

APPRENTICESHIP AWARD

Westgold employee Raymond Binsiar was named Aboriginal and Torres Strait Islander Student of the Year at the 2024 Central Regional TAFE Graduation and Major Awards night. Raymond successfully completed a four-year diesel fitter apprenticeship with Westgold and is now a full-time employee at our Bluebird underground mine.

Demonstrating exceptional dedication and talent, Raymond excelled in both theoretical and practical aspects of his apprenticeship. His ability to adapt to challenges and balance work, family, and study commitments is commendable.

Westgold is committed to fostering a diverse and inclusive workplace, and we are proud to support the development of talented Aboriginal and Torres Strait Islander employees.

3.4.2   Investing in communities

A significant achievement this year is the development of the Social Performance Management System. This system establishes collaborative management to encourage community participation in economic initiatives, education and training.

Our community engagement and investment strategy is focused on creating sustainable and thriving communities through collaboration, investment, and support. We encourage employee involvement in community initiatives.

We prioritise understanding the unique needs and aspirations of the communities where we operate through ongoing dialogue and collaboration. By working closely with local leaders, organisations, and residents, we leverage our resources to create maximum impact.

Our investments in community development are focused on initiatives that create lasting impact by building capacity, empowering individuals and strengthening the social fabric of the community. This includes education programs, youth development initiatives and community infrastructure projects.

In FY24, Westgold supported a range of community initiatives, including the Shire of Meekatharra's Pool for Schools program, the Murchison Marlu Junior Football League, and health and wellbeing programs, including support for Multiple Sclerosis Western Australia and the Royal Flying Doctor Service.

To maximise the effectiveness of our community investments, we are developing a framework to measure long-term outcomes. This will help us to refine our approach and better align our support with the evolving needs of the community.

CASE STUDY

TEACH LEARN GROW

Westgold is proud to announce an expanded partnership with Teach Learn Grow (TLG), a not-for-profit organisation dedicated to bridging the educational gap between rural and metropolitan Australia. This renewed commitment underscores Westgold's dedication to fostering educational equity for students in remote and regional areas.

Building on a successful three-year partnership, Westgold has increased its annual contribution to TLG from $40,000 to $60,000 over the next three years. This investment will support TLG's vital work in providing educational resources and support to students in isolated communities.

TLG's programs focus on STEAM (Science, Technology, Engineering, Arts, and Mathematics) subjects and aim to inspire students, broaden their horizons, and equip them with the skills to overcome challenges. By addressing educational disparity, TLG is creating a more equitable future for all Australian students.

CASE STUDY

MEEKATHARRA DISTRICT HIGH SCHOOL VISIT TO THE CANNING VALE TRAINING CENTRE

In an initiative to foster community engagement and educational development, Westgold welcomed students from Meekatharra District High School to our state-of-the-art Training Centre in Canning Vale. This visit provided the students, who are part of the host community for our mines, with a unique opportunity to gain hands-on experience and insights into the mining industry. The students participated in various interactive sessions, including a tour of our simulated underground mine, where they learned about the safety protocols and operational procedures essential for working in a mining environment.

The visit not only aimed to educate the students about the mining industry but also to inspire them to consider future careers in this field. By engaging with the students and their teachers, we reinforced our commitment to supporting local communities and investing in the next generation of mining professionals. This initiative is part of our broader strategy to promote sustainability and community development, ensuring that our operations have a positive and lasting impact on the regions where we operate.

CASE STUDY

COMMUNITY FORUMS

Westgold demonstrated its commitment to open and transparent communication with local communities through meetings in Cue and Meekatharra. These gatherings provided opportunities for residents to receive operational updates, express concerns, and contribute to ongoing dialogue.

The Cue meeting saw strong attendance and productive discussions covering a range of topics, from mine operations to community contributions. In Meekatharra, while attendance was lower, the engagement was high, with valuable discussions held with local government, police, and job seekers.

Westgold recognises the importance of these community interactions and will continue to explore innovative ways to enhance engagement.

CASE STUDY

MID WEST DEVELOPMENT COMMISSION (MWDC) LOCAL GOVERNMENT & MINING IN THE MURCHISON REGION FORUM

The Murchison region is emerging as a prime example of how mining and local government can collaborate for mutual benefit and sustainable development. A forum held in Geraldton in March 2024 brought together key stakeholders to discuss strategies for aligned growth. With a rich geological foundation and a history of successful mining operations, the region possesses significant potential. However, like many mining regions, the Murchison faces environmental and social challenges.

Recognising the need for a collaborative approach, the forum participants identified a shared vision for the region's future, emphasising sustainability and economic prosperity. By working together, the mining industry and local government aim to maximise the benefits of mineral development while minimising its negative impacts. Key strategies include resource sharing, improved communication, and the development of shared infrastructure. These initiatives are expected to create sustainable jobs, support local businesses, and build thriving communities.

3.5 ADDRESSING MODERN SLAVERY AND SUPPLY CHAIN RISKS

We believe in creating a fair and equitable workplace where all employees are treated with dignity and respect, and are free from slavery, forced labour and any form of exploitation.

Our supply chain is integral to our operations and long-term success, and we aim to foster strong relationships with suppliers who align with our values.

In FY24, as well as reviewing and updating our Human Rights Policy, Supply Chain Policy and Supplier Charter to further strengthen our stance against modern slavery, we:

– Assigned formal responsibility for modern slavery management within the Westgold leadership team. Business and human rights considerations were integrated into our governance framework.
– Undertook an extensive supplier risk assessment to identify potential modern slavery risks within our supplier base.
– Assessed our suppliers' commitment to human rights and modern slavery prevention practices.
– Established a dedicated channel for reporting potential modern slavery concerns within our operations and supply chain.

3.5.1 Modern slavery risks in our operations

Our policies and procedures are designed to protect the rights of our workforce, including the prohibition of harassment and discrimination, the right to freedom of association and collective bargaining, and fair wages and working conditions. We have established grievance mechanisms so that employees have a voice and can raise concerns without fear of reprisal.

For our employees, FY24 saw continued open communication on work hours, overtime and compensation. We actively monitored for excessive work patterns and maintained strict fatigue management protocols. Compliance with legal requirements and modern awards supports fair treatment and pay for our personnel.

3.5.2 Managing supplier relationships

Westgold's supplier selection process prioritises sustainability, encompassing environmental, social, and ethical considerations. We collaborate closely with suppliers to drive continuous improvement and promote sustainable practices. Through our supplier code of conduct, regular audits, and ongoing engagement, we strive to mitigate risks and promote positive social and environmental outcomes within our supply chain.

Our robust supplier management system includes the Felix platform, a digital tool designed to streamline onboarding, risk assessment and communication with suppliers. By leveraging data analytics and standardised assessments, we can identify potential risks and opportunities within our supply chain.

To address the risk of modern slavery in our supply chain, we conduct regular assessments and due diligence on our suppliers. We also provide whistleblower protection to encourage the reporting of any suspected violations.

Westgold prioritises local suppliers, with over 98% based in Australia. Given the increased modern slavery risks within our extended supply chain, we leverage industry risk profiles to identify and address potential modern slavery concerns within each supplier group.

In FY24, we focused on selecting suppliers with strong human rights commitments and ethical practices. Contracts emphasised responsible conduct and human rights policies. Additionally, an extensive onboarding process for all new suppliers was implemented through the Felix web-based system.

FY25 will see the development of new processes that consider Modern Slavery Statements from existing and potential suppliers during procurement decisions, which will strengthen our ability to identify and mitigate risks within our supply chain. For further information, see our Modern Slavery Statement.

4

THE LANDS WE WORK ON

Our operations are underpinned by the rich natural resources of the Murchison and Southern Goldfields regions.

By fostering strong relationships with the people and the environment, we strive to be a positive and sustainable force in the region.

Central to this philosophy is respect for the traditional custodians of these lands. We maintain ongoing collaboration with Native Title holders and Indigenous communities to support the preservation of their practices and cultural knowledge.

This collaborative spirit extends to the natural environment, where we embrace the principles of active stewardship. Through a series of targeted initiatives, we work to mitigate climate change risks and minimise the impact of our mining activities on the biodiversity, land and water systems of the regions while actively protecting and restoring local ecosystems.

4.1 OUR APPROACH

Our collaborative approach supports the protection and restoration of local ecosystems while respecting the cultural heritage of the lands on which we operate:

– We work closely with Native Title holders and Indigenous communities to safeguard their cultural practices and knowledge, fostering a deep understanding of the land and its history.
– Our Environmental, Social and Governance Policy, Environment and Community Policy and Risk Management Policy provide a framework for responsible environmental stewardship.
– Effective oversight is provided by the Sustainability Committee, supported by the ESG Working Group, Environment and Community Team, and Indigenous Relations and Heritage Committee. This collaborative structure supports responsible land management and integrates stakeholder perspectives.
– We are harnessing the potential of technology to drive operational efficiency and environmental performance. Investments in on-site renewable energy, advanced water treatment, and waste reduction technologies are central to our strategy. We are embracing digital solutions to optimise operations, identify environmental risks and track progress toward our sustainability goals.

Westgold prioritises open communication and engagement with stakeholders to identify areas of shared importance. Our FY23 materiality assessment revealed a strong alignment between our sustainability goals and stakeholder priorities. Key topics include:

– Implementing strategies to reduce our carbon footprint and mitigate climate change risks.
– Optimising energy consumption across operations while exploring the integration of renewable energy sources.
– Implementing effective land restoration practices to leave a lasting positive impact on the environment.
– Building and fostering strong relationships with Indigenous and local communities.

4.2 CLIMATE ACTION

Climate change presents both challenges and opportunities for Westgold's operations and broader value chain. Increased frequency and intensity of extreme weather events pose physical risks, while policy changes around carbon emissions and investor preferences for sustainable practices introduce transitional risks.

To navigate these challenges and achieve our climate goals, Westgold has established a Climate Change Action Plan (CCAP), which outlines our approach to mitigating climate change impacts on our operations and contributing to a sustainable future. Aligned with the National Climate Risk Assessment (Department of Climate Change, Energy, the Environment and Water, 2024), the CCAP identifies key climate risks, establishes a framework for adaptation and mitigation strategies, and sets measurable goals for continuous improvement, including specific performance requirements. We aim to reduce greenhouse gas emissions through energy efficiency improvements, electrification and water conservation. Additionally, we are building resilient infrastructure by diversifying water sources, collaborating with communities to prepare for climate impacts, and making upgrades to withstand extreme weather events. We are also actively managing transitional risks by understanding policy changes, carbon pricing, and shifting investor preferences towards sustainability.

4.2.1 Assessing and responding to climate risk

Westgold conducted a high-level climate change risk assessment in FY24 to identify key physical and transitional risks, including rising temperatures, altered precipitation patterns and extreme weather events. By assigning likelihood and consequence levels to these risks, we have prioritised areas for focus and developed targeted adaptation strategies.

For example, water scarcity, a significant concern for dust suppression and processing activities, is being addressed through water-saving initiatives such as recycling and reuse. To safeguard worker safety, we are implementing protocols to mitigate heat stress and developing emergency response plans for flooding and limited access during extreme weather events.

To reduce our carbon footprint, we are implementing energy efficiency improvements, electrification, and water conservation measures. Additionally, we are exploring opportunities arising from the shift towards a low-carbon economy, such as increased demand for gold as a safe-haven asset and its role in clean energy technologies.

4.2.2 Decarbonising our operations

The mining industry is undergoing a rapid transition towards decarbonisation. Westgold is actively responding to this challenge by reducing our carbon footprint and optimising energy consumption. Our achievements include a 2.4% decrease in emissions intensity per ounce of gold produced and an 8.3% reduction in overall emissions in FY24. Key initiatives driving this progress include the electrification of our operations, the integration of renewable energy sources, and the adoption of energy-efficient technologies.

Collaborating with industry peers and environmental organisations is essential for accelerating progress. For example, our collaboration with Pacific Energy has led to the construction of hybrid power stations, significantly reducing our reliance on diesel fuel. Additionally, we have partnered with WesTrac to pilot hybrid underground loaders, and with Southern Mining Electrical Contractors to implement ventilation-on-demand systems.

Reduced emissions intensity per ounce (Scope 1 and Scope 2 emissions CO_2-e per ounce)
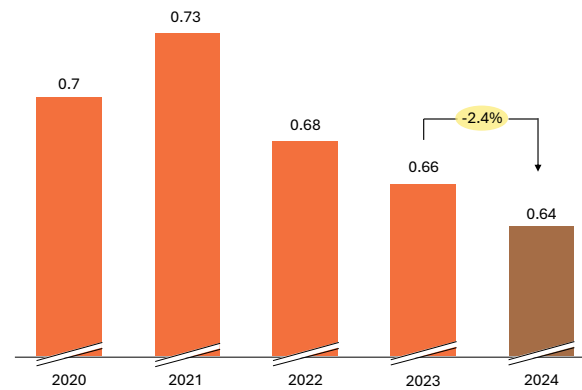
Reduced total emissions (Scope 1 and Scope 2 tonnes CO_2-e)
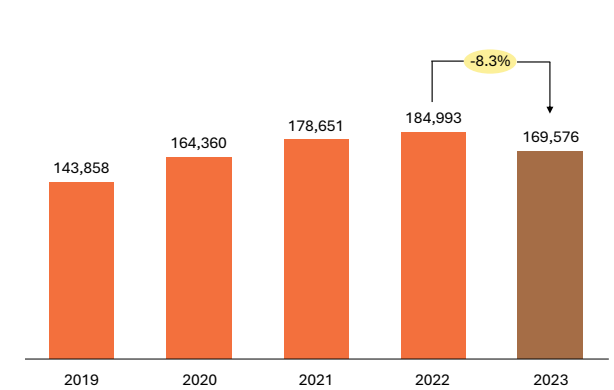
Reliance on diesel graph

CASE STUDY

CAT R2900 XE UNDERGROUND LOADER

Westgold showcased its newest CAT R2900 XE underground loader at events throughout Western Australia in FY24. Designed for increased payload, faster loading and reduced emissions, this hybrid loader is a significant step forward in Westgold's sustainability journey.

Partnering with WesTrac, the deployment of five R2900 XE loaders across the business has already yielded positive results, including increased production, reduced operating costs, and lower diesel consumption. As the company expands its fleet with an additional three loaders, these benefits are expected to amplify. Key features of the CAT R2900 XE include:

– **Hybrid powertrain:** Combining diesel and electric power for optimal performance and efficiency.
– **Increased payload:** Capable of handling larger loads for improved productivity.
– **Faster loading cycles:** Enhanced machine responsiveness for quicker cycle times.
– **Reduced emissions:** Lower greenhouse gas emissions compared to traditional diesel loaders.
– **Improved operator comfort:** Enhanced operator environment for increased productivity and safety.

CASE STUDY

ALL HYBRID POWER PLANTS ARE NOW IN OPERATION

Westgold has successfully commissioned a combined 82MW of hybrid power facilities, marking a significant milestone in the company's commitment to sustainability and cost reduction. This infrastructure, combining gas, solar and battery power, is set to deliver substantial environmental and financial benefits.

The new hybrid power solution is expected to decrease diesel consumption by 38 million litres per annum, resulting in a significant reduction of carbon emissions by 56%.

Furthermore, the transition to hybrid power is projected to deliver approximately $60 per ounce in All-In Sustaining Costs (AISC) savings, bolstering the company's financial performance and enhancing shareholder value. This cost reduction is attributed to the reduced reliance on diesel.

4.2.3   Climate resilience

Climate change presents a complex challenge for Westgold, bringing both risks and opportunities. Increased heatwaves, droughts, floods, and bushfires can disrupt operations, damage infrastructure, and endanger workers. Westgold's approach focuses on building resilience through strategies such as:

– Implementing energy-saving measures and exploring clean energy sources such as solar power to reduce reliance on traditional fuels.
– Water recycling, investigating alternative dust suppression methods, and exploring ways to diversify water sources are all part of Westgold's water stewardship efforts.
– Maintaining a heat stress protocol with hydration stations, shaded areas, and flexible work schedules will be developed, alongside employee training.
– Conducting vulnerability assessments to identify areas susceptible to extreme heat damage, with upgrades or modifications planned within three years.
– Implementing a bushfire plan with evacuation procedures, communication protocols, and employee training, along with regular fire drills.
– Collaborating with neighbouring communities to develop a water management plan that addresses the needs of both the mine and local communities, fostering sustainable water resource management in the region.

4.2.4   Improving our climate disclosures

To strengthen our climate-related governance and risk management processes and enhance our disclosure practices, we have been taking steps towards alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Our progress is outlined in Table 3 below. We are also working towards mandatory reporting against the new AASB S2 climate disclosure standard in FY26.

	Recommendation	Our current approach	Westgold's progress	
			Achievements in FY24	Actions for FY25+
Governance	Disclose the organisation's governance around climate-related risks and opportunities	Environmental, Social and Governance Policy sets out our approach and expectations with respect to climate change across the business. The Sustainability Committee of the Westgold Board oversees the management of climate change and climate-related risks and opportunities. This committee is supported by our ESG Working Group.	– Assessment of company decision-making and capital allocation processes for consideration and alignment with climate risk management processes.	– Increase engagement with stakeholders, including investors, employees, and communities, to gather feedback on climate-related initiatives and ensure transparency.
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	We have performed a high-level assessment of the potential climate-related risks and opportunities for our business and disclosed these in our FY21 Sustainability Report.	– Development of a Climate Change Action Plan. – Delivery of emissions reductions across the business by investing in renewable energy.	– Identify and evaluate additional opportunities that align with Westgold's business strategy and sustainability goals.
Risk Management	Disclose how the organisation identifies, assesses and managed climate-related risks.	Climate-related risks are identified and assessed as part of Westgold's Risk Management Framework. We continue to embed systems to improve the integration and understanding of climate risk across our business.	– Identification of key risks as part of the Climate Change Action Plan.	– Integration of risk assessment outcomes into company risk management processes.
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Westgold currently monitors GHG emissions (Scope 1 and 2), number of heat-related illnesses and total costs incurred due to extreme climate-related events.	– Establishment of emissions reduction goals and targets.	– Undertake a readiness assessment, gap analysis, and roadmap to address the incoming Australian Sustainability Reporting Standards.

Table 3: Westgold's Progress with the Recommendations of the TCFD

4.3 RESPECTING THE RIGHTS OF INDIGENOUS COMMUNITIES

We deeply respect the rights, values and aspirations of all Traditional Owners and Indigenous people on whose lands we operate. We recognise the importance of preserving and protecting Indigenous knowledge, cultural practices and land management systems, particularly the intrinsic connection to the land and surrounding environment.

Our business practices are designed to foster strong and respectful partnerships, acknowledging the traditional ownership of the lands where our mines are situated.

– Our Meekatharra and Cue operations are located within the Wajarri Yamatji and Yungunga-Nya lands.
– Our Fortnum operation is situated within the Nharnuwangga Wajarri & Ngarlawangga lands (collectively Jidi Jidi lands) in the Bryah Basin.

4.3.1   Working with Indigenous people

Westgold's approach involves active engagement, collaboration and partnership to understand and respond to the needs and priorities of Indigenous communities. Our Community team plays a vital role in facilitating ongoing engagement so that we can identify opportunities for economic development, cultural preservation and environmental protection.

Our operations are guided by formal land access agreements with Traditional Owner groups. These agreements outline the terms for our exploration and mining activities, including compensation arrangements, monitoring and reporting requirements, and protocols for heritage identification and protection. We view land access agreements as a foundation for ongoing engagement with Traditional Owners. We regularly review these agreements and look for opportunities to enhance community involvement.

Figure 5. The Traditional Custodians of the lands where we operate

Cue:	Wajarri Yamatji, Yugunga-Nya
Fortnum:	Nharnuwangga Wajarri & Ngarlawangga
Meekatharra:	Wajarri Yamatji, Yugunga-Nya
Perth and Canning Vale:	Whadjuk

Westgold conducts comprehensive heritage surveys across our tenements, following the requirements of the *Aboriginal Heritage Act 1972*. While our focus on underground mine expansion in FY24 limited heritage survey activities, we expect to undertake expanded exploration in FY25.

We obtain free, prior and informed consent (FPIC) for projects that may have significant impacts on Indigenous lands and cultural heritage. Our approach includes capacity building, knowledge sharing, and joint decision making to ensure that Indigenous communities have a meaningful voice in the decision-making process.

Westgold's Indigenous Relations and Heritage Committee, with representatives from various departments, meets monthly to evaluate heritage management and broader community issues. Our dedicated Community Relations team focuses on increasing Indigenous employment and training opportunities, supporting business development and economic participation for Indigenous Australians, and investing in social programs for community wellbeing. Additionally, they actively engage with Traditional Custodians to understand their needs.

4.3.2 Improving cultural awareness

Westgold leverages training, engagement and collaboration to build a respectful and inclusive workplace that values Aboriginal culture and heritage.

To enhance cultural awareness within our workforce, we have implemented an induction package that covers key aspects of Aboriginal history, culture and contemporary issues. This induction is designed to foster empathy and respect for Aboriginal traditions. Additionally, a cultural awareness program, introduced in FY24 for employees who directly engage with Indigenous stakeholders, will be expanded to encompass executive members of the business in FY25. This training equips employees with the knowledge and understanding of Indigenous culture, heritage and protocols necessary to effectively collaborate with and build trust within Indigenous communities. Regular updates and completion of the training will support ongoing cultural competency and sensitivity throughout our workforce.

CASE STUDY

POLLY DANN WORKSHOP

Westgold's Environment & Community team participated in a cultural sensitivity workshop aimed at fostering a more inclusive and respectful workplace. The workshop focused on increasing awareness and understanding of Aboriginal culture, enabling employees to communicate and collaborate effectively with Aboriginal colleagues.

The training included interactive activities, role-playing scenarios, and group discussions to enhance participants' cultural competence. Key areas of focus were the distinction between cultural awareness and sensitivity, developing effective communication skills, and creating practical strategies for working collaboratively with Aboriginal employees.

CASE STUDY

JANINE MONGOO ARTWORK

As part of our approach to Reconciliation. Westgold has commissioned an artwork from Meenangu and Ngoonooru Wajarri woman Janine Mongoo. Janine hails from the remote town of Meekatharra, one of our mine sites in Western Australia's Midwest region. Her family's connection to this land stretches back thousands of years, predating the arrival of white settlers in 1870.

Known as Mikadah, meaning 'place of little water', Meekatharra's landscape has nurtured generations of Aboriginal Australians. The rich ecosystem provided sustenance through bush tucker - native plants and animals - and vital water sources from soaks and gnamma holes.

Janine's artistic spirit draws inspiration from this deep ancestral connection and the surrounding environment. Her works bridge the gap between the ancient traditions of her people and the modern landscape.

Meekatharra itself is central to the area's Aboriginal heritage. The Ngoonooru Wajarri people are part of the wider Wajarri Yamatji nation, to the west, and the Yugunga-Nya people to the east. The Shire stretches towards Newman and is also home to the Nharnuwangga, Gingirana, Nyiyaparli and Ngarlawangga peoples. This rich tapestry continues, with many families in town and surrounding areas tracing their lineage to these diverse groups.

The Dreaming, the foundation of Indigenous culture and spiritual beliefs, holds immense significance. Ancestral Dreaming spirits, shapeshifting into animals, people, or landscape features, traversed the land, shaping the natural world and establishing the social and religious laws for Aboriginal Australians. They also created the environment, including the plants, animals, and humans that inhabited it. Upon completing their work, these spirits transformed into permanent features of the landscape - hills, rocks, waterholes - becoming powerful spiritual forces that continue to resonate with Indigenous Australians.

The Dreaming is not merely a historical or cultural concept; it's a practical guide for daily life. Dreaming stories map locations of vital resources like water and food, guide travel routes, and identify significant landmarks. These stories also connect distant Aboriginal communities, fostering a sense of shared identity and belonging.

These significant landmarks and the rich cultural heritage of her people undoubtedly influence Janine's artistic expression. Through her art, she shares the stories of Country, weaving together the past, present, and future for all to appreciate.

4.4 REDUCING OUR IMPACT ON THE ENVIRONMENT

Westgold prioritises environmental stewardship, recognising its role in protecting the ecosystems the company interacts with. Westgold proactively manages environmental risks by regularly reviewing performance against industry standards and best practices. Three key policies guide Westgold's environmental efforts: Environment and Community Policy, Environmental, Social and Governance Policy, and Risk Management Policy.

A key strategy for minimising our environmental footprint is the transition to lower-impact underground mining operations. Westgold continues to see several benefits from this: reduced energy consumption per ounce of gold produced, more efficient resource use, and significantly less waste generation, minimising impact on surrounding environments.

Indigenous knowledge has immense value in relation to land preservation and environmental management. We actively seek to incorporate this knowledge into our practices for mitigating environmental risks and rehabilitating disturbed lands.

4.4.1 Environmental impact assessment

Westgold minimises the environmental impact of our operations at every stage. We achieve this through a combination of impact mitigation strategies and low-impact mining techniques.

Environmental studies form a crucial part of our approach. These studies inform every stage of the mining process, from exploration and design to operation, rehabilitation and final closure. In FY24, we conducted a site-wide environmental impact study of the Reedy mine, bringing the total assessed areas to nine out of eleven possible mining areas.

Each location also has a dedicated mine closure plan, outlining the specific tasks required to transition the land to its post-mining use.

FY24 saw the continued implementation of cutting-edge environmental studies utilising spatial recognition equipment and software. This technology was applied across all our sites, with a specific focus on legacy landforms. We assessed a total of 21 landforms, gaining valuable insights into their design, stability and vegetation cover. We have completed baseline assessments for 52 out of 130 landforms. Our ongoing monitoring program commits to reassess each landform every three years.

In addition to site-wide studies, we conduct targeted environmental impact assessments for specific projects. In FY24, we carried out an in-depth study of the Peak Hill mining area to identify and evaluate its flora and vegetation values.

CASE STUDY
PEAK HILL STUDY

To minimise environmental impact and preserve biodiversity, Westgold commissioned a biodiversity study at its Peak Hill mining area. Covering 2,723 hectares, the survey identified diverse vegetation types, including a critical area classified as a Priority 1 Ecological Community. While no threatened flora or ecological communities were directly observed, the potential habitat for a threatened flora species was identified, emphasising the importance of proactive environmental assessment.

Westgold protects identified sensitive ecological areas and has incorporated the findings of this study into its exploration plans.

Study	Remit of Study	Outcome
Hydrogeological Assessment	Great Northern Highway Pit TSF	It was determined that there are no known ecosystems that rely on groundwater (Groundwater Dependent Ecosystems) that could be negatively affected by the proposed TSF. This conclusion is supported by comprehensive analysis of groundwater monitoring data, modelling results, and risk assessments.
Hydrology Assessment	Cuddingwarra Mining Area	Improved guidance on mine closure practices that effectively reduce landform sedimentation. This includes the implementation of erosion control measures to protect water quality and prevent soil erosion.
Seed Viability Assessment	Venus Mining Area	Through refined seed purification techniques, we expect to see a significant increase in the quality of treated seeds. This is expected to result in improved revegetation success.

Table 4: Project-specific environmental impact study outcomes

4.4.2 Protecting biodiversity

Westgold's Environmental Management System identifies, manages, and monitors environmental risks, including biodiversity impacts. We assess the potential environmental effects of all proposed projects and progressively rehabilitate disturbed areas. Our rehabilitation practices are informed by ongoing research. While the Murchison region has a lower biodiversity risk profile, our target is to minimise our environmental footprint.

As we prepare to implement the Taskforce on Nature-related Financial Disclosures (TNFD) framework, we will continue to strengthen our biodiversity management practices and transparently disclose our impacts and dependencies.

4.4.3 Rethinking waste

Our approach aims to reduce our environmental impact and create value from waste streams by following the waste hierarchy, prioritising waste reduction, reuse, recycling and recovery.

Our waste management strategy encompasses:

– Regular waste assessments help us identify and quantify waste streams, enabling targeted reduction initiatives.
– Implementing robust programs to divert waste from landfills, including recycling of packaging materials, equipment and consumables.
– Where feasible, we explore onsite treatment options to reduce the volume of waste requiring disposal, minimising our reliance on landfills.
– Collaborating with suppliers to promote sustainable packaging and reduce waste generation at the source.
– Training programs to empower employees to adopt waste-minimising practices.

4.4.4 Managing tailings

We prioritise the safe and sustainable management of our tailings storage facilities (TSFs). Our operations adhere to stringent regulatory standards, including the *Mines Safety and Inspection Act 1994* and the *Mining Act 1978*.

We aim to align our tailings management practices with global best standards, including the Global Industry Standard on Tailings Management (GISTM) and the International Council on Mining and Metals (ICMM) guidelines. Our mine-specific TSF Management Plans (TMPs) are developed in accordance with the

CASE STUDY
LOOP UPCYCLING

Westgold is proud to announce the launch of its workwear recycling initiative, a step towards a more circular and sustainable future. This initiative aligns with our ESG commitments to reduce landfill waste, foster community engagement and embrace circular economy principles.

A key component of this initiative is a partnership with Loop Upcycling, a Perth-based company renowned for its innovative approach to textile waste management. Together, we aim to repurpose used workwear into valuable products, diverting textiles from landfills and creating new opportunities for the community.

Our pilot program involves collecting used workwear from our operations and transforming it into practical items such as laundry bags, bucket hats and teddy bears. These products will be made available for purchase at our accommodation shops, with a portion of the proceeds donated to charity.

Australian National Committee on Large Dams (ANCOLD) and the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) regulations and incorporate leading practices for design, construction, operation, monitoring, closure and rehabilitation.

Our portfolio includes 27 TSFs, with a mix of active, closed and rehabilitation-required facilities. We have made significant investments in expanding our TSF capacity through the construction of lifts at Fortnum and Tuckabianna, enhancing operational flexibility.

In FY24, we achieved approval for an in-pit TSF and initiated studies for two additional in-pit TSFs. Recognising the importance of responsible closure for legacy TSFs, we are dedicated to addressing these challenges. We have successfully implemented an in-pit approach for several TSFs, which offers numerous environmental and operational advantages, including:

– Reduced susceptibility to erosion and flooding due to the natural protection provided by the pit walls.
– Minimised risk of seepage and leakage, leading to more cost-effective and efficient rehabilitation efforts.
– Better risk controls for weather events.

All our active TSFs have undergone assessments by qualified geotechnical specialists to evaluate their potential vulnerability to weather-related disruptions, and tailored mitigation strategies have been implemented to safeguard their long-term safety and stability.

Westgold has maintained a strong compliance record, as demonstrated in our annual geotechnical audits. Detailed information on our TSFs and their compliance status can be found in Table 5.

TABLE KEY:
● Active ● Closed ● Inactive ● Approved; not constructed

Name	Operation	Status	Current volume (m³)	Assessment to determine potential impact from extreme weather events (completed or planned)
Tuckabianna TSF1	Tuckabianna	●	4,300,000	Yes – extreme rainfall events trigger inspections
Tuckabianna TSF2	Tuckabianna	●	3,100,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Julies Reward In-Pit Tailings	Tuckabianna	●	4,300,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Tuckabianna West TSF	Tuckabianna	●	N/A	N/A
Tuckabianna TSF3	Tuckabianna	●	N/A	N/A
Big Bell ASARCO Tailings	Big Bell	●	2,150,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Big Bell TSF1	Big Bell	●	17,400,000	Yes - extreme rainfall events trigger inspections
Bassett's West TSF	Yaloginda	●	9,600,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Bluebird TSF	Yaloginda	●	69,000,000	No (closed landform; low risk)
Bluebird East In-Pit TSF	Yaloginda	●	9,400,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Reedy TSF #1	Reedy	●	6,080,000	No (inactive landform; low risk)
Reedy TSF #2	Reedy	●	1,400,000	No (inactive landform; low risk)
Kurara TSF #1	Reedy	●	532,200	No (closed landform; low risk)
Kurara TSF #2	Reedy	●	1,920,000	No (closed landform; low risk)
Ingliston Tails	Paddy's Flat	●	75,000	No (closed landform; low risk)
Haveluck TSF and Heap Leach	Paddy's Flat	●	4,400,000	No (closed landform; low risk)
Haveluck In-Pit TSF	Paddy's Flat	●	Unknown	No (closed landform; low risk)
Fortnum TSF1	Fortnum	●	Unknown	Yes - extreme rainfall events trigger inspections
Fortnum TSF2	Fortnum	●	4,600,000	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Fortnum TSF3	Fortnum	●	N/A	N/A
Toms In-Pit Tailings	Fortnum	●	2,387,713	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Eldorado In-Pit Tailings	Fortnum	●	7,58,500	Yes - extreme rainfall events trigger inspections and TSF design guideline requires evaluation of extreme weather events
Nathans TSF	Fortnum	●	Unknown	No (closed landform; low risk)
Peak Hill-TSF 1	Peak Hill	●	Unknown	No (closed landform; low risk)
Peak Hill-TSF 2	Peak Hill	●	Unknown	No (closed landform; low risk)
Peak Hill-TSF 3	Peak Hill	●	Unknown	No (closed landform; low risk)
Peak Hill-TSF 4	Peak Hill	●	Unknown	No (closed landform; low risk)

Table 5: Assessment of TSFs Against the Impact of Climate Change

4.4.5 Environmental incidents

We define a significant environmental incident as any event with the potential to cause pollution, material environmental harm, or serious environmental damage. We are proud to report that, following last year's success, FY24 saw zero significant environmental incidents.

While environmental incident monitoring and tracking are not strictly mandated by regulations, we consider it essential for our long-term success. A strong environmental record is not only the right thing to do, but it also contributes to our social licence to operate, ensures the safety and reliability of our infrastructure, and ultimately underpins our financial stability.

We actively work to prevent incidents by:

– Implementing robust environmental management systems and procedures.
– Conducting regular environmental monitoring and audits.
– Investing in employee training and awareness programs on environmental best practices.

CASE STUDY

TUCKABIANNA WEST IN-PIT TSF AND POWER PROJECT

To optimise tailings storage and water management, Westgold gained approval to convert the existing Tuckabianna West Pit into a TSF (TWTSF). This facility will have a capacity of 5.8 million tonnes and a lifespan of six years. Key features include:

– Optimised tailings deposition: A bunded HDPE pipeline and spigot offtakes will allow controlled and efficient tailings distribution.
– Water recovery and reuse: A staged water recovery system will capture and return water to the processing plant, minimising water consumption.
– Environmental monitoring: The installation of additional monitoring bores will enable close monitoring of water quality and groundwater levels.

To accommodate future tailings storage requirements, Westgold also gained approval for the construction of a new paddock-style tailings storage facility (TSF3) at Tuckabianna. With a capacity of 6.8 million tonnes and a lifespan of 5.3 years, the construction of TWTSF and TSF3 will allow ongoing operations at Tuckabianna for at least another 11 years.

The pumping infrastructure for the TWTSF will be powered by the recently commissioned Tuckabianna Hybrid Power Facility, which is the first of four new hybrid stations under construction to supply 82MW to Westgold operations. This facility replaces the existing diesel-fired power station, delivering a significant reduction in greenhouse gas emissions and diesel fuel consumption.

4.5 PROTECTING LOCAL WATER SYSTEMS

Westgold operates in arid regions where water is a precious and limited resource, and we are cognisant that mining, milling and gold processing are inherently water-intensive activities. Our robust water stewardship strategy aims to protect the integrity and quality of local water resources for our operations, communities and the environment. Recognising the limitations of our water licences, we prioritise water conservation and efficient water management through a multi-pronged approach:

–   We prioritise water recycling and reuse, achieving a significant recycling rate of 45%, utilising 2,771 megalitres (ML) of recycled water in FY24. By maximising water reuse, we reduced our reliance on fresh water sources, using less than 27% of our total permitted extraction capacity of 27,640 ML.

–   We employ stringent measures to protect groundwater quality through robust spill prevention, wastewater treatment and continuous monitoring. Our operations adhere to strict regulatory guidelines to minimise impact on local water systems.

–   Recognising the shared nature of water resources, we actively collaborate with local communities, including pastoralists, to support equitable water access and sustainable livelihoods.

4.5.1   Access to water

Westgold primarily utilises groundwater for its operational requirements. This comes from two primary sources: existing mining voids, where water naturally accumulates, and strategically positioned production bores. This diversified approach to water sourcing minimises the environmental impact associated with groundwater extraction.

To support responsible water consumption and compliance with regulatory frameworks, Westgold holds 13 groundwater licences under the *Rights in Water Irrigation Act 1914*. These licences collectively authorise the extraction of up to 27,640 megalitres of
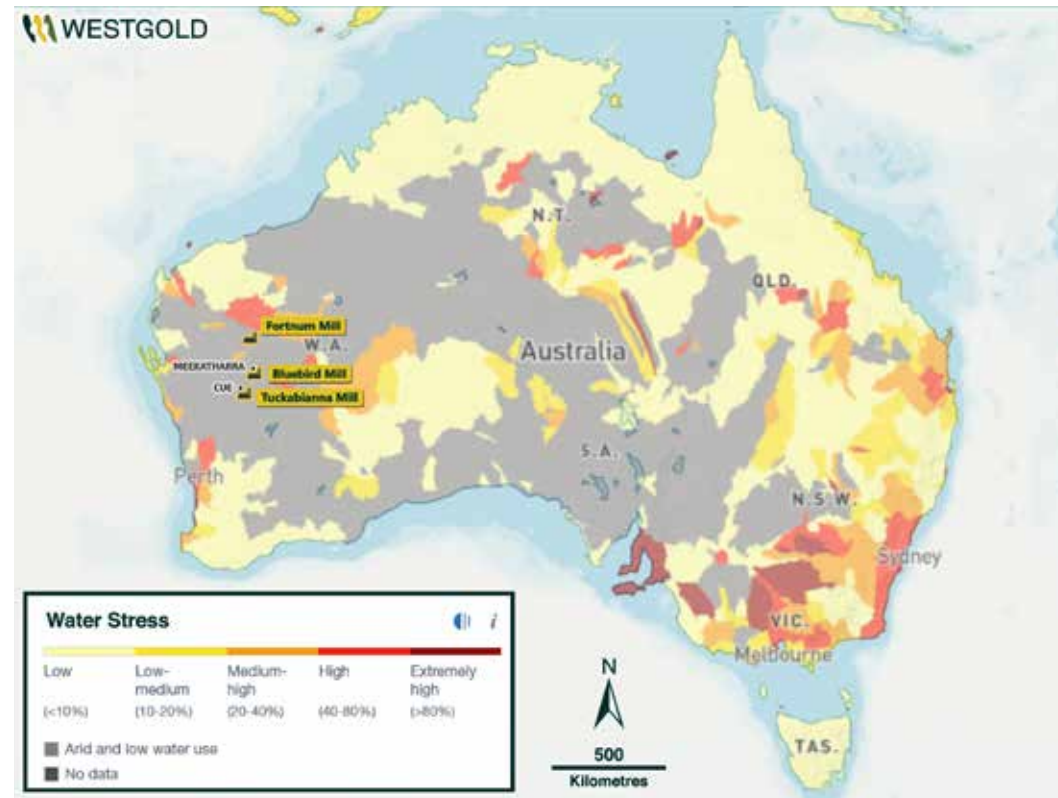
Figure 6 – Baseline Water Stress Across Westgold's Operating Locations

water annually within the Murchison region. By dispersing water extraction across multiple production bores, we mitigate the risk of over-reliance on any single source and contribute to the preservation of local aquifers.

4.5.2   Water risk

Our water risk management framework involves a comprehensive assessment of water availability, security and potential impacts, considering factors such as climate change and increased water demand.

We utilise the World Resources Institute's Aqueduct tool to assess baseline water stress across our operations. Despite operating in regions classified as 'Arid and Low Water Use' (Figure 6), we acknowledge the inherent scarcity of water in these environments and the potential for increased stress due to climate change.

CASE STUDY

DETERMINATION OF WATER AVAILABILITY AND SUPPLY TO SUPPORT OPERATIONS

In FY24, Westgold conducted a comprehensive water availability and supply analysis to ensure long-term sustainability across our processing facilities. The assessments at all sites confirm that our current and projected water use will not adversely impact nearby sensitive ecosystems or pastoral water sources:

– Westgold's Fortnum processing facility primarily relies on water sourced from pit lakes, underground dewatering and dedicated bores. A water balance assessment highlighted declining bore water levels and inconsistent tailings decant returns. To address these challenges, we have implemented enhanced water monitoring, diversified water sources, improved water efficiency and upgraded infrastructure.

– Our Bluebird processing facility, part of Meekatharra Gold Operations, primarily uses water from the Bluebird East in-pit TSF, supplemented by pit lakes and groundwater. A water balance assessment identified potential risks from declining TSF decant returns and increasing water demand. To mitigate these, we are implementing water-saving technologies, exploring alternative sources, and upgrading water infrastructure.

– The Tuckabianna processing facility faces significant water management challenges including uncertain demand and supply, heavy reliance on pit lakes, potential groundwater depletion, and infrastructure limitations. Our response involves expanding water sources through drilling and testing, optimising water use, strengthening water monitoring, and developing a long-term water management plan.

4.6 MINE CLOSURE AND REHABILITATION

We approach mine closure and rehabilitation with meticulous planning and execution, striving to exceed industry benchmarks. At the core of our strategy is the development of comprehensive mine closure and rehabilitation plans for each site, which leverage rigorous scientific research, industry leading practices and extensive stakeholder consultation. These plans incorporate in-depth assessments of potential environmental impacts and robust mitigation strategies.

Westgold invests substantially in rehabilitation activities, encompassing topsoil management, revegetation, and water quality monitoring. Our ultimate objective is to restore the land to a state that supports ecological function and aligns with the values of the local community. We actively seek input and feedback from stakeholders throughout the closure and rehabilitation process.

A critical aspect of our approach is the establishment of dedicated financial provisions throughout the operational life of each mine. This proactive measure safeguards adequate funds to cover the costs associated with closure and post-closure care. These funds are utilised to undertake progressive rehabilitation, with work completed at the Cuddingwarra and Comet mining areas in FY24. To maintain alignment with evolving regulatory landscapes and emerging best practices, we conduct regular reviews and updates of closure plans and closure liability estimates.

Rehabilitation status	FY23	FY24
Land disturbed (ha)	2,609	2,660
Land under rehabilitation (ha)	4,631	4,717
Mine rehabilitation fund paid ($)	726,762	743,981

Table 6: Rehabilitation Status

CASE STUDY

VENUS REHABILITATION

Westgold, in collaboration with Natural Area Consulting and Management Services, has embarked on an extensive rehabilitation initiative at the Venus mining area, situated approximately 20 kilometres southeast of Cue. The project aims to enhance vegetation establishment and erosion control through the implementation of two concurrent trials: seed purification and timber trash application.

– **Seed purification:** The process of removing impurities, such as dirt, stones, weed seeds, and damaged seeds, from a seed lot. This process ensures that the seeds planted are of high quality and have a better chance of germinating and growing into healthy plants.

– **Timber trash:** Dead vegetation and trees used for respread across a rehabilitated area to slow down the flow of water, prevent soil erosion, create pockets of habitat for insects and other wildlife, and add organic matter to the soil, enhancing its fertility.

The Venus Waste Rock Dump (WRD) poses significant ecological challenges due to its arid conditions and disturbed terrain. Successful rehabilitation of this site will generate valuable data to enhance our ecological restoration practices across all operations,.

To address the ecological challenges, Westgold has leveraged its existing knowledge base in seed collection, pre-treatment, and purification to develop a tailored approach for the Venus WRD. By combining seed purification with timber trash application, we aim to optimise vegetation growth, improve soil stability, and mitigate erosion risks.

The primary objectives of the Venus WRD rehabilitation project are to:

– Assess the impact of seed treatment and purification on vegetation coverage and growth.
– Analyse the differential effects of seed treatment and purification on various local provenance species.
– Evaluate the performance of different seed treatment and purification combinations under on-site conditions.
– Assess the cost-effectiveness of seed purification for seed storage and potential pelletisation applications.
– Evaluate the effectiveness of timber trash in managing erosion.
– Determine the potential of timber trash to create microclimates that enhance seed germination and seedling establishment.

4.6.1 Land access and permitting

Securing the necessary permits and licences to operate our mines is fundamental to Westgold's success and our commitment to responsible mining. Our ability to access new land, maintain operations, and grow our business depend on our strict adherence to laws and regulations, as well as trust fostered by cultivating strong relationships with stakeholders including regulators and local communities.

Our Environment, Compliance, Exploration and Heritage teams work diligently to ensure our activities align with approved permits. During FY24, we actively pursued a range of regulatory approvals to support our operations, including:

– **Tuckabianna Powerline and Pipeline Corridor:** This approval allowed us to construct and operate essential infrastructure, including pumping equipment, at the Tuckabianna West In-Pit TSF.
– **Tuckabianna TSF3 and Tuckabianna West In-Pit TSF:** These approvals granted us permission to expand our tailings storage facilities, to extend the life of mine across the Cue operations.
– **Big Bell Paste Plant:** This approval enabled us to establish a new paste plant at our Big Bell mine, improving safety and extending the operational life of the Big Bell Underground mine.

5

DISCLOSURES

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5.2 SASB INDEX

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

5.3 DATA TABLES

GRI 2 Disclosure 2-1: Financials

Parameter	Unit	FY23	FY24
Net sales	AUD	654,371,234	716,472,565
Total capitalisation	AUD	570,848,480	1,091,557,555
Debt	AUD	27,490,818	54,609,452
Equity	AUD	598,339,298	662,188,140

GRI 2 Disclosure 2-7: Scale of Organisation

Parameter	Unit	FY23	FY24
Total number employees	Count	918	1,036
Total number operations	Count	3	3
Quantity of products or services provided	Count	2	2

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

Parameter	Unit	FY23	FY24
Permanent employees (male)	Count	75	76
Permanent employees (female)	Count	35	45
Temporary employees (male)	Count	11	1
Temporary employees (female)	Count	6	3
Total	Count	**127**	**125**

GRI 2 Disclosure 2-7: Information on Employees by Region

Parameter	Unit	FY23	FY24
Permanent employees WA	Count	110	121
Temporary employees WA	Count	17	4
Total	Count	**127**	**125**

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

Parameter	Unit	FY23	FY24
Ratio of the percentage increase in annual total compensation for the highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country	Ratio	4	4
Total		**4**	**4**

GRI 2 Disclosure 2-21: Annual Total Compensation Ratio

Parameter	Unit	FY23	FY24
Ratio of the annual total compensation for the highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	Ratio	4	4
Total		**4**	**4**

GRI 201-1: Direct Economic Value Distributed

Parameter	Unit	FY23	FY24
Operating cost	AUD	465,657,465	348,487,921
Employee wages and benefits	AUD	160,623,325	189,562,334
Payments to providers of capital	AUD	1,686,525	–
Payment to government	AUD	23,082,403	21,446,524
Community investments	AUD	173,468	251,717
Total	AUD	**651,223,186**	**559,748,496**

GRI 201-1: Economic Value Generated and Distributed

Parameter	Unit	FY23	FY24
Economic value distributed	AUD	651,049,718	559,748,496
Direct economic value generated	AUD	654,371,234	716,472,565
Economic value retained	AUD	3,321,516	156,724,069
Total	AUD	**1,308,742,468**	**1,432,945,130**

GRI 201-4: Financial Assistance Received from Government

Parameter	Unit	FY24	FY24
Financial incentives received	AUD	451,202	134,437
Royalty holidays received	AUD	475,007	542,368
Tax relief and tax credits received	AUD	353,432	619,301
Total	AUD	**1,279,641**	**1,296,106**

GRI 302-1: Energy Consumed by Facility and Source

Source	Activity	Unit	CGO	MGO	FGO	CORPORATE	Total
Non-lubricant fluid oils	Energy Consumption - Liquid Fuels - Consumed without combustion	GJ	5,089	2,702	963	–	8755
Diesel combusted	Fuel Combustion - Liquid Fuels - Electricity Generation	GJ	120,885	512,470	131,512	–	764,867
Diesel combusted	Fuel Combustion - Liquid Fuels - Non-Transport	GJ	389,574	183,885	104,409	–	677,869
LPG combusted	Fuel Combustion - Liquid Fuels - Non-Transport	GJ	9,027	20,008	4,993	–	34,028
Grease used as lubricant	Fuel Combustion - Liquid Fuels - Oils and greases	GJ	1,346	979	496	–	2,821
Lubricating oil used	Fuel Combustion - Liquid Fuels - Oils and greases	GJ	4,843	4,538	3,786	–	13,168
Diesel combusted	Fuel Combustion - Liquid Fuels - Transport	GJ	26,718	31,036	11,145	–	68,898
Electricity consumption	Energy Consumption - Electricity - Generated and consumed on site	GJ	202,205	241,754	121,025	–	564,984
Solar energy for electricity generation	Energy Consumption - Electricity - Generated and consumed on site	GJ	39,049	14,681	20,160	–	73,890
Electricity produced for operations	Energy Production - Electricity Produced for On-site Consumption	GJ	-202,205	-241,754	-121,025	–	- 564,984
Liquefied natural gas combusted	Fuel Combustion - Gaseous Fuels - Electricity Generation	GJ	406,043	121,685	182,061	–	709,789
Acetylene combusted	Fuel Combustion - Gaseous Fuels - Non-Transport	GJ	17	18	5	–	40
Soda ash usage	Industrial Processes - Mineral Products - Use of soda ash	GJ	–	–	–	–	–
Electricity purchased	Scope 2 - Purchased Electricity	GJ	5,198	–	–	801	5,999
Electricity purchased	Scope 2 - Purchased Electricity - Other than main grid	GJ	–	–	–	–	–
Total		GJ	1,007,790	892,002	459,529	801	**2,360,121**

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

	Unit	CGO	MGO	FGO	CORPORATE	Total
Energy Consumed	GJ	1,007,790	892,002	459,529	801	2,360,121
Ore mined	Tonne	1,137,973	809,962	651,091	–	2,599,026
Intensity	GJ/t	0.89	1.10	0.71	N/A	0.91

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

	Unit	CGO	MGO	FGO	CORPORATE	Total
Energy Consumed	GJ	1,007,790	892,002	459,529	801	2,360,121
Gold produced	Troy oz	72,137	96,344	58,065	–	226,546
Intensity	GJ/oz	13.97	9.26	7.91	N/A	10.42

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

	Unit	CGO	MGO	FGO	CORPORATE	Total
Energy Consumed	GJ	1,007,790	892,002	459,529	801	2,360,121
Ore processed	Tonne	1,287,916	1,420,973	772,891	–	3,481,780
Intensity	GJ/t	0.78	0.63	0.59	N/A	0.68

GRI 303-3: Water Withdrawal

Parameter	Unit	CGO	MGO	FGO	Total
Groundwater Withdrawal	ML	3,293	2,671	1,411	7,375
Produced Water Withdrawal	ML	–	–	–	–
Seawater Withdrawal	ML	–	–	–	–
Surface Water Withdrawal	ML	–	–	–	–
Third-Party Water Withdrawal	ML	–	–	–	–
Total	**ML**	**3,293**	**2,671**	**1,411**	**7,375**

GRI 303-3: Water Withdrawal

Parameter	Unit	CGO	MGO	FGO	Total
Freshwater Groundwater Withdrawal	ML	1,292	277	1,411	2,980
Other Groundwater Withdrawal	ML	2,001	2,394	–	4,395
Total	**ML**	**3,293**	**2,671**	**1,411**	**7,375**

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

Parameter	Unit	CGO	MGO	FGO	Total
Total Water Recycled and Used	ML	1,033	1,280	458	2,771

GRI 303-4: Water Discharge

Parameter	Unit	CGO	MGO	FGO	Total
Groundwater Discharge	ML	919	1,349	287	2,284
Other Water Discharge (Water in Tailings Slurry)	ML	1,434	1,409	955	2,977
Seawater Discharge	ML	–	–	–	–
Surface Water Discharge	ML	–	15	–	15
Third-Party Water Discharge	ML	–	–	–	–
Total	**ML**	**2,353**	**2,773**	**1,242**	**6,368**

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

Parameter	Unit	CGO	MGO	FGO	Total
Fresh Groundwater Discharge	ML	–	–	287	287
Fresh Surface Water Discharge	ML	–	15	–	15
Other Groundwater Discharge	ML	919	239	–	1,158
Other Surface Water Discharge	ML	–	–	–	–
Other Water Discharge (Water in Tailings Slurry)	ML	1,434	1,409	955	3,798
Total	**ML**	**2,353**	**1,663**	**1,242**	**5,258**

GRI 303-5: Water Consumption

Parameter	Unit		CGO	MGO	FGO	Total
Total Water Consumption	ML		2,260	1,391	953	4,604

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

Activity	Source	Unit		CGO	MGO	FGO	Total
Fuel Combustion - Liquid Fuels - Electricity Generation	Diesel combusted	t CO_2-e		8,486	35,975	9,232	53,694
Fuel Combustion - Liquid Fuels - Non-Transport	Diesel combusted	t CO_2-e		27,348	12,909	7,330	47,586
Fuel Combustion - Liquid Fuels - Non-Transport	LPG combusted	t CO_2-e		547	1,212	303	2,062
Fuel Combustion - Liquid Fuels - Oils and greases	Grease used as lubricant	t CO_2-e		5	3	2	10
Fuel Combustion - Liquid Fuels - Oils and greases	Lubricating oil used	t CO_2-e		67	63	53	183
Fuel Combustion - Liquid Fuels - Transport	Diesel combusted	t CO_2-e		1,881	2,185	785	4,851
Fuel Combustion - Gaseous Fuels - Electricity Generation	Liquefied natural gas combusted	t CO_2-e		20,923	6,270	9,382	36,575
Fuel Combustion - Gaseous Fuels - Non-Transport	Acetylene combusted	t CO_2-e		1	1	–	2
Industrial Processes - Mineral Products	Use of soda ash Soda ash usage	t CO_2-e		–	–	–	–
Total		t CO_2-e		**59,259**	**58,620**	**27,085**	**144,964**

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

	Units	CGO	MGO	FGO	CORPORATE	Total
Scope 2 - Purchased Electricity	t CO_2-e	765	–	–	118	883
Scope 2 - Purchased Electricity - Other than main grid	t CO_2-e	–	–	–	–	–
Total		**765**	**–**	**–**	**118**	**883**

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

Parameter	Units	CGO	MGO	FGO	CORPORATE	Total
Scope 1 + 2	t CO_2-e	60,024	58,620	27,085	118	145,847
Ore processed	Tonne	1,287,916	1,420,973	772,891	–	3,481,780
Intensity	tCO_2-e/t	46.61	41.25	35.04	N/A	41.89

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

Parameter	Units	CGO	MGO	FGO	CORPORATE	Total
Scope 1 + 2	t CO_2-e	60,024	58,620	27,085	118	145,847
Gold produced	Troy oz	72,137	96,344	58,065	–	226,546
Intensity	kg CO_2-e/t	832.09	608.44	466.46	N/A	643.79

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

Business Unit	Units	SO_2	NOx	CO	Current PM<10μm (Combustion)	Current PM<10μm (Dust)	Current PM<10μm (Combustion + Dust)	PM <2.5μm	Total VOCs
CGO	Kg	317	580,621	251,402	23,940	3,463,351	3,487,291	22,706	43,077
MGO	Kg	344	630,985	287,358	34,157	1,696,842	1,730,999	32,956	37,036
FGO	Kg	141	233,225	139,636	10,093	1,301,914	1,312,008	9,646	18,779
Total	**Kg**	**802**	**1,444,831**	**678,396**	**68,190**	**6,462,107**	**6,530,298**	**65,308**	**98,892**

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

Parameter	Unit	CGO	MGO	FGO	Total
Total Monetary Value of Significant Fines	AUD	–	–	–	–
Total Number of Non-Monetary Sanctions	Count	–	–	–	–
Cases brought through Dispute Resolution Mechanisms	Count	–	–	–	–

MM1 Amount of land disturbed or rehabilitated

Parameter	Unit	CGO	MGO	FGO	Total
Land disturbed and not yet rehabilitated prior to reporting period	Ha	943	1,259	458	2,660
Amount of land newly disturbed within the reporting period	Ha	65	8	36	109
Amount of land newly rehabilitated within the reporting period	Ha	41	24	21	86
Land disturbed and not yet rehabilitated	Ha	967	1,223	473	2,609

MM1 Land rehabilitation

Parameter	Unit	Total
Cumulative Area Disturbed	Ha	7,349
Cumulative Area Rehabilitated	Ha	4,717
Percentage of Rehabilitation to Disturbance	%	64

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

Parameter	Unit	CGO	MGO	FGO	Total
Overburden	Tonne	–	–	–	–
Sludges	Tonne	–	–	–	–
Tailings	Tonne	1,287,901	1,773,306	772,892	3,834,099
Waste Rock	Tonne	243,456	461,530	182,785	887,771
Total		**1,531,357**	**2,234,836**	**955,677**	**4,721,870**

MM10 Number and percentage of operations with closure plans

Parameter	Unit		CGO	MGO	FGO	Total
Total number of operations	Count		5	4	2	11
Total number of operations with closure plans	Count		5	4	2	11
Percentage of operations with closure plans	%		100	100	100	100
Total financial provision for closures	AUD		23,089,232	31,481,484	15,111,072	69,681,788

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

Parameter	Unit		CGO	MGO	FGO	Corporate
Rate of new employee hires	%		55	61	53	40
Rate of employee turnover	%		44	46	35	31

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

Parameter	Unit		FY23	Total FY24
New employee hires (male)	Count		403	501
New employee hires (female)	Count		88	87
Rate of new employee hires (male)	%		82	85
Rate of new employee hires (female	%		18	15
Employee turnover (male)	Count		551	374
Employee turnover (female)	Count		119	68
Rate of employee turnover (male)	%		86	85
Rate of employee turnover (female)	%		14	15

GRI 401-1: New employee hires and employee turnover

Parameter	Unit	FY23	Total FY24
New employee hires (<30 years old)	Count	171	221
New employee hires (30-50 years old)	Count	241	292
New employee hires (>50 years old)	Count	79	75
New employee hires (male)	Count	403	501
New employee hires (female)	Count	88	87
New employee hires (WA)	Count	440	561
New employee hires (Interstate)	Count	46	47
New employee hires (International)	Count	5	3
Employee turnover (<30 years old)	Count	189	152
Employee turnover (30-50 years old)	Count	323	214
Employee turnover (>50 years old)	Count	158	76
Employee turnover (male)	Count	551	374
Employee turnover (female)	Count	119	68
Employee turnover (WA)	Count	481	386
Employee turnover (Interstate)	Count	189	76
Employee turnover (International)	Count	–	–

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

Parameter	Unit	FY23	Total FY24
New employee hires (<30 years old)	Count	171	221
New employee hires (30-50 years old)	Count	241	292
New employee hires (>50 years old)	Count	79	75
Rate of new employee hires (<30 years old)	%	35	38
Rate of new employee hires (30-50 years old)	%	49	50
Rate of new employee hires (>50 years old)	%	16	13
Employee turnover (<30 years old)	Count	189	169
Employee turnover (30-50 years old)	Count	323	204
Employee turnover (>50 years old)	Count	158	100
Rate of employee turnover (<30 years old)	%	28	36
Rate of employee turnover (30-50 years old)	%	48	43
Rate of employee turnover (>50 years old)	%	24	21

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

Parameter	Unit	FY23	Total FY24
New employee hires (WA)	Count	440	561
New employee hires (Interstate)	Count	46	47
New employee hires (International)	Count	5	3
Rate of new employee hires (WA)	%	90	92
Rate of new employee hires (Interstate)	%	9	8
Rate of new employee hires (International)	%	1	–
Employee turnover (WA)	Count	481	386
Employee turnover (Interstate)	Count	189	76
Employee turnover (International)	Count	–	–
Rate of employee turnover (WA)	%	72	84
Rate of employee turnover (Interstate)	%	28	16
Rate of employee turnover (International)	%	–	–

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

Parameter	Unit	FY23	Total FY24
Operational employees	Count	348	435
Trades employees	Count	172	205
Administrative employees	Count	108	84
Supervisory employees	Count	133	150
Management employees	Count	52	58
Technical employees	Count	103	105
Total	Count	**916**	**1,037**

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

Parameter	FY23	Total FY24
Disability and invalidity coverage	Not Provided	Provided
Employee assistance program	Not Provided	Provided
Parental leave	Provided	Provided
Quarterly bonus	Provided	Not Provided

GRI 401-3: Parental Leave

Parameter	Unit	FY23	Total FY24
Male employees entitled to parental leave	Count	722	908
Female employees entitled to parental leave	Count	69	129
Male employees that took parental leave	Count	3	16
Female employees that took parental leave	Count	–	4
Male employees that returned to work after parental leave	Count	3	20
Female employees that returned to work after parental leave	Count	–	2
Male employees that returned to work after parental leave and employed 12 months after returning to work	Count	1	19
Female employees that returned to work after parental leave and employed 12 months after returning to work	Count	–	2

GRI 401-3: Parental Leave

Parameter	Unit	FY23	Total FY24
Retention rate of male employees who took parental leave	%	75	96
Retention rate of female employees who took parental leave	%	100	100
Return to work rate of employees who took parental leave (male)	%	100	100
Return to work rate of employees who took parental leave (female)	%	100	100

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

Parameter	Unit	FY23	Total FY24
Number of all employees and workers	Count	1,197	916
Number of all employees and workers who are covered by an occupational health and safety management system	Count	1,197	916
Percentage of all employees and workers who are covered by an occupational health and safety system	%	100	100

GRI 403-9: Work-related injuries

Parameter	Unit	FY23	Total FY24
Number of hours worked (employees)	hr	2,005,463	2,016,218
Number of hours worked (contractors)	hr	1,099,731	1,196,450
Number of high-consequence work-related injuries (employees)	Count	2	–
Number of high-consequence work-related injuries (contractors)	Count	–	–
Number of recordable work-related injuries (employees)	Count	20	19
Number of recordable work-related injuries (contractors)	Count	6	3
Number of fatalities as a result of work-related injury (employee)	Count	–	–
Number of fatalities as results of work related injury (contractor)	Count	–	–

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

Parameter	Unit	FY23	Total FY24
Rate of high-consequence work-related injuries (employees)	Rate	1.00	0.00
Rate of high-consequence work-related injuries (contractors)	Rate	0.00	0.00
Rate of recordable work-related injuries (employees)	Rate	9.97	9.42
Rate of recordable work-related injuries (contractors)	Rate	5.46	2.51
Rate of fatalities as a result of work-related injury (employee)	Rate	0.00	0.00
Rate of fatalities as results of work related injury (contractor)	Rate	0.00	0.00

GRI 403-10: Work-related ill health

Parameter	Unit	FY23	Total FY24
Cases of recordable work-related ill health (employees)	Count	12	22
Cases of recordable work-related ill health (workers)	Count	13	8
Fatalities as a result of work-related ill health (employees)	Count	–	–
Fatalities as a result of work-related ill health (workers)	Count	–	–
Total		**25**	**30**

GRI 403-10: Nature of Reportable Injuries

Parameter	Unit	FY23	Total FY24
Amputation	Count	1	–
Contusion	Count	3	1
Dermatitis	Count	–	–
Dislocation	Count	–	–
Foreign body	Count	1	1
Fracture	Count	1	3
Fracture vertebral	Count	–	–
Musculoskeletal	Count	–	–
Open wound	Count	7	10
Other injuries	Count	1	4
Sprain/strain	Count	12	3
Total		**26**	**22**

GRI 405-1: Diversity of trades employees

Parameter	Unit	FY23	Total FY24
Trades employees	Count	172	205
Trades employees (<30 years old)	%	22	23
Trades employees (30-50 years old)	%	55	52
Trades employees (>50 years old)	%	23	25
Trades employees (female)	%	2	5
Trades employees (male)	%	98	95

GRI 405-1: Diversity of Administrative Employees

Parameter	Unit	FY23	Total FY24
Administrative employees	Count	108	84
Administrative employees (<30 years old)	%	33	26
Administrative employees (30-50 years old)	%	39	46
Administrative employees (>50 years old)	%	28	27
Administrative employees (female)	%	45	51
Administrative employees (male))	%	55	49

GRI 405-1: Diversity of supervisory employees

Parameter	Unit	FY23	Total FY24
Supervisory employees	Count	136	150
Supervisory employees (<30 years old)	%	3	2
Supervisory employees (30-50 years old)	%	45	52
Supervisory employees (>50 years old)	%	52	46
Supervisory employees (female)	%	4	9
Supervisory employees (male)	%	96	91

GRI 405-1: Diversity of Management employees

Parameter	Unit	FY23	Total FY24
Management employees	Count	41	58
Management employees (<30 years old)	%	3	2
Management employees (30-50 years old)	%	63	72
Management employees (>50 years old)	%	34	26
Management employees (female)	%	15	14
Management employees (male)	%	85	86

GRI 405-1: Diversity of technical employees

Parameter	Unit	FY23	Total FY24
Technical employees	Count	103	105
Technical employees (<30 years old)	%	51	52
Technical employees (30-50 years old)	%	41	41
Technical employees (>50 years old)	%	7	7
Technical employees (female)	%	18	18
Technical employees (male)	%	82	82

GRI 405-1: Diversity of employees (%)

Parameter	Unit	FY23	Total FY24
Total employees (<30 years old)	%	29	28
Total employees (30-50 years old)	%	46	50
Total employees (>50 years old)	%	25	23
Total employees (female)	%	12	13
Total employees (male)	%	88	87

GRI 405-1: Diversity and Opportunity

Parameter	Unit	FY23	Total FY24
Operational employees	Count	348	435
Operational employees (<30 years old)	%	37	37
Operational employees (30-50 years old)	%	46	48
Operational employees (>50 years old)	%	17	15
Operational employees (female)	%	8	10
Operational employees (male)	%	92	90

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

Parameter	Unit	FY23	Total FY24
Basic salary and remuneration of women to men operational	Ratio	0.82	1.00
Basic salary and remuneration of women to men trades	Ratio	0.81	1.00
Basic salary and remuneration of women to men management	Ratio	0.81	1.00
Basic salary and remuneration of women to men supervisory	Ratio	0.80	1.00

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

Entity	Sponsorship or Donation	Amount ($)
Cue Primary School	Breakfast program, Christmas event	6,600
Meekatharra District High School	Breakfast program	10,000
Meekatharra Police	PCYC Blue Light Disco trailer	4,730
Mount Magnet Gymkhana	Event sponsorship	550
Mount Magnet Race Club	Event sponsorship	1,500
Murchison Marlpu Football League	AFL program across Meekatharra, Cue and Mount Magnet	2000
Royal Flying Doctor Service	Program sponsorship	100,000
Shire of Cue	NAIDOC Week youth event, Cue Youth Centre equipment, Cue Parliament Fundraiser, Proposed: Youth Services trailer	11,680
Shire of Meekatharra	Meekatharra Outback Festival, Christmas event, Youth Arts Exhibition, Easter event, Pool for School Program	20,800
Step Up for MSWA	Support for employee fundraiser	2,500
Teach Learn Grow	Program sponsorship	40,000
Yulella Aboriginal Corporation	NAIDOC Elders Breakfast	1,000
		209,360

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