

POLICY STATEMENT

Westgold Resources Limited (“**Westgold**” or the “**Company**”) is committed to providing continuous and appropriate training and competency opportunities for employees across our operations. We encourage and provide programs to promote career development and to ensure high standards of health, safety, efficiency, and productivity are achieved.

Westgold expects its management to strive to achieve these policy outcomes by ensuring work related training and competency programs are given high priority in all company plans and operating procedures.

POLICY OBJECTIVES

- Align our training policies with those of National Standards and Competency.
- Maintain compliance with all relevant legislation and internal standards.
- Implement accredited and/or other employee workplace training programs.
- Ensure all employees are properly skilled and trained in any task they are required to perform.
- Support employee training initiatives as part of their career development and an ongoing investment in our people.

TO ACHIEVE THESE OBJECTIVES, WE WILL:

- Demonstrate leadership and assign responsibility to Managers and Supervisors to ensure the identification and implementation of employee development requirements are completed.
- Empower our people to take responsibility for their own individual effectiveness, personal and career development. In addition, take personal responsibility for participating in training opportunities.
- Provide and maintain effective safety and training systems consistent with current legislation.
- Include training and development into formal performance review processes to support longer term career development and individual growth.
- Provide the ability for all employees to access their own training records during employment.
- Ensure all training records are kept secure and stored within an auditable management system. Training records will be provided for competency verification purposes to statutory authorities.

Westgold is committed to the training and competency of our people through the implementation of this policy. Westgold will review this Policy periodically to ensure compliance with legislative and regulatory requirements and at least every two years to ensure that the policy remains aligned to the with the overarching Company purpose, ambition and values.



Wayne Bramwell | Managing Director

