Westgold Resources Limited (**Westgold** or the **Company**) and its subsidiaries are committed to beingan equal opportunity employer.

A core objective of our management systems is the establishment of a culture, protocols and procedures to ensure there is an efficient and effective incident reporting process. All employees, contractors and external stakeholders associated with our operations are encouraged to use these systems.

Any incidents of discrimination or harassment by a Westgold staff member or contractor are unacceptable and in some instances can be unlawful. Westgold staff, contractors, sub-contractors and stakeholders all share a common right to work in an environment that is free from discrimination and harassment.

Westgold views discrimination and harassment issues seriously and all complaints or enquiries will be dealt with promptly, impartially and confidentially. Anyone experiencing or witnessing behaviour that may be considered to constitute discrimination or harassment should in the first instance talk to your Supervisor otherwise a Manager or a member of the Human Resources Department.

Discrimination or harassment can have many forms, but generally occurs when one person is treated less favourably than others due to their sex, pregnancy, social origin or race, family status, family responsibility, marital status, sexual preference, disability, impairment, age, political or religious conviction, trade union activity or irrelevant criminal record.

Legitimate comment on performance or work related behaviour is not unfair treatment. Managers can give full and frank feedback in a constructive and sensitive way.

This policy applies to all Westgold staff, contractors or company agents, in all places and facilities that are provided for, or by, Westgold. This includes any place where Westgold Staff, Contractors or Company agents are required to be for Westgold work-related purposes.

More information can be found in the Equal Employment Opportunity and Complaint Procedure.

Peter Cook
Chairman