

POLICY STATEMENT

Westgold Resources Limited (“**Westgold**” or the “**Company**”) is committed to continuous and appropriate training and competency opportunities for all workers. We promote career development to ensure high standards of health, safety, efficiency, and productivity. Management is expected to prioritise work-related training and competency in all company plans and procedures.

POLICY OBJECTIVES

- To align our training practices with those of National Recognised Training standards.
- To maintain compliance with all relevant legislation and internal management plans.
- To implement accredited and other workplace training programs for workers.
- To ensure all workers are properly skilled and trained in any task they are required to perform.
- To support worker training initiatives as part of career development and an ongoing investment in our people.

TO ACHIEVE THESE OBJECTIVES, WE WILL:

- Implement and maintain effective safety and training systems in accordance with current legislation.
- Enable our workers to take charge of their individual effectiveness, personal growth, and career development. Additionally, encourage them to actively engage in available training opportunities.
- Demonstrate leadership and assigning responsibility to Managers and Supervisors to identify and implement employee development requirements effectively.
- Integrate training and development into formal performance reviews to facilitate long-term career progression and personal growth.
- Ensure all workers have access to their training records throughout their employment.
- Maintain secure and auditable training records, accessible for competency verification by statutory authorities.

Westgold is committed to the training and competency of our people through the implementation of this policy and will review it for completeness and practicability periodically to ensure compliance with legislation and alignment to the overarching Company purpose, ambition and values.



Wayne Bramwell

Managing Director and Chief Executive Officer, Westgold Resources Limited