



WESTGOLD
RESOURCES LIMITED

2021

SUSTAINABILITY REPORT



CONTENT



1

About
Westgold



2

Environment



3

Social



4

Governance



5

Our
Sustainability
Report

Highlights

A MESSAGE FROM CHAIRMAN AND CEO

Westgold Resources Limited (“Westgold or the Company”) is pleased to present our Annual Sustainability Report to our shareholders and stakeholders. Westgold prides itself as being a responsible and committed explorer and developer of gold mines in the Murchison and Bryah Basin regions of Western Australia. By doing so Westgold is a key enabler of the economically sustainable outputs from mining in the region, providing services to the towns and communities in which we operate and as such is a key contributor to regional GDP.

Our operations span a footprint of more than 1,300 square kilometres covering most of the gold mining areas of the past century. The regional towns they spawned still exist today as a symbol of the sustainable outputs of mining and exploration. Our operations also cover the sacred lands of first nation peoples and their descendants in numerous groups who share property rights and benefits from our operations. We respect their lands and the heritage value that belongs with it and strive to ensure we operate in a manner conducive with the spirit of our land access agreements.

Our business creates direct employment for over 1,100 people and with an estimated multiplier of at least 7-8x we endure with a responsibility that our existence has a direct impact on nearly 8,000 livelihoods. This means that when making business decisions Westgold needs to balance the scales of economic sustainable development with ecologically sustainable development.

At Westgold, our collective conscientious approach to environmental, social and governance [ESG] factors is always evolving as we continually juggle the expectations of our shareholders and stakeholders to achieve better and improved outcomes across the key components of our business.

We avoid making grand promises that cannot be fulfilled and prefer to take a pragmatic approach to ESG with a metered and systematic approach to build capacity in these areas and show a commitment to continue to improve in these areas. As a corporate entity we are the custodians of shareholder assets and funds and understand that our primary objective is to create shareholder wealth.

We acknowledge that this objective must be balanced with ensuring we maintain our social license and protect the environment and the communities in which we operate.

Mining and exploration are a business of risk and reward in which we manage the business for and on behalf of our shareholders and stakeholders. We strive to diligently balance the financial, social, environment and safety risks associated with all our mining and investment decisions and activities with a sense of control and risk mitigation with prescribed systems and defined roles, responsibilities and accountabilities.

Our core activities operate in remote areas in nearby small regional communities and on custodial lands of native title groups where we are a major contributor to their economic inputs and outputs. We support our surrounding communities, indigenous landowners and our stakeholders both socially and financially to provide tangible long-term benefits.

Our remote mines are energy consuming activities, and we carefully monitor our environmental footprint. We respectfully manage the use of other related natural resources like groundwater and lessen impacts to ensure we have no long-term material impact on our environment.

We believe in equality and diversity signalled by the overall strong gender balance in our workforce and senior management within the Group. Our extensive library of governance policies, procedures and training manuals are built around a platform of strongly ethical and trustworthy business practices.

In closing, Westgold believe ESG and sustainability is more than just governance, it is central to how we do business and what we value as individuals and as responsible corporate citizens. This is a long-term commitment and each year our Sustainability Report will reflect the advances we have made.



Peter Cook
Chairman



Debra Fullarton
CEO





Table of Contents

A MESSAGE FROM CHAIRMAN AND CEO	3	Our Approach	23	Why is this Important to Westgold?	43	Our Performance	55
1.1 About Westgold	9	Our Performance	23	Our Approach	43	4.2 Ethics and Integrity	57
Our Purpose and Ambition	10	2.2 Environmental Environmental Permitting and Compliance	28	3.2 Workplace Health and Safety	46	Code of Conduct	57
Values and Behaviours	10	Why is this Important for Westgold?	28	Why is this important for Westgold?	46	Corporate Governance	57
Deliver Value	11	Our Approach	28	Our Approach	46	Policies	57
Safety and Culture	11	Our Performance	29	Our Performance	46	Human Rights Policy	58
1.2 Our Operations	12	2.3 Mine Closure and Rehabilitation	32	3.3 Employee Attraction, Engagement & Retention	50	Sustainability, ethics and modern slavery in our Supply Chain	58
Meekatharra Gold Operations (MGO)	12	Why is this Important for Westgold?	32	Why is this Important for Westgold?	50	5.2 Data Linked to Material Topics	61
Cue Gold Operations (CGO)	12	Our Approach	32	Our Approach	50	Economic Performance Data Tables	75
Fortnum Gold Operations (FGO)	12	Our Performance	33	Our Performance	50	Employee performance data tables	77
1.3 Westgold's Approach to Sustainability	14	2.4 Tailings Management	34	3.4 Diversity and Inclusion	52	Health and Safety performance data tables	86
United Nations Sustainable Development Goals	14	Why is this Important for Westgold?	34	Why is this Important for Westgold?	52	5.3 GRI Index	90
Task Force on Climate-Related Disclosures (TCFD)	15	Our Approach	34	Our Approach	52	5.4 Tailings Disclosure	97
Carbon Disclosure Project (CDP)	15	Our Performance	34	Our Performance	52		
1.4 Stakeholders	16	2.5 Waste Rock Management	35	3.5 Native Title and Heritage	53		
1.5 Defining What Matters, Our Material Topics and Boundaries	18	Why is this Important for Westgold?	35	Acknowledgement of Country	53		
1.6 FY22 Sustainability Target	21	Our Approach	35	Why is it Important for Westgold?	53		
2.1 Climate Change, Energy and GHG Emissions	23	Our Performance	36	Our Approach	53		
		CASE STUDY	37	4.1 Economic Responsibility	55		
		2.6 Water Management	40	Why is this important?	55		
		3.1 Westgold in the Face of COVID-19	43	Our Approach	55		

Highlights

SAFETY



2.47

Lost Time Injury
Frequency Rate



33

Total Recordable
Injury Frequency
Rate

ECONOMIC IMPACT



\$571M

Direct
Economic Value
Generated



\$158M

Employee
Wages and
Benefits

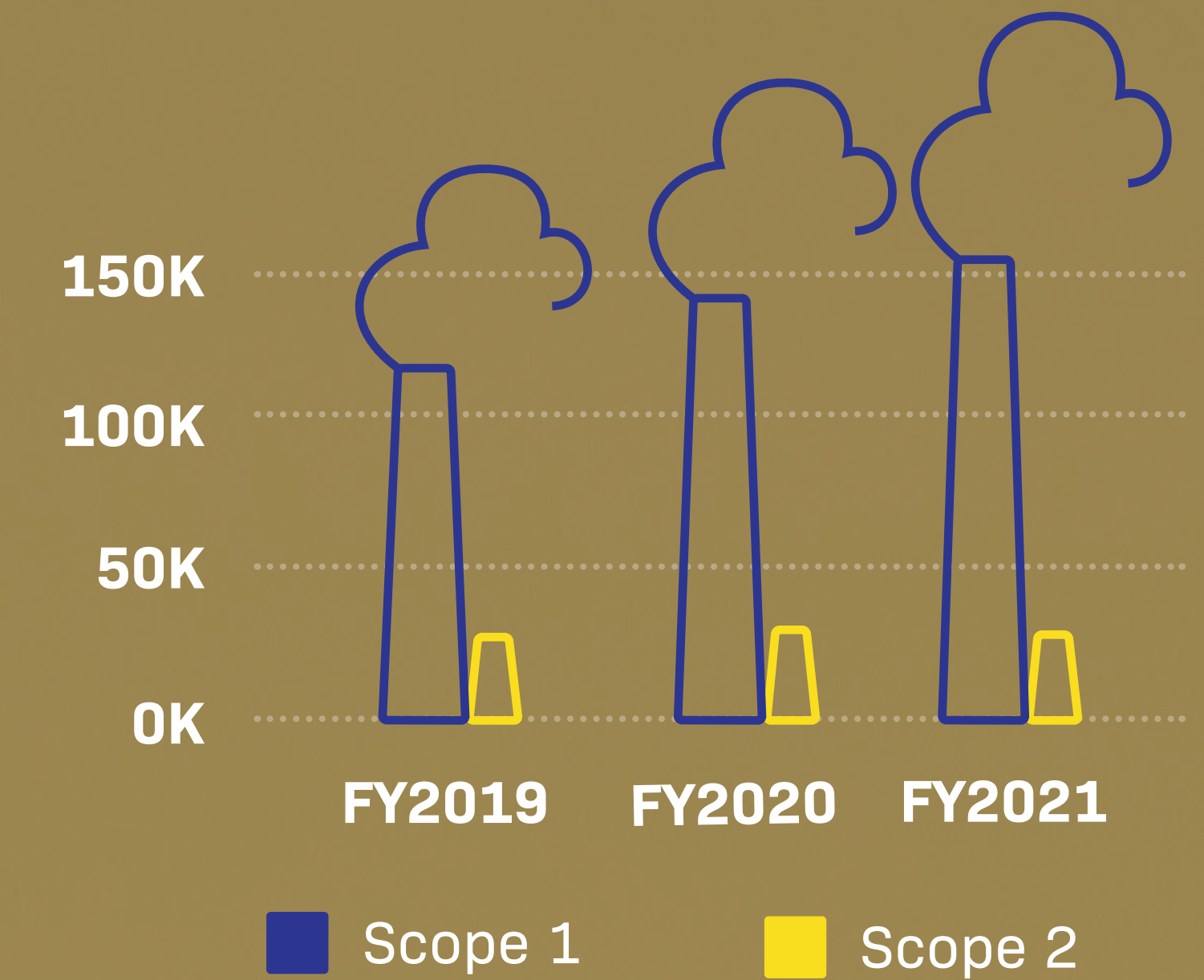


\$160K

Community
Investments

ENVIRONMENT

Greenhouse Gas Emissions
(t CO²-e)



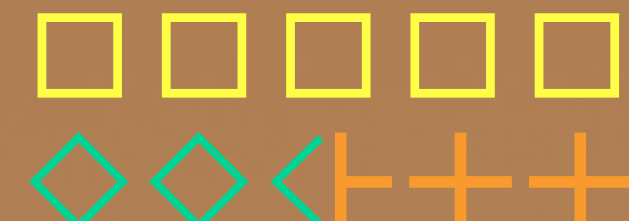
DIVERSITY

Employee
Gender



91% Male
9% Female

Employee
Background



□ 30-50 + <30
◇ 50+

PERCENTAGE OF REHABILITATION TO DISTURBANCE



63.6%
2019

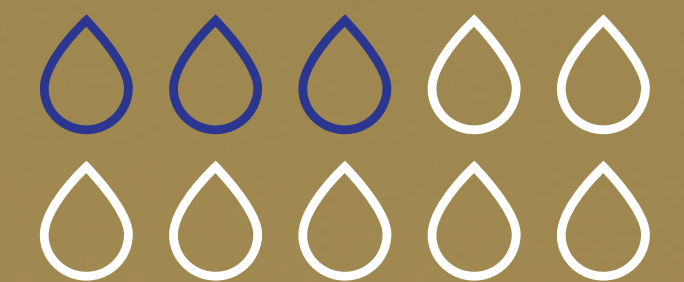


64.8%
2021



1,445

Water Consumption
(ML)



29%

of Allocated
Water Used



0 Environmental Incidence
of Non-Compliance

01

**ABOUT WESTGOLD
RESOURCES LIMITED**



1.1 About Westgold

Westgold Resources Limited [ASX: WGX] is a uniquely Western Australian gold company. With a workforce of over 1,100 people, we are the dominant explorer, developer, operator and gold mining company in the Murchison region. With over 1,300 km² of tenure across the Murchison and Bryah Basin we currently operate six underground mines, several open pits and three processing plants with an installed processing capacity of \approx 4 Mtpa.

Westgold is the owner-operator of all of its underground and open pit mines and as such this vertical integration provides greater cost control and operating flexibility across the Company's assets. We operate on a 'hub and spoke' model with our Murchison mines being able to feed ore to our Meekatharra and Tuckabianna processing hubs and our Bryah Basin mines sending ore to the Fortnum hub.

All of our operations are steeped in the mining history that built Western Australia. The towns that have survived 125 years on are testament to the sustainability that gold mining creates.



Our Purpose and Ambition

Leverage our gold assets and expand our Western Australia footprint to create shareholder value, provide opportunities for our team to grow, succeed and contribute to our wider communities.

Values and Behaviours

Our values and behaviours guide how we work with each other, our communities and external stakeholders. They influence our actions and decisions, hold us accountable and ultimately determine our success.



Choose Safety

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



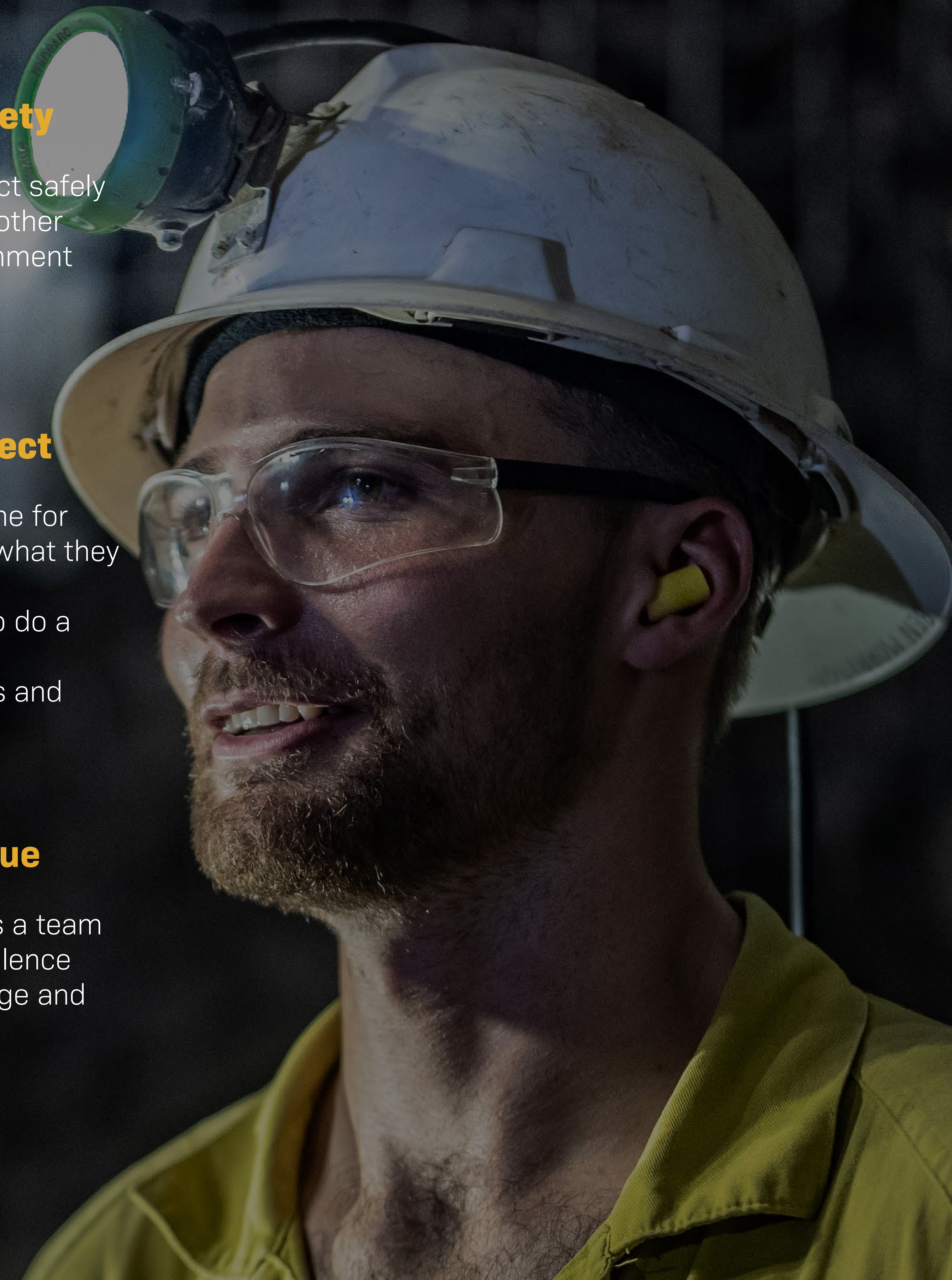
Show Respect

- 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



Things we Consider Important

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

Safety and Culture

- Strengthening our safety culture
- Cultivating a positive morale
- Protecting the environment in which we operate

People and Opportunities

- Developing and equipping our teams for success
- Recruiting people who can add their expertise and enhance our culture
- Refocusing exploration on new growth opportunities

Planning and Achievement

- Delivering our targets
- Expanding our production
- Improving our systems and streamlining our processes

Things we are Inherently Good at

Teamwork - We pull together to make it happen, “can-do attitude”

Courage - We don’t give up easily and are bold despite big challenges

Hard-working - We are driven to have a positive impact

Committed - We are committed to the people we work with, “one team, one dream”

Entrepreneurial spirit - We see the possibility and seize the opportunity



1.2 Our Operations

Meekatharra Gold Operations (MGO)

MGO is located around the regional town of Meekatharra and encompasses Westgold's central group of Murchison assets including the historic gold mining centres of Meekatharra North, Paddy's Flat, Yaloginda, Nannine and Reedy's.

The MGO production hub incorporates the 1.6-1.8 Mtpa Bluebird processing plant, a 420-person village, and associated mining infrastructure required to support a large FIFO and DIDO mining operation. The Bluebird plant receives underground ore from the Paddy's Flat, South Emu - Triton and Bluebird underground mines and supplementary lower grade open pit ore from Five Mile Well, Maid Marion and Aladdin open pits.

In addition to current mineral resources and reserves MGO has a number of exploration targets which should underwrite sustainable gold production at the operations beyond existing targets, including:

- Extensions to the existing South Emu – Triton, Bluebird and Paddy's Flat Mines;
- Boomerang, Rand and Rand North in the Reedy Mining Area; and

- New targets across the central package where drilling under 100m in depth is sparse.

Cue Gold Operations (CGO)

CGO is located around the regional town of Cue and encompasses Westgold's southern-most group of Murchison assets including the historic mining centres of Big Bell, Cuddingwarra, Day Dawn, Tuckabianna and Pinnacles. This package includes two of Australia's most prolific past producers in the Big Bell mine (2.6 million ounces) and the Great Fingall mine (1.2 million ounces).

The CGO production hub pivots on the 1.2-1.4 Mtpa Tuckabianna processing plant, a 136-person village at Big Bell, a 250-person camp at Cue and associated mining infrastructure to support a large FIFO and DIDO mining operation. The Tuckabianna plant receives underground ore from the large Big Bell underground and the smaller Comet underground mines.

In addition to current Mineral Resources and Ore Reserves, CGO has a number of exploration targets which should underwrite sustainable gold production at the operations beyond existing targets, including:

- The Great Fingall – Day Dawn area – which has hosted the significant past producers of Great Fingall and Golden Crown (historic head grades of 19.5g/t and 14g/t respectively);
- The new Fender Mine – a shallow underground target identified beneath Westgold's Fender open pit;
- Additional shallow targets on the Big Bell line of lode beneath the 700, 1600 and the Shocker pits; and
- Open pit targets within the Cuddingwarra Mining centre.

Fortnum Gold Operations (FGO)

FGO is located in the Proterozoic age Bryah Basin stratigraphy approximately 150 km northwest of Meekatharra. These assets encapsulate the historic mining centres of Labouchere, Fortnum, Horseshoe and Peak Hill which collectively has delivered approximately 2 million ounces of reported gold production.

The FGO production hub incorporates the 0.9 Mtpa Fortnum carbon-in-leach (CIL) processing plant, a 200-person village, airstrip and associated mining infrastructure required to support a remote FIFO operation. Mining output is currently dominated by

the Starlight underground mine with supplementary, free on surface low grade stocks providing a blended feedstock to the plant.

In addition to current Mineral Resources and Ore Reserves, FGO has a number of exploration targets which should underwrite sustainable gold production at the operations beyond existing targets, including:

- extensions to the Starlight underground mine;
- open pit mining from the historic Yarlarweelor, Nathans and Labouchere mines;
- the new Regent and Messiah deposits; and
- new targets within the proximate Peak Hill tenements.

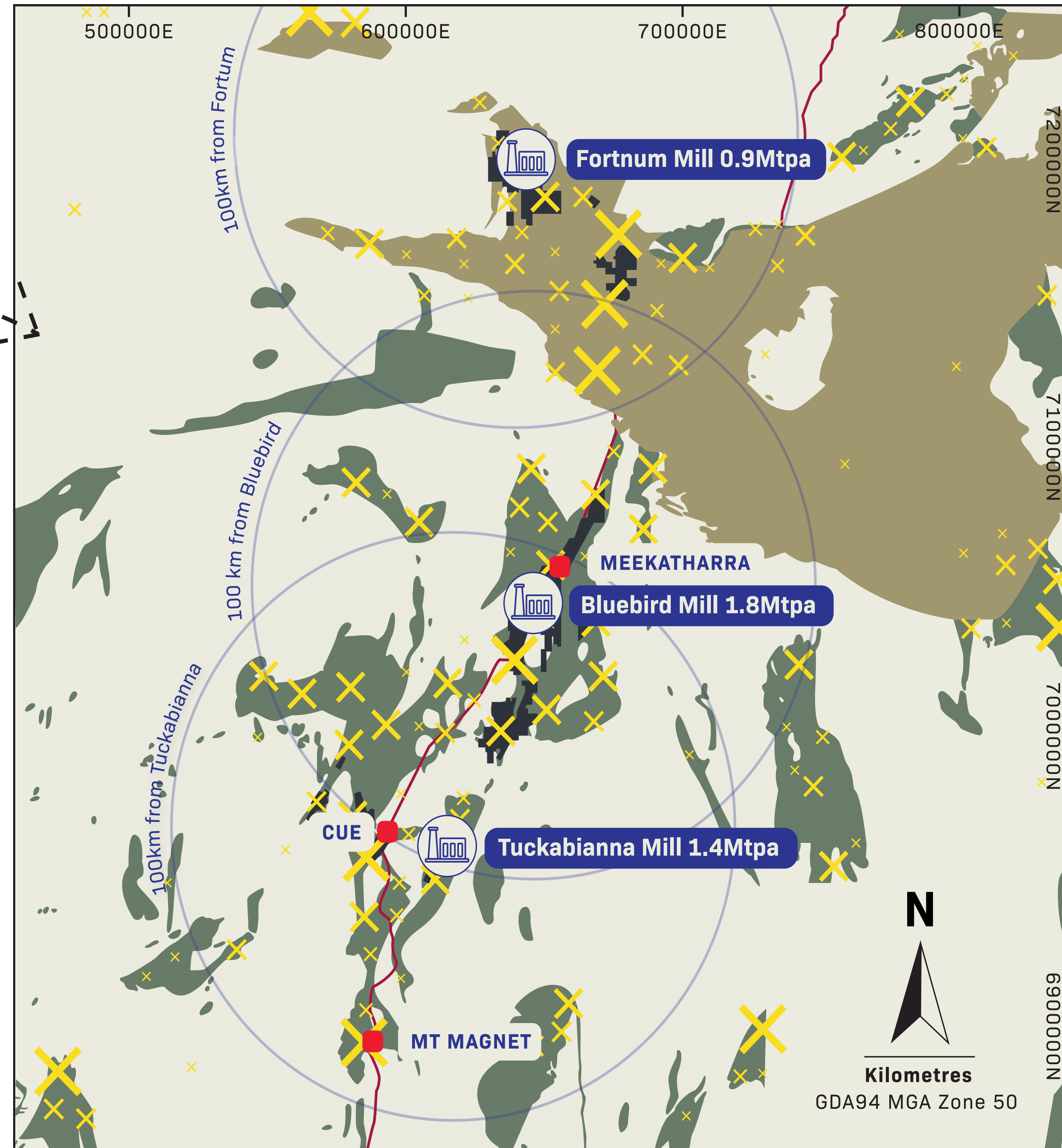
This procession of potential open pit mines can replace the low-grade feedstock and extend the current mine life expectation to in excess of six years.

OUR OPERATIONS MAP



LEGEND

	Gold Processing Plant		Bryah Basin
	Westgold Tenements		Greenstones
	Gold Occurrence		Granite



1.3 Westgold's Approach to Sustainability

Our goal is to meaningfully address and continually improve key sustainability performance as our operations and stakeholder expectations evolve. To meet these changing expectations and challenges, we developed a sustainability framework to drive deeper sustainability engagement and outcomes across the Company.

This approach focuses on areas that matter most to Westgold and our stakeholders where we have the expertise to make the biggest impact. We take a strategic long-term approach to sustainability performance with management systems in place integrating environmental impact assessments, biodiversity/heritage studies, critical safety hazard controls, employee wellness and feedback from stakeholders.

We are committed to building our understanding of sensitive impacts on and adjacent to our sites, taking a precautionary, risk-based approach to environmental/safety matters and an inclusive approach to people. We have an avoidance approach to heritage sites and areas of conservation significance.

Underlying our commitment to sustainability is our support of internationally recognised best practices and frameworks. These not only demonstrate Westgold's commitment to high standards of ESG performance, but also allow external stakeholders to hold us accountable.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal set of 17 goals and 169 targets aimed at eliminating poverty, protecting the environment and providing a shared blueprint for peace and prosperity for people and the planet, now and into the future. Westgold supports the SDGs and looks for meaningful ways to contribute to their achievement. We recognise that the mining industry has an opportunity to positively contribute to all 17 of the SDGs.

Throughout this report, you will find examples describing how our activities endeavour to do so, marked with the goal icons depicted below. Westgold has embarked on a journey to embed a

strategic response to the SDGs in the longer term. Having undertaken the first stage of the SDG journey in mapping the linkages between SDG performance and SDG commitments we are now able to progress to the next stage in prioritising the most impacted SDG's (and specific targets underpinning them) for a detailed implementation that will maximise our contribution over time.



Global Reporting Initiative

GRI is an independent international organisation which has established the leading international framework and standards for sustainability reporting. Westgold has prepared this Sustainability report in accordance with the GRI Standards Core and voluntary disclosures.



Task Force on Climate-Related Disclosures (TCFD)

The Financial Stability Board established the TCFD to develop recommendations for more effective climate related disclosures that could promote more informed investment, credit, and insurance underwriting decisions. At Westgold, we support the TCFD objectives and have begun the process of aligning our climate strategy and related disclosures within the recommendations of the TCFD. See Section on Climate Change, Energy Emissions.



Carbon Disclosure Project (CDP)

The Carbon Disclosure Project (CDP) is a not-for-profit charity that runs the global disclosure system for companies and investors to manage their environmental impacts. We are committed to transparent disclosure of our impacts, and as part of this, we plan to respond to the CDP carbon questionnaire in FY22.



1.4 Stakeholders

Engagement with our key stakeholders – from our local communities to our investors – is an important mechanism to inform our materiality assessment and helps to enhance our mutual understanding of interests, concerns and objectives, while also strengthening relationships throughout the mining life cycle. We engage actively and regularly with all our stakeholders. We set out to build long-term relationships and maintain trust with our stakeholders, taking into consideration their key concerns, and setting strategies to mitigate the risks that are likely to impact them the most. The table below shows our key stakeholder groups; our engagement mechanisms; the issues that matter to our stakeholders and how we manage those issues.





Key topics		Our response		Key topics		Our response	
Workforce				Local indigenous communities			
<ul style="list-style-type: none"> COVID-19 Response Job security Training and capacity building Culture and values Safety, health and well being Career development Fair employee remuneration and recognition 	<ul style="list-style-type: none"> Clearly communicated COVID-19 protocols, implemented testing programs, adjusted time-off provisions for COVID-19 related absences Supported employees unable to return to work due to public health restrictions Employee Assistance Program, a professional and confidential service for employees and their families funded by WGX Extensive health and wellbeing programs as we recognise employee mental health as a top priority Support for training and professional development Market reviews of remuneration 	<ul style="list-style-type: none"> Protection of environmental and cultural resources Cultural heritage Employment opportunities Local economic development Land management and rehabilitation Indigenous community health 	<ul style="list-style-type: none"> Proactively provided information on operational activities and potential exploration areas Held engagement sessions to discuss issues of interest, concerns and investment initiatives Agreements with Native Title groups Community partnerships Community donations and sponsorships 				
Investors and analysts				Pastoralists			
<ul style="list-style-type: none"> Business sustainability Corporate Governance Risk Management Climate change COVID-19 Response Expanded ESG disclosures Financial performance Disclosure of the management of material sustainability topics that influence the ability of WGX to create and sustain value Remuneration 	<ul style="list-style-type: none"> Provided public updates on operational changes due to COVID-19 Prepared Climate Change Policy Statement ASX announcements Disclosure of quarterly exploration and mining activities report, half-year and full-year financial report and Annual Report Disclosure of Governance Statement Disclosure of annual Sustainability Report Engagement with key institutional investors on corporate governance and sustainability 	<ul style="list-style-type: none"> Access to land when putting utilities or infrastructure in place Land management and rehabilitation Post mining land use and transfer of infrastructure assets 	<ul style="list-style-type: none"> Establishing access agreements Ongoing engagement 				
Government and regulatory bodies				Suppliers			
<ul style="list-style-type: none"> Employee and community COVID-19 Response Regulation and compliance Mine extensions and approvals Mine closure planning Royalties and tax Local economic development Employment opportunities 	<ul style="list-style-type: none"> Submissions as part of legal and regulatory approval processes Regulatory reporting 	<ul style="list-style-type: none"> COVID-19 Response Health and safety Ethics and compliance Indigenous and local procurement Supply chain resilience Payment terms Risk management including insurance Business relationships 	<ul style="list-style-type: none"> Continued engagement to provide up-to-date Information on COVID-19 Collaborated with suppliers to identify and mitigate supply chain risks Supply Chain Policy and Supplier Charter to guide supplier selection criteria and procurement practices with respect to safety, environment, social and governance Site access procedures to ensure compliance with regulatory and company requirements for EHS 				

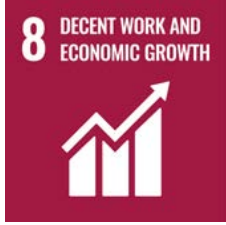
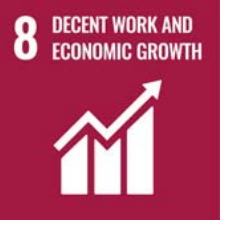






1.5 Defining What Matters, Our Material Topics and Boundaries





Westgold regularly engages with shareholders, employees, business partners, government bodies and people in the communities in which we operate to identify issues most important to them. The intention of this report is to describe our management approach and performance concerning material ESG topics that drive sustainability across Westgold and stakeholder interest.

The material issues detailed in this report have been identified through desktop analysis, risk workshops, industry assessment and our ongoing engagement with stakeholders. The Westgold Board, via its Audit, Risk and Compliance committee, reviews and analyses key areas of stakeholder interest and the content of this report reflects those material topics.

Westgold is aligning its Sustainability Report with the United Nations Sustainable Goals (SDGs). The Company recognises its corporate responsibilities including contributing to the attainment of the SDGs and uses the SDG framework to inform its approaches to furthering sustainability initiatives across the business. The table below depicts where material issues for the business align with specific SDGs and GRI reporting.



Material Topic	Boundary	Why its material for Westgold	GRI	SDG	Read More
Economic performance	External Internal	Our stakeholders have a significant interest in all aspects of our economic performance and how it is distributed. As a growing gold producer focused on the Murchison region, we are continuously working to ensure our business sustainability for the short and long term. We strive to create meaningful value through the responsible acquisition, development, operation and closure of gold mines, delivering shared value through effective partnerships and innovation while maintaining balance sheet strength and flexibility to act on compelling growth opportunities			Section 4 Governance economic responsibility
Maintaining a safe working environment that promotes health and wellbeing	External Internal	Our primary focus remains the safety and wellbeing of our workforce, their families, our contracting partners, and the communities in which we operate.		 	Section 3 Social - Workplace Health and Safety
Attracting and retaining talent	Internal	The loss of key personnel or a failure to attract, retain and motivate qualified personnel, could have a materially adverse effect on the Group's business, financial position and operational performance to attract, develop and retain the best people – it is essential that we embed a culture where people are valued, respected and motivated to fulfil their career potential.			Section 3 Social - Employee Attraction, Engagement and Retention
Developing a diverse, inclusive and fair workplace	Internal	We know developing a diverse, inclusive and non-discriminatory workplace brings many benefits to our business. These include improved organisational performance, positive impacts on organisational culture and reputation, employee attraction and retention, and enhanced internal, customer and stakeholder relationships.			Section 3 Social-Diversity and Inclusion
Mine Closure	External Internal	The Western Australian Government Department of Mines, Industry Regulation and Safety (DMIRS) outlines objectives for how mining activities are to be rehabilitated and closed in a manner that makes them physically safe to humans and animals, geo-technically stable, geo-chemically non-polluting/non-contaminating and capable of sustaining an agreed post-mining land use without unacceptable liability to the State. Mine-site rehabilitation is a legal obligation for all mining operations in Australia. Poorly rehabilitated mine sites can leave significant legacy problems for the environment, local communities and governments.			Section 2 Environment - Mine Closure
Tailings Management	External Internal	While Westgold's TSFs are small, away from populations and present a low risk, we acknowledge the external interest in our tailings management. Stakeholders remain concerned about failure risk and seek assurance that our management of tailings storage facilities is thorough and effective. Global industry focus on tailings management is growing through the development of the Global Industry Standard on Tailings Management (GISTM), which was released in August 2020. In line with the launch of the GISTM, we have strengthened our disclosure on tailings management.			Section 2 Environment Tailings Management
Waste Rock Management	External Internal	Governments, communities and investors continue to expect good environmental performance, including how we manage waste rock at our operations to meet compliance obligations, strive for positive environmental outcomes and maintain our licence to operate.			Section 2 Environment Waste rock Management

Material Topic	Boundary	Why its material for Westgold	GRI	SDG	Read More
Water Stewardship	External Internal	The protection and security of water supply and quality is an ongoing concern for stakeholders. Water is an important interface between our operations, various regulatory agencies and our surrounding communities. Through these interactions, we can demonstrate how we sustainably manage resources by committing to responsible water use and protection of water quality.			Section 2 Environment Water Stewardship
COVID-19 Response	External Internal	The COVID-19 pandemic has focused the attention of our business and our stakeholders on business continuity as we implement crisis management plans and respond to market volatility. Maintaining safe and reliable operations has been a core focus during our COVID-19 response.			Section 3 Social COVID-19 Response
Climate change, energy and emissions	External Internal	Westgold acknowledges climate change as an international concern and that our climate-related disclosures are of increasing interest to our stakeholders. Energy is a critical input for mining operations. It is also a significant business cost and a major source of our GHG emissions. Working to improve the efficiency of our operations, reduce energy use and associated costs and lower our emissions are key drivers for the long-term sustainability of our business. Westgold is committed to understanding how both the physical impacts of climate change and the transition to a low carbon economy might affect our business. We are also committed to increasing our disclosure of climate relevant information to help our investors and other Stakeholders understand our approach and the potential impact of climate change on our business. We are therefore working to meet the recommendations of the Financial Stability Board's Task Force on Climate related Financial Disclosures (TCFD).		 	Section 2 Environment Climate Change, Energy and Emissions
Cultural Heritage	External Internal	Westgold acknowledges the special connection that Indigenous peoples have with land and we seek to work together to build constructive and respectful relationships.			Section 3 Social Cultural Heritage
Corporate governance, ethics and conduct	External Internal	At Westgold good governance is essential to the way we work – not just in what we do, but in how we act and how we communicate. Our stakeholders expect us to maintain sound governance and transparency of our activities. We believe a successful and sustainable business culture is built around strong ethics and transparency.			Section 4 Governance
Environmental Compliance	External Internal	Non-compliance with environmental laws and regulations can have negative, and at times significant, impacts on the community and environment that host mining operations. Environmental compliance is therefore important for our stakeholders and for our Company. In FY21, there were zero environmental fines or penalties issued by regulators.			Section 2 Environment Environmental Permitting and Compliance

Note: Material topics are not listed in order of priority.

In accordance with the GRI Standards, the boundary for each material topic has been identified. The boundary describes where the material topic impacts Westgold's business and stakeholders. In FY21, the boundary for our material topics is both internal and external to Westgold. Internal boundary includes employees, contractors and the investment community. External boundary includes community-based organisations, customers, governments and regulators, industry peers and associations, media, non-government organisations and suppliers.

1.6 FY22 Sustainability Target

Looking ahead, we identified key performance sustainability metrics aligned with key material topics to identify targets against which our site and corporate performance will be evaluated. We have set targets to drive improvement in key areas and to ensure our teams are working towards a common goal. An updated set of sustainability targets have been developed through a multi-pronged approach including:

- internal consideration of our Sustainability Framework, material topics and Company performance in those areas;
- external consideration of how our sustainability targets aligned with the United Nations Sustainable Development Goals (“SDGs”);
- identifying SDG targets most relevant to our business and in line with guidance provided by the GRI; and
- prioritising our contributions to achievement of these goals.

The table on the right builds on the work completed in FY21 and sets out our ESG and sustainability linked performance targets for FY22.

OUR TARGETS (FY22)	SDG's TARGETS	OUR TARGETS (FY22)	SDG's TARGETS
Energy, Emissions and Climate Change <ul style="list-style-type: none"> ▪ Publish Energy and Climate Report in line with Taskforce on Climate-related Financial Disclosure (TCFD) recommendations 	13.1 	Occupational Health and Safety <ul style="list-style-type: none"> ▪ Zero fatalities ▪ Reduce TRI Frequency rate at each operation from FY21 level ▪ 50% reduction in strain/sprain injuries by 2022 ▪ Annual decrease in positive alcohol and illicit drug test results ▪ Provide additional Mental Health First Aid training to personnel across the organisation ▪ Development of underground and open pit training facility on site ▪ Critical Hazard standards 	3.6 ,3.5,8.8
Water and Effluents <ul style="list-style-type: none"> ▪ Review water management strategy with a view to defining water targets in FY23 ▪ Develop water strategy aimed at increasing water efficiency and reuse at our operating mines ▪ Develop group wide water accounting framework 	6.3 6.4 	Employees <ul style="list-style-type: none"> ▪ Conduct employee engagement survey ▪ Continue to improve gender diversity and inclusion ▪ Reduce employee rate turnover and enhance leadership skills 	10.2, 10.4,5.5
Tailings and Waste <ul style="list-style-type: none"> ▪ Gap assessment and schedule of implementing the Global Industry Standard on Tailings Management 	12.4 	Ethical Business <ul style="list-style-type: none"> ▪ Commence the process to become members of the Voluntary Principles Initiative and UN Global Compact ▪ Annually, ensure ethical conduct is maintained by a targeted program including leadership development, training, performance assessments and remuneration 	16.6
Environmental Compliance <ul style="list-style-type: none"> ▪ Zero major environmental incidents (Levels 4 & 5) ▪ Implement obligation management system - Infoscope 	12.4 	Governance <ul style="list-style-type: none"> ▪ Develop Westgold Sustainability Integrated Management System, aligned to ISO 14001, ISO 45001 and ISO 9001 ▪ Improve corporate governance by forming a sustainability committee 	16.7
Preserving Aboriginal Heritage <ul style="list-style-type: none"> ▪ Engage with Traditional owners and conduct due diligence prior to ground disturbance activities ▪ Annually, ensure Westgold has no impact on Aboriginal heritage without consultation with Aboriginal people 	11.4 	Economic Performance <ul style="list-style-type: none"> ▪ Meet target production for FY22 	8.2

02

ENVIRONMENT





2.1 Climate Change, Energy and GHG Emissions

Why is this Important for Westgold?

Westgold acknowledges climate change as an international concern and that our climate-related disclosures are of increasing importance and interest to our stakeholders. Energy is a critical input for mining operations. It is also a significant business cost and a major source of our GHG emissions. Working to improving the efficiency of our operations, reduce energy use and associated costs and lower our emissions and we understand these factors are key drivers for the long-term sustainability of our business.

Our Approach

Our approach to climate change and climate risk is informed by three key principles; understanding the risks, measuring and reducing to the extent practicable our impacts on climate change, and disclosing our performance. We recognise the growing expectations of our stakeholders in understanding how climate change can impact our business and how our activities may affect the climate, over the short, medium and long terms. As an energy-intensive sector often working in remote communities and with heavy reliance on

non-renewable energy sources due to intensity of demand, we acknowledge our contribution and publicly disclose our GHG emissions, also aiming to mitigate the impact of our emissions through initiatives to increase energy efficiency and reduce our carbon footprint.

Westgold is committed to understanding how both the physical impacts of climate change and the transition to a low carbon economy might affect our business and increasing our disclosure of climate relevant information to help our investors and other Stakeholders understand our approach. We are therefore working to meet the recommendations of the Financial Stability Board's Task Force on Climate related Financial Disclosures (TCFD).

Our Performance

Climate Change

We recognise that the changing climate presents both potential risks and opportunities, which we aim to capture within our business strategy and investment decisions. To provide a structured approach to assessing, managing and disclosing on climate change and energy, we have committed

to align our approach with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework over a three-year period.

Climate Change Impacts

To gain an insight and better understand how climate change will impact our business in the future, the CSIRO's Australian Climate Futures tool was used to project short term (until 2030) changes in climate variables in the region in which we operate (Rangelands South sub-cluster). The Climate Futures tool is underpinned by the most extensive, independently peer reviewed climate model evaluation ever undertaken in Australia.

To explore projections in relation to water the World Resources Institutes Aqueduct global water risk mapping tool was utilised to assess the baseline and future water stress of our sites. These predictive tools indicated that:

- Average temperatures will continue to increase in all seasons (**very high confidence**).
- More hot days and warm spells are projected with **very high confidence**.
- Changes to summer rainfall are possible but unclear. Winter rainfall is projected to decrease with **high confidence**.
- Increased intensity of extreme rainfall events is projected, with **high confidence**.
- A harsher fire-weather climate in the future (**high confidence**).
- The overall water risk of operating mines in our region is '**Low to Medium**' consisting of water quantity risk (High), water quality (Low) and water regulatory/reputational risk (Low).

Such events could impact transportation, flood control infrastructure, water scarcity and rehabilitation success. These factors have been considered in the Company's long-term planning and emergency response plans.

During FY21, an initial internal assessment was conducted in alignment with the TCFD to understand the impact of climate-related risks on the business in relation to physical risk (acute and chronic) and transitional risk (policy, technology, market).

Top 5 Short Term Risks

Established by the G20 Financial Stability Board, the industry-led TCFD provides a framework for disclosure of climate-related financial risks. Westgold has elected to disclose against this framework, as recommended by APRA, ASIC and ASX.

In FY2021, a review of our current status against the TCFD recommendations was completed and a program of work was developed to progressively implement and detail disclosures in line with the recommendations.

Potential Impacts	Our Progress	Moving Forward
Policy	Emerging regulations are likely to increase our future operational costs, and carbon pricing and taxes can increase capital costs of new projects; adding energy-efficient and lower-emissions technologies, such as electric vehicles, may be more expensive than existing diesel-powered vehicles	Financial – higher operating costs
Chronic	Dust: Increased warming can increase dust emissions associated with the mine, its road maintenance and dust suppression management, tailings storage facilities management and/or its tailings disposal activities	Financial - Potentially increased costs associated with managing excessive dust (sprinklers, dust inhibitors, dust suppressant, progressive TSF rehabilitation) potential non-compliance /fine costs for exceeding permitted dust limits
Acute	Flooding: Increased rainfall overall or more extreme storm events can potentially result in flooding of mine pits, maintenance and storage facilities and unpermitted off-site discharges	Financial - Potential increased capital or operating costs to increase water storage capacity, maintenance and monitoring technologies, and stormproof enhancements to facilities
Chronic	Heat: Number of days exceeding the heat stress index increases over time and stays consistently above threshold for longer periods, impacting worker health and safety and increasing need for infrastructure, cooling energy and plantings to moderate temperatures	Financial - Increased heat stress index days can impact worker health and safety and mine production; potentially increased costs to enhance structures and technologies to reduce worker exposure; potential increase in workforce heat exposure events; reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism)
Acute	Supply chain: Extreme weather (Cyclones, bushfires) can impact the national supply of chemicals and other materials needed for site's process plants and mine equipment	Financial - Potential production and revenue delays; potential costs to establish supplier climate resiliency and extreme weather event contingency plans

Risk Type	Description	Potential Impact
Governance	<p>The Board Audit, Risk and Compliance Committee, which meet quarterly, maintains oversight of material sustainability risks (both opportunities and threats), including climate change. At a management level, climate related responsibilities are assigned to the CEO, who manages the strategy implementation and provides progress reports on the control of risks to the Committee.</p>	<p>Board and management endorsed TCFD roadmap Strengthened existing governance processes Continued oversight over climate change activities Further build capability across business to implement TCFD Gap analysis of climate risk management across governance practices We will continue to report and disclose the Company's climate change governance, strategy, risk management and targets and metrics in a transparent manner, in alignment with the recommendations of the TCFD.</p>
Strategy	<p>Climate change presents challenges and opportunities for Westgold. This year we have taken the first step on our journey to undertake an assessment of our alignment with TCFD recommendations and identify and assess our key climate-related risks. In FY21, a Climate Change Position Statement was developed and endorsed by the Board. The Climate Change Position Statement outlines our commitment to Identify and prioritise material physical and transition climate-related risks to our operations under selected climate-change scenarios and across short, medium and long-term horizons, in alignment with the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).</p>	<p>Develop scenario analysis and disclose scenario descriptions and high level impacts Consider the opportunities arising from climate to our business Consult with key stakeholders and undertake peer and market benchmarking Explore strategic partnering opportunities Integrate climate risk, including carbon pricing into investment decisions and project evaluations Continue to build employee capability regarding climate-related risk Monitoring the scenario assumptions behind the identified risks will ensure their impact on the business is understood and controlled. Quantifying these risks will inform our business planning and decision making to ensure our business is resilient to changes in climate</p>
Risk Management	<p>Climate-change related risks are identified and assessed as part of the Company's risk management framework. A 'deep dive' was undertaken in FY21 with the Executive Leadership Team designed to build understanding of physical and transition risks, and the context in which these are managed for Westgold's business. We continue to embed systems to drive the integration of climate-related risks and opportunities into our Company-wide Risk Management Framework. In 2021, initiatives were in development to enhance climate awareness across our organisation, beginning with a roll out to the senior leadership team and the Board in 2021.</p>	<p>Review current climate risks Conduct further physical and transition climate-related opportunity and threat assessment using scenario analysis. We will continue to review the management of climate-related risks and opportunities within our risk management systems, broader business strategy and investment decisions to ensure our business is resilient to changes in climate.</p>
Metrics and Targets	<p>Based on the climate-related risks identified in FY21, we developed a set of metrics which will be monitored over time to understand how climate-related risks and other operational risks are changing and how our performance is tracking. Historical datasets are being collated and a range of climate-related performance metrics generated, to track Westgold's performance in climate-related areas over time. The metrics Westgold are monitoring so far comprise scope 1 and scope 2 emissions, number of heat-related illnesses, and total costs incurred due to extreme climate related events.</p>	<p>Establish metrics and targets used to assess and manage relevant climate-related risks and opportunities. These metrics will form the basis for setting meaningful climate related targets. Establish quarterly reporting of key metrics by operations. Develop a staged action plan towards setting and disclosing climate-related targets. In 2022 Westgold will look to introduce shadow carbon pricing as a metric within its economic modelling. The pricing, which will consider potential theoretical costs per ton of carbon emissions, will give some insight into the impact of a range of carbon cost setting on potential business decisions.</p>





Benchmarking and Objectives

In FY21 we conducted a benchmarking exercise against industry peers with an emphasis on gold mining assets and emissions-intensive companies, to set a baseline reference point for Westgold's actions in relation to setting climate-related targets. This has informed the development of a staged action plan for setting and achieving emissions reduction and other appropriate climate targets.

Achieving a carbon-neutral footprint cannot happen overnight. Our staged action plan will ensure the targets set by Westgold are well defined, credible, and achievable.

We have not yet set targets for GHG and plan to do so in 2022 as part of our overall climate change strategy and implementation plan, which will include the development of a roadmap to create meaningful pathways towards emissions reductions and overall climate resilience.

As part of the process, we will consider options such as energy efficiency, renewable energy, fuel switching, supply chain engagement and offsets. Consideration will be given to appropriate frameworks, like the Science Based Targets Initiative, to build highly credible emissions reduction trajectory that includes long term goals and interim targets where appropriate.

In 2022, we will continue our efforts to further strengthen the governance of climate-related risks at all levels of our organisation.

The objectives of our Climate Change Strategy can be summarised as follows:

- Identify, understand and mitigate the risks associated with climate change by building climate change resilience to limit exposure to increasing regulation, scrutiny, and physical climate risks;
- Develop a GHG emissions baseline and reduction target according to the baseline and reduction target recalculation policy;
- Use carbon-based fuels more efficiently;
- Continuously improve our disclosure on climate change to provide the market with annual Climate Change Strategy disclosures that incorporate scenario analysis and are aligned with the TCFD framework;
- Switch to cleaner energy sources and increase the proportion of renewable energy in the company's energy mix; and
- Bring responsibility for progress against our emissions reduction target to the individual site level.

Energy and Emissions

Each year we create and submit annual reports for the National Pollutant Inventory (NPI) and the National Greenhouse and Energy Reporting Act 2007 (NGER) to estimate greenhouse gas (GHG) emissions and energy use. Overall, the group's total GHG emissions (t CO₂-e) increased 8% in FY21 and energy produced (GJ) increased 24% as we expanded existing and developed new mines.

When analysing our energy consumption and GHG emissions data, we acknowledge that key factors result in variations between sites and within sites from year to year, including:

- relative scale of each operation;
- quantity of ore milled; and energy requirements;
- electrical power requirements underground for ventilation, lighting, hoisting, conveyors, pumps and other equipment;
- fuel requirements at our open-pit mines for haulage of waste rock and ore; and
- changing operating conditions over time; such as ore characteristics (ore grade, hardness, depth and accessibility);
- expansion projects (mining and hauling non-mineralised rock and extending into new mine areas);
- construction projects to increase ore processing capacity;

- haulage distances for ore and waste rock;
- and onsite construction projects (new tailings facilities, tailings facility embankment raises, drainage and water-storage projects).

The fuel we use for on-site vehicles and hauling ore is another significant source of emissions for Westgold. We monitor fuel consumption on a monthly basis. To help drive energy efficiency we conduct energy saving awareness campaigns and education sessions on site. Site teams diligently ensure that all heavy equipment is regularly maintained to maximise fuel efficiency. We also consider fuel efficiency when making equipment purchasing decisions.

During FY21, Westgold commissioned a report reviewing its power procurement processes and the potential integration of renewable power options. This report is still pending but proactively we have commenced assessing power requirements for new projects and the opportunities to incorporate renewable power options are undertaken.



2.2 Environmental Environmental Permitting and Compliance

Why is this Important for Westgold?

Non-compliance with environmental laws and regulations can have negative, and at times significant, impacts on the community and environment that host mining operations. Such as environmental compliance is a key component in maintaining our social licence to operate and important for our stakeholders and for our Company.

At Westgold, we understand that environmental permitting is a key instrument used to reduce environmental impacts, facilitate compliance with environmental regulations and promote technological innovation. We recognise that the main goal of environmental permitting is to protect human health and the environment by defining legally binding requirements under which sites must operate to reduce the risk of potentially significant or harmful impacts.

It is our approval instruments that provide us with clear instructions on how best to protect the environment from our operational activities, as well as transparent and accountable avenues for compliance reporting.

Our Approach

We are committed to improving environmental performance and work collaboratively with regulators and stakeholders to obtain all necessary environmental approvals and demonstrate environmental compliance. We proactively manage potential impacts throughout all life cycles of the mine through a systematic assessment of risk; robust engineering, construction and operations; and the implementation of environmental management controls and procedures designed to meet the individual needs of our operations.

The dynamic nature of our operations means that we operate under multiple approvals, permits and licenses and we routinely submit new applications to meet today's strict standards and guidelines. As we continuously engage with regulators, our applications are of the highest standard and use the best available research and information.

Our collaborative, consultative relationship with regulators ensures that no works are undertaken without the relevant regulatory approval and that

compliance reports are provided to the regulator in the desired format to aid assessment and demonstrate our ongoing conformity with legal obligations.

Our dedicated environmental team is responsible for overseeing all environmental permitting and compliance activities including:

- Obtaining approvals;
- Development and implementation of management measures, systems, procedures and controls;
- Monitoring site activities;
- Collection and management of environmental data;
- Ensuring adequate training and education is provided to all site based employees;
- Conducting audits, inspections and investigations; and
- Submission of compliance reports.

In a time of constant change, we track emerging environmental legislation in preparation for potentially stricter standards and enforcement, more stringent environmental assessment requirements for proposed projects, and a heightened degree of responsibility for our operations. We also have representation on the Association of Mining and Exploration Companies (AMEC) Environment and Water Committee and Mining Legislative Committee which ensures that we are actively involved and reliably informed with respect to emerging developments in Western Australian and Federal environmental policy.

Our Performance

Permitting and Approvals

Due to our growth appetite and proven track record as an environmentally responsible operator, we continue to obtain permission to open up new areas and expand existing disturbed areas.

During FY21, Westgold submitted and obtained approval for a total of 35 separate approval applications.

Approvals type submitted in FY21	Number	Relevant Legislation	Responsible Agency
Mining Proposal	8	Mining Act 1978	Department of Mines, Industry Regulation and Safety
Mine Closure Plan	10	Mining Act 1978	Department of Mines, Industry Regulation and Safety
Licence to Take Water	3	RIWI Act 1914	Department of Water and Environmental Regulation (Water Licensing)
Licence to Construct or Alter a Well	2	RIWI Act 1914	Department of Water and Environmental Regulation (Water Licensing)
Prescribed Premise Licence Applications and Amendments	8	Environmental Protection Act 1986	Department of Water and Environmental Regulation (Industry Regulation)
Native Vegetation Clearing Permits	4	Environmental Protection Act 1986	Department of Mines, Industry Regulation and Safety (delegated authority under section 20 of the Act)

Compliance Reporting

To ensure we adhere to the strict conditions imposed on our operations, our environmental team diligently schedule, manage, collect and report on all data essential for detecting trends and demonstrating compliance.

For the FY21 reporting year, a total of 52 compliance reports were submitted to the various regulatory agencies, all of which were submitted prior to the regulator imposed due date.

Given the high reporting load, we are constantly looking to streamline reporting requirements to assist Westgold environmental staff and relieve the workload on government agencies.

In consultation with the Department of Mines, Industry Regulation and Safety (DMIRS) we have recently modified our Environmental Group Sites (EGS) to reduce the amount of tenements reported on in a single EGS. This has resulted in a more concise report that is mining area specific.

Compliance Report	Relevant Legislation	Number Submitted
Annual Environmental Reports and Annual Audit Compliance Reports (DWER)	Provide information to demonstrate adherence to licence conditions. Review, analyse, explain and report on monitoring data.	6
Annual Environmental Reports (DMIRS)	Provide information on the progress and status of disturbance and rehabilitation. Provide information to demonstrate compliance with approval and rehabilitation commitments.	18
Annual Clearing Permit Report (DMIRS)	Provide details on clearing and rehabilitation undertaken in the period and to date. Provide information to demonstrate adherence to clearing permit conditions.	11
Annual Groundwater Monitoring/Summary Reports (DWER)	Provide information on the management, use and protection of water resources and report on collected monitoring data.	6
Mine Rehabilitation Fund Reports (DMIRS)	All Western Australian mines contribute to a pooled fund, levied annually according to the environmental disturbance existing on each tenement at the reporting date. Levies paid into the MRF are available to the regulator for use in rehabilitation if the operator fails to meet their rehabilitation obligations. The Rehabilitation Liability Estimate (RLE) is calculated for each tenement and a proportion of that RLE is paid to DMIRS each year. Westgold paid >\$650,000 for FY21.	3
NPI & NGER (DWER and the Clean Energy Regulator)	Report on pollution and substance emissions and the measures taken to control and/or reduce emissions and usage.	8

Environmental Incidents

Once of the simplest and most important ways we monitor and assess our environmental performance is by tracking the number of environmental incidents that occur as a result of our activities. An incident does not necessarily mean there has been a non-compliance or non-conformance with an approval instrument, as we encourage the reporting of all environmental incidents, no matter the perceived insignificance.

Westgold uses an event management system to record environmental incidents, which are then classified according to the severity of the potential impact to the environment. Level 1 incidents have no or minimal potential impact and level 4 incidents have the greatest potential or actual cumulative impact over time. All incidents that are classified as Level 3 or above are reported directly to the Board for review.

To promote the importance of environmental management, a new initiative was established in FY21 which linked environmental incident performance with the employee incentive and bonus scheme. The bonus scheme now actively rewards employees for taking proactive measures to reduce the number and severity of environmental incidents.

In FY21, Westgold committed to providing additional leadership and training to its employees. Improvements were made to the process of tracking legal obligations and a strong emphasis was placed on hazard reporting and rectification. These initiatives were implemented to reduce the risk and incidence of environmental harm.

For FY21, there were zero high or extreme potential environmental incidents and no prosecutions or fines issued.

	Level 1	Level 2	Level 3	Level 4
FY21	9	13	0	0
FY20	13	9	3	0

Managing Exploration Rehabilitation

In November 2020, a regulator inspection observed and recorded numerous drill holes that were not temporally capped or appropriately rehabilitated and posed a potential hazard to humans and animals. This incident was deemed a breach of tenement conditions, mining regulations and rehabilitation commitments.

Our first response was to immediately cap and rehabilitate the open drill holes in order to make the area safe. We were extremely disappointed that these deficiencies were not identified by our internal systems and completed a full investigation into the matter in order to find the root cause of the incident.

In addition to the above action, Westgold completed a full and thorough audit of all legacy drill holes to confirm that all holes had been capped and rehabilitated in accordance with tenement conditions and applicable regulations.

Westgold reported the rehabilitation works, along with the audit and investigation findings to DMIRS, and have committed to providing progress updates on legacy drill hole rehabilitation activities within our annual environmental reports each year to DMIRS.

As a result of our proactive and comprehensive response, no further action was taken by DMIRS and the incident was closed out without fines, infringement notices or enforcement action being pursued by the department.



2.3 Mine Closure and Rehabilitation

Why is this Important for Westgold?

The development of a mining operation, including the establishment of processing facilities and infrastructure, usually involves the permanent alteration of existing landforms, disturbance to flora, disruption of faunal habitats, hydrological impacts and potentially some level of contamination.

Although mine-site rehabilitation is a legal obligation for all mining projects in Western Australia, it is also an activity in which we can clearly demonstrate our sustainable development commitment to key stakeholders.

In recognition of this, mine closure and rehabilitation are material topics for Westgold and we understand that rehabilitating land disturbed by mining activities is fundamental to responsible mining.

Rehabilitation and mine closure are also important to Westgold as it provides an opportunity to protect, restore or enhance biodiversity values.

We acknowledge that the future of the mining industry is dependent on the legacy it leaves and recognise that to maintain our social licence to operate and gain access to future resources we

need to demonstrate that we can effectively manage and close mines with the support of the local people and communities that live or have interest in the areas in which we operate.

Ongoing engagement with key stakeholders and the community throughout the life of mine is essential in determining the agreed post mining end land use and ensuring that sustainable regional communities endure.

Our Approach

Westgold understand that mine closure planning commences with feasibility planning, involves progressive rehabilitation during operations and culminates with final decommissioning, rehabilitation and relinquishment. With this understanding, our strategy is to plan, identify, allocate, manage, implement, monitor, review and adapt. We believe this systematic approach will help us realise our goal of managing all identified closure risks to meet stakeholder and community expectations, restore or limit impacts to biodiversity values, and achieve the best possible rehabilitation outcomes that will provide confidence and surety to regulators during the relinquishment process.

Our planning begins well before operations commence, when we engage expert environmental professionals to delineate the biodiversity values of our mining areas. The resulting information is essential for the identification of key risks to biodiversity and the effective design of management programs and rehabilitation and closure objectives.

We plan in advance and, ensure funds are allocated to cover the costs of implementing rehabilitation and closure tasks and identify issues that pose risks to successful closure, rehabilitation and relinquishment of our mines, and manage environmental impacts during operations to minimise and reduce the extent and severity of residual impacts that will remain at the completion of mining.

This includes progressive rehabilitation, which we aim to complete before active mining ceases. By managing impacts during operations, we are able to reduce our footprint and limit the amount of un-rehabilitated or disturbed land. We then implement well developed rehabilitation, revegetation and monitoring plans, and undertake scientific trials to explore new rehabilitation options and alternatives.

Our monitoring data is critically analysed and reviewed to identify trends, track progress towards meeting or adapting our mine closure completion criteria.

We apply industry leading practice, adaptive management and innovation in combination with government guidelines and guidance material, and strive to meet the five key components of successful rehabilitation and mine closure:

1. closed mines are physically safe for humans and animals
2. long-term stability and sustainability of the landforms, soils and hydrology of the site
3. partial or full repair of ecosystem capacity to provide habitats for biota and services for people
4. prevention of pollution of the surrounding environment
5. closed mines are capable of sustaining an agreed post mining land use

Another key aspect of the mine closure planning process is the development of qualitative completion criteria which we consider and develop at the approval stage and then refine, update and improve as activities progress and continue into post closure management. We are mindful that throughout the

life of mine there are opportunities for continual refinement to ensure completion criteria are robust and will best demonstrate that closure objectives have been met.

The final step in the mine closure process is obtaining agreement on the final post mining end land use. Selection of a post-mining end land use is considered by some to be the single most important decision in mine closure planning, as all mine closure and rehabilitation activities should be defined based on the post mining land use. While we understand that the most likely and appropriate post mining end land use is influenced by site-specific environmental and social factors, the most appropriate post-mining land use is always determined through extensive consultation with key stakeholders, including potential end land users and/or managers.

Our Performance

All Westgold mining operations have approved mine closure plans in place. Closure costs are updated annually to reflect ongoing rehabilitation, any additional disturbances, infrastructure changes, changes in unit costs, updated mine plans, and financial metrics. In addition, closure plans are updated when substantial changes to the mining layout and/or infrastructure have occurred and to incorporate updated inputs from community consultation and new technologies.

Tenement holders operating on tenure as per the Mining Act, 1978 are required to report data on land disturbance and land under rehabilitation to DMIRS under the Mining Rehabilitation Fund Act 2012. The table below provides a summary of land disturbance and rehabilitation information for FY19, FY20 and FY21, consolidated for all Westgold. Information on MRF fees paid to the state are also shown.

Rehabilitation Status	FY19*	FY20	FY21
Land disturbed (ha)	2,306	2,236	2,246
Land under rehabilitation (ha)	4,033	4,132	4,185
MRF fee paid	\$665,340	\$646,253	\$655,739

*Does not include land sold off in subsequent years

Areas Mined And Progressively Rehabilitated

During FY21, Westgold successfully mined and completed significant amounts of progressive rehabilitation works at a number of mining localities within our CGO and MGO mining precincts. This included progressive rehabilitation works at Lady

Rosie, Fender 700, South Victory, Black Swan South (legacy remedial works), Rheingold (legacy remedial works), Great Fingal, Crème d’Or, Kinsella, Five Mile Well and the Maid Marion mining areas. We also completed a significant amount of work to improve rehabilitation success:

- Seed collection
- Seed viability and germination trials
- Stakeholder consultation
- Waste Rock Dump (WRD) trials (Lady Rosie Geomorphic WRD and Black Swan South Jute Matting Project)
- Remedial works on legacy WRDS (Black Swan South and Rheingold)
- WRD reclamation (crushing and screening of the Great Fingall WRD for use as road base by Main Roads)
- Investigations and research into rehabilitation cover materials and preferential seed selection

Financial Provision For Closure

Within our approved mine closure plans, we provide detailed information on financial provisioning for mine closure. This includes a list of fully costed closures tasks that must be completed to rehabilitate, close and relinquish a mine site or mining area.

All cost estimates for rehabilitation and closure related tasks and activities have been subject to independent external auditor review to confirm assumptions and estimates.



\$22,661,723

CGO



\$32,585,638

MGO



\$14,557,360

FGO



2.4 Tailings Management

Why is this Important for Westgold?

Tailings management is a critical part of managing the risks of the waste produced from the mining process. The design of a Tailings Storage Facility (TSF) is influenced by many factors including proximity to employees, communities, infrastructure and geological conditions, as well as the composition of the tailings.

TSFs must be constructed and operated in a manner that prevents embankment wall failure and minimises the risk of contamination to local groundwater systems via seepage

While Westgold's TSFs are small, away from populations and present a low risk to communities and the environment, we acknowledge the external interest in mine tailings management.

We are committed to constructing, operating and decommissioning TSFs in a safe and compliant manner consistent with regulatory requirements, applicable guidelines and industry standards. This management approach applies throughout the TSF life cycle including planning, design and construction, maintenance, decommissioning, rehabilitation and post-closure monitoring and maintenance.

Our Approach

Inspections

Tailings facilities are inspected by trained operators and expert technical staff as frequently as several times daily, with formal staff inspections at least once per month for our operating facilities. The frequency of inspection of our legacy facilities is determined based upon their state of closure and overall risk profile.

Westgold's environmental management system in place for the safe operation and monitoring of tailings facilities includes the following measures to prevent the catastrophic failure of tailings facilities and to implement best practices:

- Monitoring and measurement (ground survey (GPS and remote sensing), piezometers and groundwater analysis);
- Operational inspections (TSF inspections are conducted as frequently as twice daily in accordance with internal and regulatory requirements);
- Annual TSF audit and management review in general accordance with the Department of Mines, Industry Regulation and Safety (DMIRS)) (2013), 'Code of Practice: Tailings storage facilities in Western Australia';

- Third party reviews annually for operational TSF's;
- Operation of TSFs in accordance with site specific TSF Operation Manual and Emergency Response plan; and
- Internal governance reviews (Westgold's internal technical subject matter experts and responsible management team conducts internal management reviews on a regular basis).

External Reviews

All of our operating TSF's are subject to annual audits by independent external expert consultants. These audit reports are then submitted to regulators for review. When planning for new or expanded TSF's, we complete detailed environmental impact assessments, which are then verified or re-assessed by the relevant government regulatory agencies as part of the environmental permitting process.

Our Performance

Westgold currently manage 20 TSFs, of which four are active and 16 are closed/under rehabilitation no longer receiving tailings. Of the four active operated by Westgold, three are In-Pit where tailings is deposited into an existing mine void (In-Pit method) and one is above ground paddock style TSF (upstream deposition method).

Westgold currently has zero active downstream constructed TSF across all operations.

We regularly review our approach to tailings storage and consider learnings from peers to promote continual improvement, which we believe will ensure the most appropriate risk management measures are implemented and our facilities continue to perform at or above industry standards.

Westgold are continually improving the management of TSFs by incorporating industry best practice guidelines into our management system, including the Good Practice Guide for Tailings Management (ICMM, 2021). Westgold is committed to transparent disclosure of TSF related risks and performance throughout planning, design, construction, operation, maintenance, monitoring, closure and post closure activities.

We are implementing the Global Industry Standard on Tailings Management (GISTM) to improve our management, governance and disclosure and will report progress FY22.

Further disclosure information on our TSFs can be found in About this report section.



2.5 Waste Rock Management

Why is this Important for Westgold?

Governments, communities and investors continue to expect good environmental governance, including how we manage waste rock at our operations to meet compliance obligations, strive for positive environmental outcomes and maintain our licence to operate. Waste rock consists of approximately 15% of the blasted material underground and 97% of the material excavated from an open pit.

Mine waste materials identified as having deleterious properties often require specific management and placement within waste landforms to minimise impacts to the surrounding environment. Series of controls are implemented to ensure the safe handling and storage of waste rock.

Our Approach

To identify whether materials to be excavated from our pits could pose risks to the environment or require specific management measures, we ensure all waste rock is subject to laboratory analysis.

Using collected drill samples laboratory testwork and analysis is undertaken to determine the physical and chemical characteristics of all materials that are excavated from the open pit and underground

mines. Laboratory results are interpreted to provide an overall analysis of the expected ore and waste materials to be excavated ahead of mining. We are then able to plan and implement strategies for the management of waste, including any problematic materials that may be present.

Westgold is then able to plan and implement strategies for the management of waste, including problematic materials. All our material characterisation assessments are undertaken to meet the most up-to-date and relevant guidance material, which recommend that materials characterisation results provide the following information:

- The potential for acid to be generated from exposed rock material;
- The concentration of trace elements and potential for mobilisation to downstream environments when exposed to the surface environment;
- The presence of fibrous or radioactive materials, which may be damaging to human and animal health if released;

- The salinity of materials, which may affect the viability of topsoil as a growth medium and the ecosystem of surface water environments if not contained; and
- The suitability of specific waste rock and topsoil materials for WRD rehabilitation.

As mine waste characterisation involves the determination of the physical and geochemical properties of waste rock (including fresh, transitional and oxide material), we can use this information to determine which materials are most suitable for use in WRD construction, and where in the landform they should be placed.

For example, fresh benign material is ideal for use on the outer sections of the WRD, and we can use these materials confidently creating a stable and non-polluting landform. Oxide material can be dispersive, saline and prone to hardsetting. Such materials are not ideal for the creation of a stable landform particularly if the WRD is constructed using conventional methods and without benign fresh rock capping or armouring.

Where there is a shortage of fresh material or an excess of oxide or dispersive materials, we investigate innovative and alternative solutions to waste rock management.

Once a WRD has been constructed, we complete post-construction audits to confirm the landform meets design requirement. We then conduct ongoing maintenance and monitoring activities to track the landforms performance.

The monitoring data obtained is vital in refining, updating and reaching agreement on our final mine closure completion criteria. Monitoring and maintenance activities are not just limited to WRDs that we have been responsible for constructing.

As company that has acquired a large number of tenements in the Murchison and Bryah Basin regions, we have inherited dozens of legacy WRDs that while built to the approval standard of the day, may not all have been as well planned and executed as the WRDs we constructed ourselves.



For legacy WRDs, we use monitoring data to identify areas requiring remedial works in order to prevent potential environmental harm from dispersive materials and take a “control and contain” approach to their management. Given we have multiple WRDs constructed on our tenure using the same or very similar materials to which we plan to or currently excavate, we use legacy WRDs as reference sites, for benchmarking or to conduct trials.

We use the knowledge gained from reviewing existing landforms to ensure newly constructed WRDs deliver the best possible environmental outcomes and can meet agreed mine closure completion criteria.

Our Performance

In FY21, we produced, removed and handled 8,608,353 million tonnes of waste rock material and constructed a total of four WRDs, all of which were subject to post construction audits to confirm design requirements were met. This included construction of the Lady Rosie WRD, which was a geomorphic landform.

To the best of our knowledge, this was the first truly geomorphic landform approved and constructed in Western Australia (see case study). The Lady Rosie WRD was subject to post construction SIBERIA modelling to confirm that the WRD was conducted in accordance with the intent of the planned design.

Parameter	Waste Rock (tonne)
CGO	4,562,671
CGO	3,729,553
FGO	316,129
TOTAL	8,608,353

WRD constructed in FY21	WRDs under construction in FY21
Maid Marion	Jims Find
Five Mile Well	Fender
Lady Rosie	City of Chester
Fender 700	Sabbath
	Aladdin
	South Emu

The post construction modelling also confirmed erosion rates of the as-built landform matched those rates modelled using the concept design.

In addition to the four WRDs that were constructed in FY21, construction work commenced on a further six WRDs. These WRD remain under construction and have not yet been shaped or profiled to meet final design requirements. In preparation for future mining, we also collected drill samples for waste characterisation from five prospective mining areas.

Other activities undertaken to improve waste rock management performance: Consolidated all waste rock characterisation reports (including any available laboratory reports) into a single report for each major site.

These consolidated reports have resulted in important information being easily accessible and digestible for Westgold environmental staff, decision makers and regulatory agencies. The report(s) continue to be updated as waste characterisation results come to hand.

- Provide mentoring to environmental personnel to foster and develop in-house waste characterisation skills;
- Utilise UAV technology and associated software to monitor WRDs during and post construction; and
- Commence trials using jute matting on the Black Swan South WRD, a legacy landform that has significant erosion related issues.

CASE STUDY

Westgold implemented two innovative waste rock dump (WRD) rehabilitation initiatives during 2020/21. The Black Swan South WRD, which is located along the Cue-Beringarra Road in the Cuddingwarra Project area, was partially remediated using jute matting following 15 years of erosion. The Lady Rosie WRD, which is also located within the Cuddingwarra area, was constructed as a geomorphic landform.

Erosion is extensive in legacy landforms at Cuddingwarra due to the nature of the material with which each WRD is constructed. The landforms were constructed using predominantly oxide waste, which is commonly dispersive and sodic in nature.

Westgold typically employs the industry-accepted method of preferentially placing fresh rock, which has been determined to be physically stable and chemically benign, on the outer batters of a predominantly oxide WRD. A key limitation at Cuddingwarra is that there is insufficient fresh waste to sufficiently encapsulate the oxide material.

These innovative WRD designs are expected to reduce overall erosion rates, improve embankment slope stability and to subdue and elongate hydrologic responses.



Erosion on the Black Swan South WRD (constructed 1999-2006)

Black Swan South Jute Matting Trial

Westgold selected jute matting for the remediation of the Black Swan South WRD as the product is designed to hold moisture and provide a stable surface for the establishment of early coloniser seedlings. Jute matting is utilised in residential and local government applications for erosion control on sandy embankments and sand dune repair but is not commonly utilised in the mining industry. If vegetation sufficiently establishes before the jute mesh breaks down, the slope will remain resistive to erosive forces such as rainfall and wind.



Installation of Jute Matting on Black Swan South WRD

Lady Rosie Geomorphic Landform

Traditionally, mine landforms utilise uniform slopes and graded straight lines to allow for simplified design and construction methods. This approach tends to result in a topography that erodes easily.

Geomorphic design principles are based on replicating natural / analogue surface water and erosion patterns to arrest erosion rates to as low as practicable. Materials erosion testing (flume testing) and landform evolution modelling (using SIBERIA) were undertaken to design the Lady Rosie WRD, which was constructed FY21.

The design considers the landscape and key environmental factors, accounting for:

- sub-watershed size, drainage patterns, and overland flow path length/ slope found on locally similar landforms;
- concave hillslopes;
- channel widths, based on expected flow and in alignment with regional analogues; and
- low flow watercourses that meander across the channel width at a radius of curvature similar to that found on locally similar materials.
- The method reduces reliance on rock capping, improves aesthetics at closure and achieves good environmental outcomes where competent rock is lacking in availability.



2.6 Water Management



Why is this important for Westgold?

Responsible use and stewardship of water is a material topic for Westgold because a significant quantity of this shared resource is required for our mining, milling and mineral processing operations.

We understand that our water usage and management is of interest to various regulatory agencies, our surrounding communities, environmental protection organisations, and the public in general. Potential impacts that can occur at the source, point-of-use or downstream are dependent on the proximity of sensitive environmental or social receptors, and can be influenced by water availability, recreational use, ecosystem health or community needs.

We believe that it is important for all stakeholders to demonstrate how we sustainably manage water resources by our commitment to effective risk management, responsible water use and preserving water quality.

Our Approach

We recognise that impacts from the abstraction, discharge and use of water need to be thoroughly understood and managed. We engage independent experts to complete detailed hydrogeological studies and consider the findings and recommendations

when planning, developing and operating our mines. Our environmental team ensures that the necessary knowledge of groundwater, surface water and the communities dependent on these systems is documented and well communicated, so that the extent of potential impacts can be assessed and managed appropriately through a risk based, outcome focused model, that considers sensitive environmental receptors and community expectations.

We value the importance of site specific data, and continue to obtain information through the implementation of our monitoring and sampling programs which ensure risk management measures are appropriate and effective.

The vast majority of water used onsite comes from groundwater sources that are usually accessed via existing mining voids or constructed water bores. A large portion of this water is usually returned to the environment as transferred pit dewater, or pit dewater discharged to surface water systems. Westgold's water management strategy is focused on protecting the quality of local water resources and systems, as well as minimising the amount of water used during operations.

We strive to both reduce our water use and to recycle water wherever possible. Through careful

and considered management, we are able to reduce our environmental impact through responsible use, reuse, storage and release of water. We aim to understand life of mine water requirements as well as embedding strategic water security planning into pre-feasibility studies and operational management.

We seek to exceed community expectations and industry standards, and always meet our compliance obligations. We believe that our commitment to the transparent disclosure of water related risks and performance throughout all stages of the mine life cycle will allow for critical review and continual improvement in how we manage water.

Our Performance

Water abstraction and discharge activities remained fully compliant with regulatory approvals throughout FY21, with the bulk of water abstracted from groundwater resources (mining voids and water bores) being transferred between pits to allow mining to occur safely below the water table, or sent to the mill for use in crushing and processing activities.

A small portion of water abstracted during the period was discharged to a surface water system or used for dust suppression.

We operate under five groundwater licences (regulated under the RIWI Act 1914) that permit us to abstract groundwater from local aquifers in the Murchison region. The combined total of groundwater that we are authorised or entitled to abstract each year is 6,438,094 kL (6438 ML). In FY21, we abstracted less than 30% of our combined allocated licence limit and continue to be frugal with our water use, only using it when it is absolutely necessary.

Under one of our five approved prescribed premise licenses (regulated under the Environmental Protection Act 1986), we also discharged pit dewater to the environment during FY21. The pit dewater originated from our Maid Marion deposit and was authorised to be discharged to a minor ephemeral watercourse due to the good quality of the water being abstracted and discharged.

As part of this approval, we completed strict monitoring activities such as daily visual inspections, weekly drone monitoring, monthly vegetation monitoring (using Normalised Difference Vegetation Index) and quarterly monitoring of water from the Maid Marion pit and discharge site. The results of these monitoring activities were provided to the Department of Water and Environmental Regulation (DWER) and confirmed that no adverse environmental impacts resulted from our operations.

Water allocation limit (kL)	Water abstracted (kL)	% of total allocation used
22,750,000	6,438,094	28%

As part of our forward planning and risk management practices, we have reviewed the latest predictive hydrological modelling (Aqueduct) to see whether our operational sites fall within a high water stress area. Aqueduct is a data platform run by the World Resources Institute (WRI) and the Aqueduct tools map water risks such as floods, droughts, and stress, using open-source, peer reviewed data.

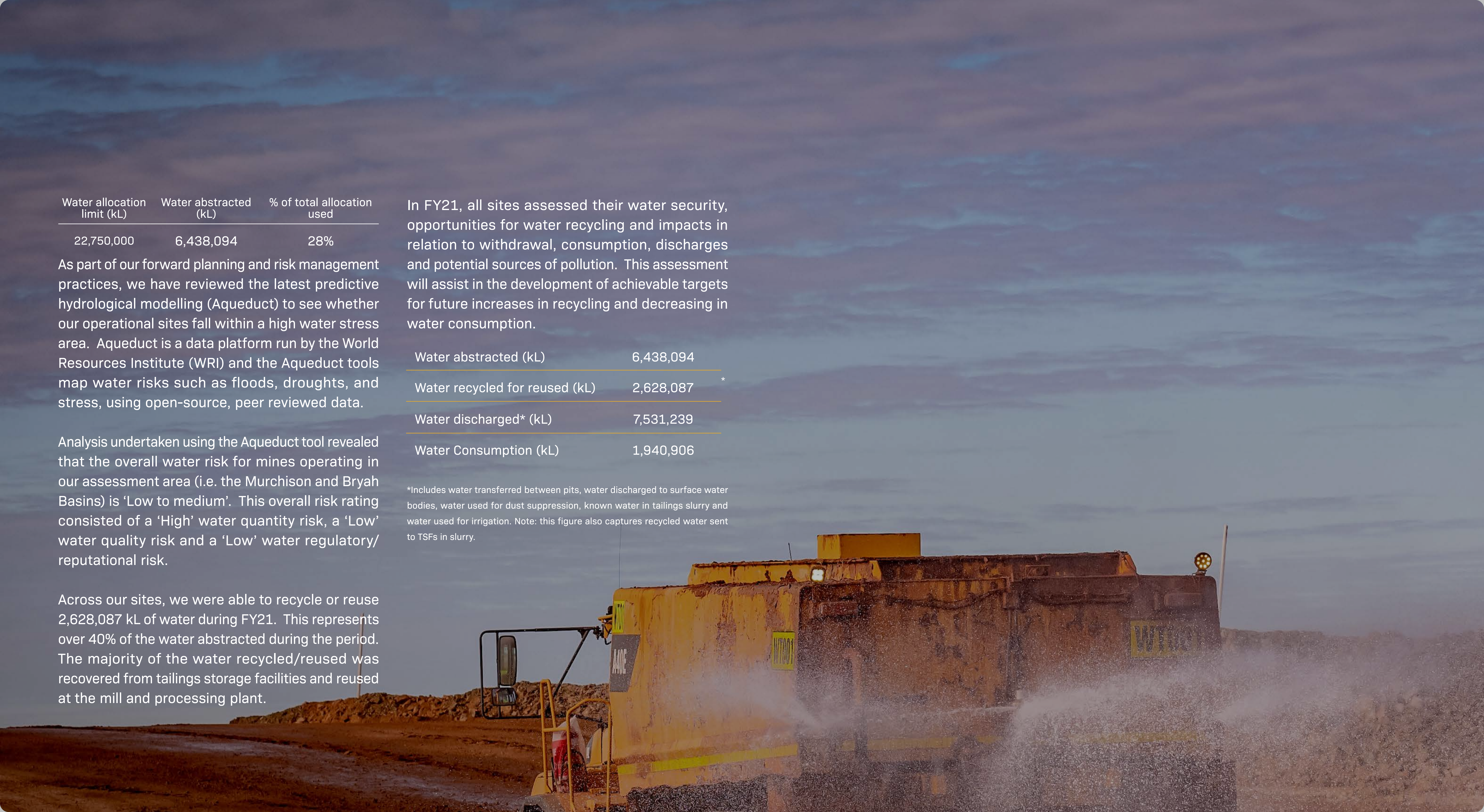
Analysis undertaken using the Aqueduct tool revealed that the overall water risk for mines operating in our assessment area (i.e. the Murchison and Bryah Basins) is 'Low to medium'. This overall risk rating consisted of a 'High' water quantity risk, a 'Low' water quality risk and a 'Low' water regulatory/reputational risk.

Across our sites, we were able to recycle or reuse 2,628,087 kL of water during FY21. This represents over 40% of the water abstracted during the period. The majority of the water recycled/reused was recovered from tailings storage facilities and reused at the mill and processing plant.

In FY21, all sites assessed their water security, opportunities for water recycling and impacts in relation to withdrawal, consumption, discharges and potential sources of pollution. This assessment will assist in the development of achievable targets for future increases in recycling and decreasing in water consumption.

Water abstracted (kL)	6,438,094
Water recycled for reused (kL)	2,628,087 *
Water discharged* (kL)	7,531,239
Water Consumption (kL)	1,940,906

*Includes water transferred between pits, water discharged to surface water bodies, water used for dust suppression, known water in tailings slurry and water used for irrigation. Note: this figure also captures recycled water sent to TSFs in slurry.



03

SOCIAL



3.1 Westgold in the Face of COVID-19

Why is this Important to Westgold?

Westgold utilises a predominantly fly-in, fly-out (FIFO) and drive-in, drive-out (DIDO) workforce to operate its Murchison gold assets. Ongoing state and regional border closures, often with less than 24 hours' notice, continued to impact operations during the year.

At the onset of COVID-19 restrictions, approximately 85% of our personnel were domiciled in Western Australia, the remaining 15% commuting from outside of Western Australia. Consequently, to sustain our operations in the face of snap lock downs, border closures and travel restrictions, Westgold dynamically responded to the ever-changing environment to protect its workforce and sustain operations.

The financial impact of COVID-19 is difficult to estimate but it is clear that many of the inputs to our business have escalated during FY2021 as sector demand for labour, equipment and mining consumables outstripped short-term availability.

Westgold did not apply for or receive any COVID-19 funding support from the Federal or State governments during FY2021.

Our Approach

Westgold continues to closely monitor the health advice across Australia and work cooperatively with government departments and other stakeholders to mitigate impacts of COVID-19.

Since the outbreak of the COVID19 pandemic we have focused on the well-being of our workforce and the communities in which we operate whilst ensuring business continuity.

Westgold have implemented a detailed Infectious Control Management Plan which provides guidance on activities to be undertaken to ensure the ongoing protection of our workforce during the pandemic and going forward. Further to this in March 2020 we established a COVID 19 Committee to implement protocols to reduce the risk of potential outbreaks and improve how our organisation operates in a COVID-19 landscape. The COVID-19 committee was able to make informed decisions based on expert government advice, which was then communicated to the workforce in the form of information and instructions which enabled operations to continue without significant disruption to the business.

Our Performance

Our objective is to ensure that our workplaces are safe and that mitigation strategies to prevent the spread of COVID 19 are robust. Actions that we have taken include but not limited to:

- Restricted access to our sites and screening at entry points;
- Increased cleaning;
- Risk Assessments for high touch areas throughout our operations;
- Implementation of vehicle hygiene kits;
- Isolation procedures on-site;
- Adjustments to rosters to reduce shift change overlap;
- Ban on non-essential travel;
- Working from home arrangements;
- Implementation of pre-packed meals within our accommodation facilities; and
- Covid19 email function to allow workforce to ask questions on processes.

We also provide frequent communication to keep our workforce informed of changing situations. As a result of the challenges faced during the COVID pandemic the company has learnt about the resilience of our people and what is possible.

Many of the fundamental processes developed during this period are now a part of our business-as-usual approach. In the line with the requirements of our Emergency Management Plans each operation has undertaken crisis management drills involving a COVID-19 outbreak on site.

As an important contributor to the Western Australian and Australian economies, we continue to work with government to help ensure our operations contribute positively to the economy and society through these challenging times.





“As an important contributor to the Western Australian and Australian economies, we continue to work with government to help ensure our operations contribute positively to the economy and society through these challenging times.”

FY2021 SAFETY SNAPSHOT

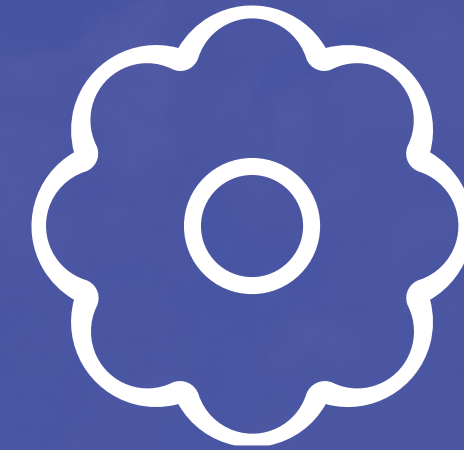
Rates as incidents per million labour hours



2.19
Lost Time Injury
Frequency Rate



33
Total Recordable Injury
Frequency Rate

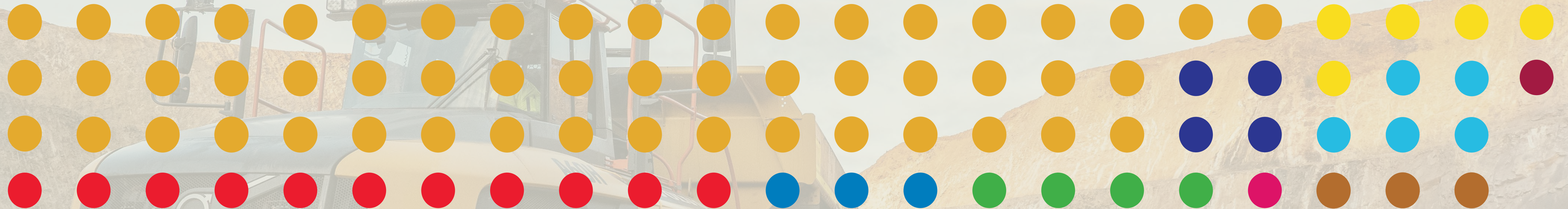


1
Fatalities from
work-related injuries



100%
of employees
covered by an OHS
management system

NATURE OF REPORTABLE INJURIES



53
Sprain/Strain



5
Fracture



5
Other Injuries



4
Foreign Body



4
Musculoskeletal



1
Dermatitis



11
Open Wound



3
Contusion



3
Dislocation



1
Fracture Vertebral



3.2 Workplace Health and Safety

Why is this important for Westgold?

Our primary focus remains the safety and wellbeing of our workforce, their families, our contracting partners, and the communities in which we operate.

Our Approach

The health, safety and wellbeing of our employees, contractors and local communities is paramount. We continuously strive to improve and enhance our health and safety systems through employee engagement, performance assessments and industry benchmarking. This approach is aligned to our Safety and Health Policy and our core value of Choose Safety. This value recognises that Safety is core to our business, and we are taking a more deliberate and proactive stance whereby we expect everyone to make a conscious choice to prioritise safety.

We expect everyone to take responsibility for their own safety as well as that of others and to take appropriate action when safety is compromised.

Our Performance

FY21 has seen a significant reduction in our lost time injury frequency rate from 5.58 at the beginning of July 2020 to 2.18 at the end of June 2021 which is a 61% reduction. This was a significant achievement, particularly in light of the unforeseen challenges and disruptions brought about by the COVID-19 pandemic.

Whilst we have seen this significant reduction in our Lost Time Injury Frequency rate it is with deep sadness that we report the loss of one of our colleagues at our Cue Gold Operations. During December Paige Counsell sustained fatal injuries in a workplace incident. Our deepest condolences are extended to the family, friends, and colleagues. This tragic incident reminds us of the path ahead and the need to eliminate fatalities. A thorough investigation has taken place to identify the causes of this incident and to share lessons learned across the Group, with the aim of preventing repeat or similar incidents.

We have achieved this overall reduction in LTIFR through driving leadership accountability, strengthening our culture, and by implementing various operationally targeted safety interventions.

These included COO safety led meetings with senior leaders from across our operations; instituting critical risk reviews; sharing of lessons learned and actions taken from incidents across the organisation; safety stops (voluntary events to pause production and talk with employees about safety) and enhanced reporting and progress tracking of safety improvement initiatives.

Additional to the above activities 2021 seen the addition of 17 new OHST positions created within the organisation to support the OHST function across all sites. The roles include but not limited to 6 Safety Advisors, 3 Risk and Compliance Personnel, 2 additional Processing Plant Trainers, 1 additional Open Pit Trainer.

OHS Management System

The health, safety and wellbeing of our employees, contractors and local communities is paramount. The Executive Leadership Team sets the direction for the Company's ongoing commitment to operating its sites to a high safety standard and in accordance with legislative requirements.

The company's Health and Safety Management system is aligned with AS4801:2001 Health and Safety Management Standard.

The Company has a comprehensive Health and Safety Management system in use across the Group. The Health and Safety Management system encompasses the following standards the Executive leadership team together with the sites leadership team continue to set the direction for a culture of continued improvement with leadership, capabilities, systems and reporting procedures.

Each site is required to implement proactive strategies to update and monitor its safety standards, behaviours and reporting.

Our continued focus on safety was reflected in the 63% reduction in our lost time injury frequency rate compared to the previous year.

Risk Management

At the beginning of 2021 three additional Risk and Compliance positions were created within the Company. The purpose of these additional positions is, in consultation with applicable operations review the Company's critical and emerging risks and ensuring identified critical risk controls are current, appropriate and implemented. This process is supported by our Risk Management Policy, Standard and related procedures and is consistent with ISO31000 Risk Management.



The Risk Compliance Team is headed up by a Group Risk and Compliance Superintendent and supported by two Risk and Compliance Advisers who are operationally based. The Risk and Compliance Team are currently establishing on site Risk Committees. The Risk Committee will be involved in the initial

review of the site’s critical risks and critical risk controls. In addition to the above the Company has purchased risk management software which is being implemented across the group to ensure all operation have visibility and control of their identified operational risks and controls.

Occupational Health Services

Our occupational health management strategy addresses the health risks facing our workforce. The strategy has two components, healthy workplace and fit for work

Health Workplaces



- Maintain a comprehensive and effective risk-based approach to the management of the health risks associated with our operations and activities ensuring the assessment and control or elimination of our work environment risk and exposures.
- Establish exposure action levels for priority contaminants

Managing risks to the health of our people is essential for their long-term wellbeing. We have various onsite programmes to manage occupational

diseases and exposure to health hazards. The most common health hazards in our workplace are working with heavy loads, noise, silica and diesel exhaust fumes.

The Company employs an occupational hygienist to monitor our employee’s exposures to these hazards and seek to control these exposures. Additional studies have been undertaken to understand whole body vibration of specific pieces of equipment within the company.

The beginning of 2021 has seen a commitment by the Company to redesign the Meekatharra Gold Operations onsite laboratory. With the redesign of this laboratory it is anticipated that employee’s exposure to health hazards such as silica will be eliminated.

Fit for Work

- Establish requirements for and monitor our employees physical and mental capability to carry out their work duties
- Provide appropriate support for employees whose capabilities are not consistent with those required for work
- Apply risk based medical programmes for pre-employment.

Our operations, recognizes the importance of managing mental health in the workplace, and accordingly has implemented a Wellness Induction. Initiatives include providing training programs in mental health first aid to equip employees with the skills to identify and assist in working with those struggling with mental health issues

Training

Training of our workforce is core to our OHS Management Systems. 2020/2021 has seen further enhancement of our training processes which include ongoing development of Mobile Equipment Operations and Familiarisation Manuals together with comprehensive practical assessment tools.

The Company utilises a combination of classroom training and e-learning tools. Westgold has a dedicated underground training facility located in Perth. The purpose of this training facility is to ensure all new underground employees are provided with an initial induction into what working underground entails, what our company expectations and requirements are when working underground. Upon completion of this training all employees are then provided with national accredited Work at Height training.



New to industry personnel are then required to participate in additional hands-on training at the facility prior to progressing to site. This training includes:

- Coupling and uncoupling
- Light vehicle isolations and pre-start
- What to do in the event of an emergency
- Cap lamp and hand signal
- Ground awareness
- Ventilation
- Isolations
- Hose repairs
- Service Standards

This training facility is second to none within the WA mining industry it provides an underground simulation which includes simulation of an underground fire and the emergency procedures to follow in the event employees are required use a refuge chamber.

FY21 has also seen the commencement of a comprehensive review of our Processing Plant training requirements to further enhance our current training processes and to provide a consistent training approach across all of our processing facilities. FY22 will see ongoing prioritisation of training that focuses on high-risk work act

Work Related Injuries

Whilst FY21 has seen a significant reduction in our lost time injury frequency rate from 5.58 at the beginning of July 2020 to 2.18 at the end of 2021, it is acknowledged that we still require a significant focus on activities to reduce of our disabling injuries. Analysis of these incidents have revealed almost 45% of injuries are related to strains and sprains as a result of manual handling.

Significant work has commenced with the introduction of additional manual handling training as part of the underground induction process together with a trial of trained personnel delivering on site warm up stretches prior to commencing work. Further to this the Company has reviewed its onsite injury management process and is currently implementing the use of Intellect Mobile Combi Units which provide electrotherapy and ultrasound therapy to ensure immediate onsite treatment of soft tissue injuries.

During December the organisation employed an Injury Management Advisor to assist in the immediate and ongoing management of injured employees.

2018	27.36
2019	25.02
2020	27.20
2021	28.94

Emergency Preparedness

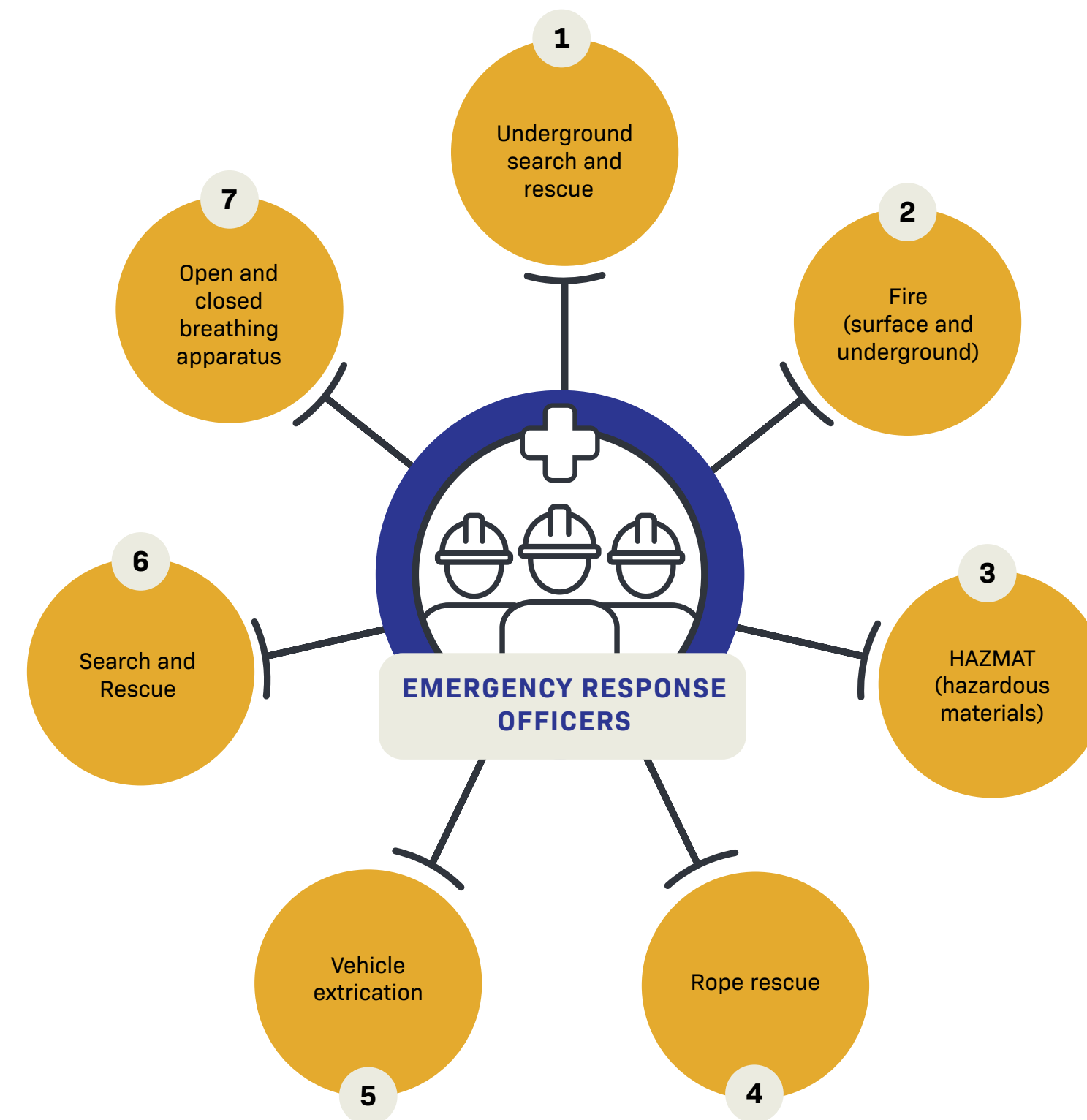
Effective emergency management is essential in protecting our people, the environment and our operations. Each of our operations have Emergency Management Plans which are supported by the corporate crisis management protocols.

Each operation has the expertise and equipment to provide immediate emergency response rescue. Our Site Emergency Response Teams comprise of members of our workforce (both surface and underground) and are led by dedicated Emergency Response Officers.

Our teams are trained and certified in:

- Underground search and rescue
- Fire (surface and underground)
- HAZMAT (hazardous materials)
- Rope rescue
- Vehicle extrication
- Search and Rescue
- Open and closed breathing apparatus

To further enhance our Emergency Response Team skills a dedicated emergency response training facility has been established at our Meekatharra Gold Operations which is central to all operations. The training facility has provision for all aspects of emergency response training and also allows for underground fire simulation training.





3.3 Employee Attraction, Engagement & Retention

Why is this Important for Westgold?

Attracting, recruiting and retaining the best people is critical to achieve our purpose – to deliver sustainable value. We believe that the long-term success and growth of Westgold is synonymous with the retention and development of our people. The loss of key personnel or a failure to attract, retain and motivate qualified personnel, could have a materially adverse effect on the Group’s business, financial position and operational performance.

In Australia we operate in regional geographic locations with highly competitive labour markets. In each location, we are creating a high-performing workforce with a talent pipeline for future leaders, including succession planning for critical roles. To maintain this advantage – and to attract, develop and retain the best people – it is essential that we embed a culture where people are valued, respected and motivated to fulfil their career potential.

Our Approach

The Company has always endeavored to operate as a responsible business and concern for the well-being of staff has remained central to our core values since inception. Westgold has taken steps to improve the profile of the Company within Western Australia by means of sponsorship opportunities, engagement with local communities in the regions we operate and recruitment drives that have been held on social media platforms in addition to physical networking opportunities in Perth and Regional Western Australia. Increasing the profile of Westgold has assisted with being recognised by experienced personnel looking to move to a new Company.

Our Performance

Westgold prides itself on the interpersonal relationships that exist within all areas of the business and the reasonably flat management structure that promotes interaction between all levels of the business.

FY21 saw the implementation of a quarterly bonus system utilised as a retention tool and an opportunity to engage our people in sharing in the Company achievements and having active knowledge of how the Company is performing. Our communication strategy is set to improve in FY22 with the introduction of additional forums to further engage our people and take them on the journey.

Personal and professional development has been identified as a key component of engaging the workforce in addition to retention opportunities. In previous years a strong focus has been made on the operational development by means of internal training opportunities that provide advancement within the business. Engagement with internal and external resources with a focus on capability studies and identification of areas for development for our people is underway with an intent of the development of a structured learning and development division that supports the “wants’ and “needs” of the workforce. The industry is well and truly experiencing a severe skills shortage and the benefits of developing from within and providing

growth opportunities assist in addressing this shortage and support the culmination of cultural improvement achieved with a stable workforce.

A review of parental entitlements is underway with the reporting period seeing an increase of maternity leave taken by females. 33% of females who undertook maternity leave made the decision not to return to the workforce. Another 33% remain on maternity leave whilst the remaining 33% have returned to Westgold on agreed flexible working arrangements including part time and working from home. In comparison, their male counterparts did not undertake parental leave in the period and our review is determining any improvements to our current entitlements that could promote a healthy work / life balance for young families, particularly at time of birth of a child.

The pandemic impacted our workforce like many around the world, in particular those that reside outside of Western Australia. Approximately 10% of our people reside in areas outside of Western Australia that have been affected by COVID with

requirements for quarantine. To assist these employees, Westgold provided financial assistance to allow the workforce to remain in Western Australia if their home state was subject to border closures. This interim arrangement has now been extended into an ongoing commuting allowance to assist employees who are facing the prospects of quarantining and the escalating costs of flights into Western Australia. Of the 10%, 3% were relocated to Western Australia with their families by Westgold.

Benchmarking against competitors within the resources sector is carried out biannually and resulted in significant adjustments for the majority of disciplines across the Group. Whilst a focus on personal and professional development has been present, the value of a competitive remuneration package forms a key attraction and retention tool for the Group. Non-monetary benefits are being further investigated in the fields of lifestyle and commercial benefits that our workforce can enjoy.

The Westgold Employee Assistance Program has remained in place and is available for all employees and their family members. This free and confidential counselling service is utilised in person onsite, the use of telehealth sessions and in person appointments external to the workplace. 73 external sessions were undertaken by the workforce in addition to 24 sessions that took place onsite.

Looking Forward

The implementation of a HRIS system has been approved and is currently in the development phase. The system, ActionHRM, will provide a variety of improvements including but not limited to:

- Recruitment and onboarding process
- Management of personnel records
- Performance management tools and resources
- Communication forums
- Data compilation for reporting purposes inclusive of dashboards
- Self-service kiosk for all employees





3.4 Diversity and Inclusion

Why is this Important for Westgold?

An inclusive workplace that values the difference people from diverse backgrounds bring to the Group promotes creativity and the benefit of exposing the workforce to new and greater skillsets and experiences that in turn can result in higher levels of employee engagement.

Our Approach

Westgold recognises the value in a diverse workforce and aims to improve on the current diverse state. The CEO position at Westgold is unique in that it is held by a female, the only female CEO of a major Australian gold miner. The position was awarded on merit, and this is further reflected in all appointments made within the Group where gender, age and / or multicultural background is not grounds for a decision to be made.

At current state, the Westgold Board has a make-up of 20% female members in addition to the Leadership team consisting of a 45% female cohort. In stark contrast, the overall workforce consists of 12.4% females, a figure that Westgold would like to see improve in coming periods with active steps taken

to improve recruitment rates to include all genders inclusive of non-binary personnel.

Biannually an internal review of remuneration is carried out and at all times has confirmed a nil pay gap in relation to gender for identical roles performed.

The age spread across the group is that of 17 to 80 with approximately 41% of the workforce represented in the age group of 40 – 60. 52% of the workforce are between the ages of 21 to 39. The spread represents a strong combination of experience and emerging leaders that are benefitting from the experience within the Group in addition to professional and personal developments opportunities.

Multiculturalism is strongly represented in our workforce. The recent inclusion of 28 qualified Heavy Duty Diesel Fitters from the Phillipines has not only assisted with the well documented skilled trade shortage but in turn exposed the workforce to a different skillset and approach to work and everyday life.

Westgold supports employment applications from our Indigenous population and works with Aboriginal corporations in the communities that we operate in

to promote Indigenous employment. The current documented rate of indigenous employment stands at 0.4% of the workforce. A figure that Westgold works to improve.

Our Performance

In relation to gender, whilst the Leadership percentage is consistently strong, Westgold aims to improve the overall percentage of female and non-binary personnel by way of active recruitment with positions awarded on merit combined with a view of creating a more diverse environment.

The age spread is one that Westgold are comfortable with and the continued promotion of varying experience levels in both professional and personal lives will continue. The improvement in indigenous employment rates requires further addressing and efforts are being made to attract the applications of our First Nations people by means of continued involvement with indigenous organisations and continuous communication forums in the Murchison communities.





3.5 Native Title and Heritage

Acknowledgement of Country

At Westgold, we acknowledge the Traditional Custodians of the land upon which we operate and recognise their unique cultural heritage, beliefs, and connection to these lands, waters, and communities. We pay our respects to all members of these Indigenous communities, and to Elders past, present, and emerging. We also recognise the importance of continued protection and preservation of cultural, spiritual, and educational practices.

As we value treating all people with respect, we are committed to building successful and mutually beneficial relationships with the Traditional Custodians throughout our areas of operation.

Why is it Important for Westgold?

At Westgold, we understand that our operations are on lands owned and cared for by indigenous peoples and as such, native title holders and indigenous communities represent an important stakeholder in all of our activities.

Our Approach

Our aim is to build and maintain respect for indigenous culture, traditions and heritage within our workforces through education, cooperation and mutual awareness. In addition, Westgold operates under a number of land access agreements which govern our exploration and mining activities, compensation arrangements, monitoring and reporting requirements, and heritage identification and protection protocols.

To ensure compliance with both these agreements and broader community expectations, Westgold has formed an Indigenous Relations & Heritage Committee (Heritage Committee) whose membership includes senior managers from the operations, exploration, environmental, compliance and corporate teams. This committee is responsible for ensuring Westgold meets and exceeds community expectations in relation to its indigenous stakeholders.

Our Performance

In addition to responding to all enquiries from indigenous stakeholders on an as received basis, during FY21 Westgold held five formal meetings with its native title landowners to discuss completed and planned activities, heritage survey requirements and indigenous community engagement.

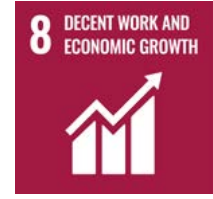
A total of nine indigenous heritage surveys were completed during the FY21 covering areas of proposed exploration and/or mining related activities. These surveys were organised and managed by the appropriate native title groups and supported by highly respected consultants in the fields of anthropology and archaeology.

The Heritage Committee, which was formed in April 2021, holds formal monthly meetings to discuss indigenous related matters and to review Westgold's performance against its formal obligations and community expectations.

04

GOVERNANCE





4.1 Economic Responsibility

Why is this important?

Our long-term sustainability as a company depends on our ability to deliver solid operational and financial results. Economic performance is a material topic for Westgold because the economic sustainability of our business is important to all our stakeholders and the communities we work within.

At Westgold good governance is fundamental to the way we work – not just in what we do, but in how we act and how we communicate. Our shareholders, staff, stakeholders and the regulators expect us to maintain sound governance and transparency.

Our Approach

We strive to create meaningful value through the responsible acquisition, development, operation and ultimately closure of gold mines, delivering shared value through effective partnerships and innovation while maintaining balance sheet strength and flexibility to act on compelling growth opportunities. At Westgold, we continuously monitor our performance and objectives, conduct opportunity and risk assessments, and integrate these findings into our business planning. Westgold's leadership

team understands that trust must be earned, and our success in the public markets and the communities in which we operate is based upon delivering on our commitments and upholding ethical business practices. We are committed to maintaining high environmental, safety and social standards while focusing on delivering the financial growth our shareholders expect.

Our economic strategy is focused on delivering strong production and cash flow generation, low cash costs, maintaining a strong and flexible balance sheet, and executing improvement and expansionary projects as planned. The Company is focused on improving productivity through operational excellence initiatives, value-added technologies and continuous improvement programs, and it will remain committed to optimising sustaining capital expenditures. This strategy positions the Company to generate leading returns and take advantage of growth opportunities.

Our Performance

Westgold remains the dominant explorer, developer, operator and gold mining company in the Murchison region. The Company has titles covering 1,300 km² across this highly prospective region and operates six underground mines, several open pits and

three processing plants (currently with an installed processing capacity of ≈4 Mtpa).

Westgold is unique in that it is an owner-operator of all of its underground and open pit mines and as such this vertical integration provides greater cost control and operating flexibility across the Company's assets.

Despite COVID-19 disruptions our operations continued and the fundamentals of our owner-operator model shone through and, despite the high fixed component of our costs, our team prudently managed our fiscal drivers solidly such that our key unit costs delivered better than expected guidance outcomes. Our flag is firmly planted in the Central Murchison region and a key milestone for the year was achieved in October 2020 when we produced our first million ounces of production, just short of four-years since commencing trading on the ASX as a separate Company. During the year we also completed the final divestment of all non-core assets external to this region.

The Group's production profile continues to grow and in FY2021 Westgold delivered a record 245,411 ounces from Murchison and Bryrah basin operations with the Company also establishing a new Exploration and Growth unit to define, explore

and develop the next suite of mineral assets within the Westgold landholding.

Our operating results reflect a solid improvement over the previous year with revenue increasing by 16% year on-year to \$571 million, total cost of sales decreasing by 2% to \$455 million, net profit after tax growing by 122% to \$76.7 million and at financial year end, a closing cash and cash equivalents balance of \$150.6 million leaving the Group in a solid trading position. We continued to build balance sheet strength over the year with net assets increasing by more than 16% to \$607 million.

For a detailed account of Westgold's financial and operational performance, see our Annual Report, including our audited financial statements.

ECONOMIC IMPACT



\$571M

Direct
Economic Value
Generated



\$158M

Employee
Wages and
Benefits



\$160K

Community
Investments



4.2 Ethics and Integrity

At Westgold, we want to be valued not only for the gold we produce but, more importantly, for how we conduct ourselves. We commit to the highest standards of ethical business practices and transparency as we continue to grow and expand our production. The Company aims to maintain the highest standard of lawful and ethical behaviour in business dealings and to behave with integrity in all its dealings with all our stakeholders including shareholders, employees, government, suppliers, Traditional Owners and the community.

The Board is responsible for setting the tone of legal, ethical and moral conduct to ensure that the Company is considered reputable by the industry and other outside entities. This involves considering the impact of the Company's decisions on the industry, its colleagues and the broader community.

Code of Conduct

The Board's policy is that all staff should conduct themselves in accordance with the highest ethical standards. Directors and employees are expected to act with integrity and objectivity, striving at all times to enhance the reputation and performance of the Company.

The Board has adopted a Code of Conduct which sets out standards for appropriate ethical and professional behaviour that applies to all employees, including Directors and management, when dealing with each other, shareholders, suppliers and the broader community. The Board is kept informed of any material breaches of the Company's Code of Conduct.

The Code of Conduct incorporates the Company's Corporate Values and requires all directors, officers and employees of Westgold to show respect for one and other, demonstrate respect for the law, act with integrity and diligence and to carry out their roles responsibly and economically.

The Code of Conduct is available to all employees and the Board via the Company's website.

Corporate Governance

In recognising the need for the highest standards of corporate behaviour and accountability, the Directors of the Company support and have adhered to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations [4th

Edition]. At Westgold we recognise that good corporate governance is central to building a long term sustainable business and protecting the interests of all key stakeholders. Good governance promotes employee and investor confidence and is more than just compliance.

Whilst the Board of Directors is responsible for Westgold's corporate governance, it is effectively a shared responsibility with all those who work at Westgold. Our corporate governance framework is a key piece of the architecture within which we function as an organisation and is enabled by our people working to our values.

The framework of policies, rules, relationships, systems and processes utilised by Westgold that guides how we manage risk, make decisions and develop the business demonstrates:

Policies

- Anti-Bribery & Anti-Corruption Policy
- ASX Disclosure Policy
- Board and Executive Remuneration Policy
- Climate Change Policy
- Commodity Risk Management & Hedging Policy
- Diversity Policy
- Environmental Policy
- Equal Opportunity Employment Policy
- Human Rights Policy
- Health and Safety & Fitness for Work Policies
- Modern Slavery Statement
- Performance Evaluation Policy
- Risk Management Policy
- Shareholder Communication Policy
- Security Trading Policy
- Tax and Duties Risk Governance Policy
- Westgold Resources Ltd Dividend Policy
- Whistleblower Policy



- Clearly defined oversight of corporate and operational responsibility that sets out the key result areas and key performance measures for all management;
- Continuous evaluation and gap analysis to ensure we are making informed decisions with the skills and experience to discharge our duties to the best of our ability and achieve the desired outcomes;
- On-going mitigation and/or elimination of risk in all areas and the preparation and implementation of policies procedures, guidelines, inductions and training manuals to manage risk and define the Company's expectations of all its employees and stakeholders;
- A focus on absolute compliance with lawful, ethical and responsible operations;
- A platform of internal controls and protections to ensure the integrity of data, records and other personal information collected in the course of our business;
- Systems built around the principles of our core values, integrity, accountability and continuous improvement;
- Policies and procedures to ensure continuous disclosure of all material events in compliance with statutory rules and regulations in an honest, timely, balanced and accurate manner; and
- Transparent communication with shareholders and investors.

The Company reviews its corporate governance standards, charters and policies regularly to ensure they are up to date with any changes in regulations and are in line with industry best practice.

All charters, standards and Company policies can be found in the Corporate Governance section of the Company's website.

Human Rights Policy

We aspire to be a business which recognises and respects the rights and dignity of all people by putting in place policies and procedures which aim to stamp out unethical practices from within our global supply chains and by ensuring all our people are free to operate in an inclusive environment regardless of race, religion, marital status, political beliefs or experience.

Sustainability, ethics and modern slavery in our Supply Chain

Contractors and suppliers are a crucial part of our business and we rely on them to ensure that we meet our overall operating strategy. Our contractors perform a range of services including camp management, haulage, drilling and transport of employees to mine sites. These services are

essential inputs into our value chain which support the success of the business.

The Westgold supply chain comprises a centralised purchasing, receipt and dispatch supporting regional inventory management and controls. As a purchaser of goods and services, we strive to respect human rights in supplier procurement through being committed to engaging suppliers who respect human rights and share our commitment to high ethical standards; and seek to make contractual arrangements with supplier that promote the principles contained in our Human Rights Policy and our Supplier Charter.

On a periodic basis, we review and revise our internal procedures to improve the way we assess, address, mitigate and prevent the risks of modern slavery occurring within our supply chain. We do this in recognition of the fact that striving to do better is the only way to bring about impactful change in the way we embed human right considerations in our procurement processes.

Modern Slavery

Through awareness and knowledge of our supply chains and a desire to nurture local and regional economic output we attempt to eliminate exposure

to suppression of human rights. Our expectation is that our suppliers uphold, endorse and drive our standards downstream through their own supply chains to ensure issues related to Modern Slavery as defined by the Act.

Frameworks, Charters and Policy Statements

- Audit & Risk Committee Charter
- Board Charter
- Board Skills Matrix
- Corporate Governance Statement
- Company Code of Conduct
- Modern Slavery Statement
- Remuneration and Nomination Committee Charter
- Tax Compliance Risk Framework

05

**OUR SUSTAINABILITY
REPORT**





5.1 About this Report

We will review our performance against these targets in next year's report.

The report outlines how we manage sustainability across our business, as well as our achievements at our operating mines during FY21. In this year's report, we have also included a table outlining Westgold's key FY22 Sustainability targets and objectives.

This Sustainability Report is a summary of Westgold Resources Limited's material sustainability topics and performance for the financial year ended 30 June 2021. All references to 'WGX', 'the Company', 'the Group', 'we', 'us' and 'our' refer to Westgold Resources Limited (ACN 009 260 306) and the entities it controlled, unless otherwise stated.

The report provides information about the Company's sustainability policies, practices and performance for the financial year ended 30 June 2021, and information for preceding years has been provided only where available and applicable. For completeness, any significant material event that occurs between the end of the financial year and the date on which this report is approved, is included.

Unless otherwise indicated, information reported refers to that of the Group as a whole. Financial figures are in Australian dollars unless otherwise stated. This FY21 report contains increased disclosures and additional content in the report align's the Group's disclosures to other external reporting frameworks, ratings or indices. There have been no material restatements of data from previous reporting.

The report is produced to be 'In Accordance' with the GRI (Global Reporting Initiative) Core Standards, and in partial compliance with the Task Force on Climate-Related Financial Disclosure (TCFD), covering the period from 1 July 2020 to 30 June 2021. This year we have also mapped our areas of focus to the United Nations Sustainable Development Goals (SDGs).

This report has been reviewed and approved by our Board of Directors and executive management. While this specific report has not been data assured, we aim to have the data used in future Sustainability Reports assured.

Sustainability is a key priority to all stakeholders, whether they are local communities, local and state governments, our shareholders, or our employees.

We are committed to honest and open disclosure of our performance. The disclosures we make in this report are an important mechanism for monitoring and improving our sustainability performance.

We intend to continue building on our sustainability disclosures in future Sustainability Reports, through a focus on sustainability priorities which are relevant to our business, our investors and other Stakeholders; better quality data; comparative data and we will disclose targets and their pathways to mitigate our footprint on the environment.

We look forward to your feedback and invite you to email us at perth.reception@westgold.com.au.

5.2 Data Linked to Material Topics

GRI 302-1 Energy Consumed by Facility and Source

Source	Activity	CGO	MGO	FGO	Corporate	Total GJ
Non-lubricant fluid oils	Energy Consumption - Liquid Fuels - Consumed without combustion	1,048	3,168	1,283		5,499
Diesel combusted	Fuel Combustion - Liquid Fuels - Electricity Generation	652,432	732,510			1,384,943
Diesel combusted	Fuel Combustion - Liquid Fuels - Non-Transport	278,053	267,289	94,242		639,584
LPG combusted	Fuel Combustion - Liquid Fuels - Non-Transport	5,648	19,180	7,065		31,893
Grease used as lubricant	Fuel Combustion - Liquid Fuels - Oils and greases	915	1,232	664		2,811
Lubricating oil used	Fuel Combustion - Liquid Fuels - Oils and greases	4,801	12,149	5,872		22,823
Diesel combusted	Fuel Combustion - Liquid Fuels - Transport	44, 527	88,368	19230		152,125
Electricity purchased	Scope 2 - Purchased Electricity				285	285
Electricity purchased	Scope 2 - Purchased Electricity - Other than main grid			121,387		121,387
						<u>2,361,350</u>

GRI 302-1 GHG Energy Consumed by Facility (Monthly)

Gross Energy Consumed (GJ)	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	June 2021	Total
CGO	87,372	76,898	80,805	79,652	84,265	87,310	72,062	78,675	89,060	79,902	84,899	86,524	987,424
MGO	90,723	78,789	91,314	86,404	94,247	92,572	85,747	97,715	91,435	104,118	105,876	104,967	1,123,907
FGO	29,017	14,661	14,184	25,874	14,229	18,926	29,047	19,612	19,775	20,658	27,703	16,058	249,744
Perth	23	23	23	25	25	26	21	22	25	23	23	25	284
Total	207,135	170,361	186,326	191,955	192,766	198,834	186,877	196,024	200,295	204,701	218,501	207,574	2,361,350

GRI 302-3 Energy Intensity by Facility (ore mined)

	CGO	MGO	FGO	Perth Corporate	Total
Energy Consumed (GJ)	987,424	1,123,896	249,744	285	2,361,350
Ore mined (Tonne)	1,241,500	1,361,399	805,368		3,408,266
Intensity (MJ/t)					692.8

GRI 302-3 Energy Intensity (gold produced)

	CGO	MGO	FGO	Perth Corporate	Total
Energy Consumed (GJ)	987,424	1,123,896	249,744	285	2,361,350
Gold produced (Troy oz)	82,086	103,084	60,265		245,435
Intensity (MJ/oz)	5,172.5	9,637.7	4,144.1		9,621.1

GRI 302-3 Energy Intensity by Facility (ore processed)

	CGO	MGO	FGO	Perth Corporate	Total
Energy Consumed (GJ)	987,424	1,123,896	249,744	285	2,361,350
Ore processed	1,278,991	1,685,490	822,326		3,786,807
Intensity (MJ/t)	332	589.4	303.7		623.6

GRI 305-1 GHG Scope 1 by Facility and Source

Activity	Source	CGO t CO2-e	MGO t CO2-e	FGO t CO2-e	Total t CO2-e
Fuel Combustion - Liquid Fuels - Electricity Generation	Diesel combusted	45,801	51,422		97,223
Fuel Combustion - Liquid Fuels - Non-Transport	Diesel combusted	19,519	18,764	6,616	44,899
Fuel Combustion - Liquid Fuels - Non-Transport	LPG combusted	342	1,162	428	1,933
Fuel Combustion - Liquid Fuels - Oils and greases	Grease used as lubricant	4	4	2	10
Fuel Combustion - Liquid Fuels - Oils and greases	Lubricating oil used	67	169	82	317
Fuel Combustion - Liquid Fuels - Transport	Diesel combusted	3,135	6,222	1,354	10,711
Industrial Processes - Mineral Products - Use of soda ash	Soda ash usage	0	0	0	0
Total		68,868	77,743	8,482	155,093

GRI 305-1 GHG Scope 1 by Facility (Monthly)

Scope 1 (t CO ₂ -e)	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	June 2021	Total
CGO	6,088	5,352	5,642	5,562	5,877	6,094	5,024	5,492	6,236	5,589	5,896	6,017	68,869
MGO	6,235	5,439	6,314	5,930	6,526	6,407	5,957	6,761	6,378	7,260	7,328	7,209	70,990
FGO	1,245	201	226	1,046	222	508	1,325	677	650	743	1,229	410	8,482
Total	13,568	10,992	12,182	12,538	12,625	13,010	12,306	12,929	13,263	13,591	14,453	13,636	155,093

GRI 305-2 GHG Scope 2 by Facility and Source

	CGO	MGO	FGO	Perth Corporate	Total
Scope 2 - Purchased Electricity	0	0	0	54	54
Scope 2 - Purchased Electricity - Other than main grid	0	0	20,906	0	20,906
	0	0	20,906	54	20,959

GRI 305-2 GHG Scope 2 by Facility (Monthly)

Scope 2 (t CO ₂ -e)	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	June 2021	Total
CGO	0	0	0	0	0	0	0	0	0	0	0	0	0
MGO	0	0	0	0	0	0	0	0	0	0	0	0	0
FGO	1,789	1,877	1,792	1,774	1,790	1,774	1,660	1,596	1,747	1,681	1,706	1,721	20,906
Perth	4	4	4	5	5	5	4	4	5	4	4	5	54
Total	1,793	1,881	1,796	1,779	1,794	1,779	1,664	1,601	1,752	1,685	1,710	1,725	20,959

GRI 305-4 GHG Intensity by Facility (ore processed)

Parameter	CGO	MGO	FGO	Perth Corporate	Total
Scope 1 + 2 (t CO ₂ -e)	68,868	77,743	29,387	54	176,052
Ore processed (Tonne)	1,278,991	1,685,490	822,326	0	3,786,807
Intensity (kg CO ₂ -e/t)	23.2	40.8	35.7	0	46.5

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

Parameter	CGO	MGO	FGO	Perth Corporate	Total
Scope 1 + 2 (t CO2-e)	68,868	77,743	29,387	54	176,052
Gold produced (Troy oz)	82,086	103,084	60,265		245,435
Intensity (kg CO2-e/t)	362	667.8	487.6		717.3

GRI GHG Intensity (ore mined)

Parameter	CGO	MGO	FGO	Perth Corporate	Total
Scope 1 + 2 (t CO2-e)	68,868	77,743	29,387	54	176,052
Ore mined (Tonne)	1,241,500	1,361,399	805,368		3,408,266
Intensity (kg CO2-e/t)					51.7

GRI 305-7 Nitrogen oxides (NOX), Sulfur Oxides (SOX), and other significant air emissions

	SO2 kg	NOx kg	CO kg	Current PM<10µm (Combustion) kg	Current PM<10µm (Dust) kg	Current PM<10µm (Combustion + Dust) kg	PM <2.5µm kg	Total VOCs kg
CGO	612	754,319	515,944	43,416	2,135,878	2,179,294	41,943	39,196
MGO	437	811,046	378,827	46,882	2,092,672	2,139,554	45,317	43,084
FGO	198	351,574	165,782	20,043	440,222	460,266	19,339	17,774
Total	1,049	1,916,939	892,770	110,341	4,668,773	4,779,115	106,599	100,053

GRI 303-3 Water Withdrawal

Parameter	Unit	CGO	MGO	FGO	Total
Groundwater Withdrawal	ML	1,763	3,237	1,438	6,438
Produced Water Withdrawal	ML	0	0	0	0
Seawater Withdrawal	ML	0	0	0	0
Surface Water Withdrawal	ML	0	0	0	0
Third-Party Water Withdrawal	ML	0	0	0	0
Total	ML	1,763	3,237	1,438	6,438

GRI 303-3 Water Withdrawal

Parameter	Unit	CGO	MGO	FGO	Total
Freshwater Groundwater Withdrawal	ML	0	1,124	385	1,509
Other Groundwater Withdrawal	ML	1,763	2,113	1,503	4,929
Total	ML	1,763	3,237	1,438	6,438

ICMM-WAF Water Recycled and Reused

Parameter	Unit	CGO	MGO	FGO	Total
Total water recycled and reused	ML	1,124	1,447	57	2,628

GRI 303-4 Water Discharge

Parameter	Unit	CGO	MGO	FGO	Total
Groundwater Discharge	ML	446	1,366	445	2,257
Other Water Discharge (Water in Tailings Slurry)	ML	1,588	2,108	654	4,349
Seawater Discharge	ML	0	0	0	0
Surface Water Discharge	ML	739	276	0	1,015
Third-Party Water Discharge	ML	0	0	0	0
Total	ML	2,772	3,751	1,908	7,621

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

Parameter	Unit	CGO	MGO	FGO	Total
Fresh Groundwater Discharge	ML	8	622	0	630
Fresh Surface Water Discharge	ML	0	113	0	113
Other Groundwater Discharge	ML	438	744	445	1,627
Other Surface Water Discharge	ML	739	163	0	902
Other Water Discharge (Water in Tailings Slurry)	ML	1,588	2,108	654	4,349
Total	ML	2,773	3,751	1,908	7,621

GRI 305-5 Water Consumption

Parameter	Unit	CGO	MGO	FGO	Total
Total Water Consumption	ML	115	933	397	1,445

Water Licence Allocation

Parameter	Unit	CGO	MGO	FGO	Westgold
Percentage Used of Water Licence Allocation	%	14.8	48.7	38.9	28.9
Water Licence Allocation	ML	11,900	6,650	3,700	22,250

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

Parameter	Unit	CGO	MGO	FGO	Total
Total Monetary Value of Significant Fines	AUD\$	0	0	0	0
Total Number of Non-Monetary Sanctions	count	0	0	0	0
Cases brought through Dispute Resolution Mechanisms	count	0	0	0	0

MM1 Amount of Land Disturbed or Rehabilitated

Parameter	Unit	CGO	MGO	FGO	Total
Land disturbed and not yet rehabilitated prior to reporting period	ha	821	1,062	457	2,340
Amount of land newly disturbed within the reporting period	ha	128	12	2	142
Amount of land newly rehabilitated within the reporting period	ha	45	40	0	85
Land disturbed and not yet rehabilitated	ha	904	1,034	459	2,397

MM1 Land Rehabilitation

Parameter	Unit	Westgold
Cumulative Area Disturbed	ha	6,511
Cumulative Area Rehabilitated	ha	4,217
Percentage of Rehabilitation to Disturbance	%	64.8

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

Parameter	Unit	CGO	MGO	FGO	Total
Overburden	tonne	0	0	0	0
Sludges	tonne	0	0	0	0
Tailings	tonne	1,261,129	1,685,490	1,475,130	4,421,749
Waste Rock	tonne	4,562,671	3,729,553	316,129	8,608,353
Total		5,823,800	5,415,043	1,791,259	13,030,102

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\$	22,661,723	32,585,638	14,557,360	32,585,638

Economic Performance Data Tables

GRI 201-1 Direct Economic Value Distributed

Parameter	Unit	Westgold
Operating cost	AUD\$	285,188,429
Employee wages and benefits	AUD\$	158,441,833
Payments to providers of capital	AUD\$	1,240,191
Payment to government	AUD\$	22,895,150
Community investments	AUD\$	160,035
Total		467,925,638

GRI 201-1 Direct Economic Value Generated and Distributed

Parameter	Unit	Westgold
Economic value distributed	AUD\$	467,925,638
Direct economic value generated	AUD\$	571,170,198
Economic value retained	AUD\$	103,244,560
Total		1,142,340,396

GRI 201-4 Financial assistance received from government

Parameter	Unit	Westgold
Financial incentives received	AUD\$	28,500
Royalty holidays received	AUD\$	491,619
Tax relief and tax credits received	AUD\$	129,188
Total		649,308

GRI 102-8 Scale of organisation - Financials

Parameter	Unit	Westgold
Net sales	AUD\$	571,170,198
Total capitalisation	AUD\$	652,436,145
Debt	AUD\$	45,075,838
Equity	AUD\$	607,360,307

GRI 102-9 Supply Chain

Parameter	Unit	Westgold
Estimated payments made to the supplier	AUD\$	489,070,968
Total suppliers engaged	count	2,116

GRI 102-38 Annual total compensation ratio

Parameter	Unit	Westgold
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	9.74
Total		9.74

GRI 102-39 Percentage increase in annual total compensation ratio

Parameter	Unit	Westgold
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	37.6
Total		37.6

Employee performance data tables

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

Parameter	Unit	CGO	FGO	MGO
Rate of new employee hires	%	81.8	71.1	68.4
Rate of employee turnover	%	85	72	70

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

Parameter	Unit	CGO	FGO	MGO
New employee hires (male)	Count	229	96	251
New employee hires (female)	Count	31	10	29
Rate of new employee hires (male)	%	72	61.9	63.7
Rate of new employee hires (female)	%	9.75	6.45	7.36
Employee turnover (male)	Count	236	100	256
Employee turnover (female)	Count	33	9	27
Rate of employee turnover (male)	%	74.2	64.5	65
Rate of employee turnover (female)	%	10.4	5.81	6.85

GRI 401-1 New employee hires and employee turnover

Parameter	Unit	CGO	FGO	MGO	Total
New employee hires (<30 years old)	Count	72	43	89	204
New employee hires (30-50 years old)	Count	134	43	131	308
New employee hires (>50 years old)	Count	54	20	60	134
New employee hires (male)	Count	229	96	251	576
New employee hires (female)	Count	31	10	29	70
New employee hires (WA)	Count	236	100	259	595
New employee hires (Interstate)	Count	24	5	21	51
New employee hires (International)	Count	0	0	0	0
Employee turnover (<30 years old)	Count	66	37	85	188
Employee turnover (30-50 years old)	Count	145	45	129	319
Employee turnover (>50 years old)	Count	58	27	69	154
Employee turnover (male)	Count	236	100	256	592
Employee turnover (female)	Count	33	9	27	69
Employee turnover (WA)	Count	235	106	256	597
Employee turnover (Interstate)	Count	34	3	27	64
Employee turnover (International)	Count	0	0	0	0

Employee performance data tables

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

Parameter	Unit	CGO	FGO	MGO
New employee hires (<30 years old)	Count	72	43	89
New employee hires (30-50 years old)	Count	134	43	131
New employee hires (>50 years old)	Count	54	20	60
Rate of new employee hires (<30 years old)	%	22.6	27.7	22.6
Rate of new employee hires (30-50 years old)	%	42.1	27.7	33.3
Rate of new employee hires (>50 years old)	%	17	12.9	15.2
Employee turnover (<30 years old)	Count	66	37	85
Employee turnover (30-50 years old)	Count	145	45	129
Employee turnover (>50 years old)	Count	58	27	69
Rate of employee turnover (<30 years old)	%	20.8	23.9	21.6
Rate of employee turnover (30-50 years old)	%	45.6	29	32.7
Rate of employee turnover (>50 years old)	%	18.2	17.4	17.5

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

Parameter	Unit	CGO	FGO	MGO
New employee hires (WA)	Count	236	100	259
New employee hires (Interstate)	Count	24	6	21
New employee hires (International)	Count	0	0	0
Rate of new employee hires (WA)	%	74.2	64.5	65.7
Rate of new employee hires (Interstate)	%	7.55	3.87	5.33
Rate of new employee hires (International)	%	0	0	0
Employee turnover (WA)	Count	235	106	256
Employee turnover (Interstate)	Count	34	3	27
Employee turnover (International)	Count	0	0	0
Rate of employee turnover (WA)	%	73.9	68.4	65
Rate of employee turnover (Interstate)	%	10.7	1.94	6.85
Rate of employee turnover (International)	%	0	0	0

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

Parameter	Unit	CGO	MGO	FGO
Disability and invalidity coverage	Option	Yes	Yes	Yes
Employee assistance program	Option	Yes	Yes	Yes
Parental leave	Option	Yes	Yes	Yes
Quarterly bonus	Option	Yes	Yes	Yes

GRI 401-3 Parental Leave

Parameter	Unit	CGO	MGO	FGO	Total
Male employees entitled to parental leave	Count	298	79	347	724
Female employees entitled to parental leave	Count	29	7	37	73
Male employees that took parental leave	Count	0	0	1	1
Female employees that took parental leave	Count	5	0	1	6
Male employees that returned to work after parental leave	Count	0	0	1	1
Female employees that returned to work after parental leave	Count	0	0	1	1
Male employees that returned to work after parental leave and employed 12 months after returning to work	Count	0	0	0	0
Female employees that returned to work after parental leave and employed 12 months after returning to work	Count	0	0	1	1

GRI 401-3 Parental Leave

Parameter	Unit	CGO	FGO	MGO
Retention rate of male employees who took parental leave	%	0	0	0
Retention rate of female employees who took parental leave	%	0	0	0
Return to work rate of employees who took parental leave (male)	%	0	0	100
Return to work rate of employees who took parental leave (female)	%	0	0	100

GRI 405 Diversity & Opportunity

Parameter	Unit	CGO	FGO	MGO
Operational employees	count	161	74	191
Operational employees (30-50 years old)	%	45.3	40.5	55
Operational employees (<30 years old)	%	29.2	39.2	27.2
Operational employees (>50 years old)	%	25.5	20.3	17.8
Operational employees (female)	%	6.83	12.2	8.9
Operational employees (male)	%	93.2	87.8	91.1

GRI 405-1 Diversity of trades employees

Parameter	Unit	CGO	FGO	MGO
Trades employees	count	61	33	74
Trades employees (30-50 years old)	%	59	54.5	48.6
Trades employees (<30 years old)	%	18	12.1	31.1
Trades employees (>50 years old)	%	22.9	33.3	20.3
Trades employees (female)	%	1.64	0	1.35
Trades employees (male)	%	98.4	100	98.7

GRI 405-1 Diversity of administrative employees

Parameter	Unit	CGO	FGO	MGO
Administrative employees	count	7	3	5
Administrative employees (30-50 years old)	%	85.7	66.7	40
Administrative employees (<30 years old)	%	0	0	0
Administrative employees (>50 years old)	%	14.3	33.3	60
Administrative employees (female)	%	100	100	100
Administrative employees (male)	%	0	0	0

GRI 405-1 Diversity of supervisory employees

Parameter	Unit	CGO	FGO	MGO
Supervisory employees	count	28	15	29
Supervisory employees (30-50 years old)	%	35.7	46.7	62.1
Supervisory employees (<30 years old)	%	14.3	0	6.9
Supervisory employees (>50 years old)	%	50	53.3	31
Supervisory employees (female)	%	0	0	0
Supervisory employees (male)	%	100	100	100

GRI 405-1 Diversity of management employees

Parameter	Unit	CGO	FGO	MGO
Management employees	count	27	14	30
Management employees (30-50 years old)	%	44.4	50	53.3
Management employees (<30 years old)	%	0	0	3.33
Management employees (>50 years old)	%	55.6	50	43.3
Management employees (female)	%	3.7	0	3.3
Management employees (male)	%	96.3	100	96.7

GRI 405-1 Diversity technical employees

Parameter	Unit	CGO	FGO	MGO
Technical employees	count	34	16	65
Technical employees (30-50 years old)	%	44.1	43.8	44.6
Technical employees (<30 years old)	%	41.2	56.3	49.2
Technical employees (>50 years old)	%	14.7	0	6.2
Technical employees (female)	%	20.6	12.5	23.1
Technical employees (male)	%	79.4	87.5	76.9

GRI 401-1 Diversity of all employees (count)

Parameter	Unit	CGO	FGO	MGO	Total
Operational employees	count	161	74	191	426
Trades employees	count	61	33	74	168
Administrative employees	count	7	3	5	15
Supervisory employees	count	28	15	29	72
Management employees	count	27	14	30	71
Technical employees	count	34	16	65	115
Total		318	155	394	867

GRI 405-1 Diversity of all employees (%)

Parameter	Unit	CGO	MGO	FGO
Total employees (30-50 years old)	%	47.8	45.8	52.3
Total employees (<30 years old)	%	23.9	27.1	27.9
Total employees (>50 years old)	%	28.3	27.1	19.8
Total employees (female)	%	8.49	9.03	9.9
Total employees (male)	%	91.5	91	90.1

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

Parameter	Unit	CGO	MGO	FGO
Basic salary and remuneration of women to men operational	ratio	0.818	0.688	0.806
Basic salary and remuneration of women to men trades	ratio	0.602	0	0.912
Basic salary and remuneration of women to men management	ratio	0.967	0	0.763
Basic salary and remuneration of women to men management	ratio	0.947	0.986	0.860

GRI 102-7 Scale of Organisation

Parameter	Unit	Westgold Company
Total number employees	count	1,051
Total number operations	count	3
Quantity of products or services provided	count	2

GRI 102-8 Information on employees (gender)

Parameter	Unit	Westgold Corporate
Permanent employees (male)	count	40
Permanent employees (female)	count	34
Temporary employees (male)	count	4
Temporary employees (female)	count	10
Total		88

GRI 102-8 Information on employees by region

Parameter	Unit	Westgold Corporate
Permanent employees WA	count	74
Temporary employees WA	count	14
Total		88

GRI 403-8 Work-related injuries (count)

Parameter	Unit	CGO	MGO	FGO
Number of all employees and workers	count	725	320	742
Number of all employees and workers who are covered by an occupational health and safety management system	count	725	320	742
Percentage of all employees and workers who are covered by an occupational health and safety system	%	100	100	100

Health and Safety performance data tables

GRI 403-9 Work-related injuries

Parameter	Unit	CGO	FGO	MGO	Total
Number of hours worked (employees)	hr	799,353	403,954	823,929	2,027,236
Number of hours worked (contractors)	hr	505,870	169,051	491,645	1,166,566
Number of high-consequence work-related injuries (employees)	count	2	2	2	5
Number of high-consequence work-related injuries (contractors)	count	1	1	0	2
Number of recordable work-related injuries (employees)	count	21	15	30	66
Number of recordable work-related injuries (contractors)	count	10	2	12	24
Number of fatalities as a result of work-related injury (employee)	count	1	0	0	1
Number of fatalities as results of work related injury (contractor)	count	0	0	0	0

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

Parameter	Unit	CGO	FGO	MGO
Rate of high-consequence work-related injuries (employees)	rate	2.50	2.48	2.43
Rate of high-consequence work-related injuries (contractors)	rate	1.98	5.92	0
Rate of recordable work-related injuries (employees)	rate	26.3	37.1	36.4
Rate of recordable work-related injuries (contractors)	rate	19.8	11.8	24.2
Rate of fatalities as a result of work-related injury (employee)	rate	1.25	0	0
Rate of fatalities as results of work related injury (contractor)	rate	0	0	0

GRI 403-10 Work-related ill health

Parameter	Unit	CGO	FGO	MGO	Total
Cases of recordable work-related ill health (employees)	count	0	0	0	0
Cases of recordable work-related ill health (workers)	count	0	0	0	0
Fatalities as a result of work-related ill health (employees)	count	0	0	0	0
Fatalities as a result of work-related ill health (workers)	count	0	0	0	0
Total		0	0	0	0

Nature of reportable injuries

Parameter	Unit	CGO	FGO	MGO	Total
Amputation	count	0	0	0	0
Contusion	count	1	0	2	3
Dermatitis	count	0	0	1	1
Dislocation	count	2	0	1	3
Foreign body	count	1	0	3	4
Fracture	count	2	3	0	5
Fracture vertebral	count	0	1	0	1
Musculoskeletal	count	1	0	3	4
Open wound	count	4	2	5	11
Other injuries	count	2	3	0	5
Sprain/strain	count	18	8	27	53
Total		31	17	42	90

Performance in Economic Section - Additional

GRI 102-7 Scale of organisation - financials

Parameter	Unit	Westgold
Net sales	AUD \$	571,170,198
Total capitalisation	AUD \$	652,436,145
Debt	AUD \$	45,075,838
Equity	AUD \$	607,360,307

GRI 102-9 Supply Chain

Parameter	Unit	Westgold
Estimated payments made to the supplier	AUD \$	489,070,968
Total suppliers engaged	AUD \$	2,116

Performance in Economic Section - Additional

GRI 102-38 Annual total compensation ratio

Parameter	Unit	Westgold
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	9.74
Total		9.74

GRI 102-39 Percentage increase in annual total compensation ratio

Parameter	Unit	Westgold
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	37.6
Total		37.6

5.3 GRI Index

Category	GRI Standard	Disclosure	Location reference
Organisational Profile	102-1	Name of Organisation	About Westgold
	102-2	Activities, brands, products and services	About Westgold
	102-3	Location of headquarters	Annual Report
	102-4	Location of operations	About Westgold
	102-5	Ownership and legal form	Annual Report
	102-6	Markets served	Annual Report
	102-7	Scale of the organisation	Annual Report
	102-8	Information on employees and other workers	Social-Employee Attraction, Engagement and Retention
	102-9	Supply chain	Governance-Supply Chain
	102-10	Significant changes to the organisation and its supply chain	
	Strategy	102-11	Precautionary Principle or approach
102-12		External initiatives	
102-13		Membership of associations	About Westgold
Ethics and Integrity	102-14	Statement from senior decision-maker	Message from Chairman & CEO
	102-15	Key impacts, risks and opportunities	Governance
	102-16 102-17	Values, principles, standards and norms of behavior Mechanisms for advice and concerns	Governance
Governance	102-18	Governance structure	Annual Report
	102-19	Delegating authority	Annual Report
	102-20	Executive-level responsibility for economic, environmental, and social topics	Annual Report

Category	GRI Standard	Disclosure	Location reference
	102-21	Consulting stakeholders on economic, environmental, and social topics	About Westgold
	102-22 102-23	Composition of the highest governance body and its committees Chair of the highest governance body	
	102-24	Nominating and selecting the highest governance body	
	102-25	Conflicts of interest	
	102-26 102-27	Role of highest governance body in setting purpose, values and strategy	
	102-28	Collective knowledge of highest governance body	
	102-29	Evaluating the highest governance body's performance	
	102-30 102-31	Identifying and managing economic, environmental and social impacts	
	102-32	Effectiveness of risk management processes	Annual Report
	102-33	Review of economic, environmental and social topics	
	102-34	Highest governance body's role in sustainability reporting	
	102-35	Communicating critical concerns	
	102-36	Nature and total number of critical concerns	
	102-37	Remuneration policies	
	102-38	Process for determining remuneration	
	102-39	Stakeholders involvement in remuneration Annual total compensation ratio Percentage increase in annual total compensation ratio	

Category	GRI Standard	Disclosure	Location reference
Stakeholder Engagement	102-40	List of stakeholder groups	About Westgold
	102-41	Collective bargaining agreements	
	102-42	Identifying and selecting stakeholders	
	102-43	Approach to stakeholder engagement	
	102-44	Key topics and concerns raised	
Reporting Practice	102-45	Entities in Consolidated Financial Statements	Annual Report
	102-46	Defining report content and topic boundaries	Our Approach to Sustainability
	102-47	List of material topics	
	102-48	Restatements of information	In this Report
	102-49	Changes in reporting	
	102-50	Reporting period	
	102-51	Date and name of most recent report	
	102-52	Reporting cycle	
	102-53	Contact point for questions regarding the report	Message from Chairman & CEO
	102-54	Claims of reporting in accordance with GRI Standards	About this report
102-55	GRI Content Index	GRI Index	
102-56	External Assurance	About this report	

Category	GRI Standard	Disclosure	Location reference
Economic	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Governance-Contribution to Economic Development
	103-3	Evaluation of the management approach	
	201-1	Direct economic value generated and distributed	
	202-2	Financial implications and other risks and opportunities due to climate change	Environment- Climate Change, Energy and Emission
	202-3	Defined benefit plan obligations and other retirement plans	NA
	202-4	Financial assistance received from government	NA
Environment Climate Change, Energy and Emissions	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Environment- Climate Change, Energy and Emission
	103-3	Evaluation of the management approach	
	302-1	Energy consumption within the organisation	
	302-2	Energy intensity	
	302-3	Reduction of energy consumption	
	302-4	Reductions in energy requirements of products and services	
	305-1	Direct (Scope 1) GHG Emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	GHG emissions intensity	
	305-4	Reduction of GHG emissions	
305-5	Emissions of ozone-depleting substances (ODS)		

Category	GRI Standard	Disclosure	Location reference
Environment Water and Effluents	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Environment-Water Management
	103-3	Evaluation of the management approach	
	303-1	Interactions with water as a shared resource	
	303-2	Management of water discharge-related impacts	
	303-3	Water withdrawal	
	303-4	Water discharge	
Closure Management	303-5	Water consumption	Environment- Mine Closure Management
	MM3	The relevance of risks associated with specific types of waste will be determined by risk assessment.	
	MM3	The relevance of risks associated with specific types of waste will be determined by risk assessment.	
	MM1	Total land disturbance and not yet rehabilitated (A: opening balance) Total amount of land newly disturbed within the reporting period FY2021 (B); Total amount of land newly rehabilitated within the reporting period FY2021 to the agreed end use (C); Total land disturbed and not yet rehabilitated (D = A + B -C; closing balance)	
	MM10	Does the operation have an up-to-date closure plan in place? Financial Provision for Closure	

Category	GRI Standard	Disclosure	Location reference
Environment Compliance	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Environment-Environmental Compliance
	103-3	Evaluation of the management approach	
	307-1	Non-compliance with environmental laws and/or regulations?	
Employee, Attraction, Engagement and Retention	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Social-Employee attraction, engagement and retention
	103-3	Evaluation of the management approach	
	401-1	New employee hires and employee turnover	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3	Parental leave	
Occupational Health and Safety	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Social -Health and Safety
	103-3	Evaluation of the management approach	
	403-1	Occupational health and safety management system	
	403-2	Hazard identification, risk assessment and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety system		
403-9	Work related injuries		
403-10	Work related ill health		

Category	GRI Standard	Disclosure	Location reference
Diversity and Equal Opportunity	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Social – Diversity and Equal Opportunity
	103-3	Evaluation of the management approach	
	405-1	Diversity of governance bodies and employees	
	405-2	Ratio of basic salary and remuneration of women to men	
Indigenous peoples	103-1	Explanation of the material topic and its Boundary	Our Approach to Sustainability
	103-2	The management approach and its components	Social-Native Title and Heritage
	103-3	Evaluation of the management approach	
	411-1	Incidents of violations involving rights of indigenous peoples	

5.4 Tailings Disclosure

WESTGOLD RESOURCES LTD Fortnum Gold Operations Tailings Storage Facilities Table

1. "Tailings Facility" Name/Identifier	TSF2	Toms In-Pit	Nathans	TSF Peak Hill
2. Location	25°20'04.74"S 118°20'50.00"E	25°19'38.23"S 118°21'50.41"E	25°18'47.63"S 118°17'59.08"E	
3. Ownership	Owned and Operated	Owned and Operated	Owned (Legacy Site)	Owned (Legacy Site)
4. Status	Active	Active	Closed	Closed
5. Date of initial operation	1996	2019	1989	1988
6. Is the Dam currently operated or closed as per currently approved design	Yes	Yes	Yes	Yes
7. Raising method	Upstream	In pit	Centreline	Upstream
8. Current Maximum height (m)	15	0	6	18
9. Current Tailings Storage impoundment volume (m3)	5,350,000,000	900,000,000		
10. Planned Tailings Storage Impoundment volume in 5-year time (m3)	6,950,000,000	1,280,000,000		
11. Most recent independent expert review	TailsCon 2020	TailsCon 2020	2018	
12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance, and/or closure	Yes	Yes		No
13. What is your hazard categorisation of the facility, based on the consequence of failure?	Medium	Very Low	Low	Low
14. What guideline do you follow for the categorisation?	DMP 2013	ANCOLD 2012	DMP 2013	DMP 2013

WESTGOLD RESOURCES LTD Fortnum Gold Operations Tailings Storage Facilities Table

15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)	No	No	No	No
16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose	External	External	External	External
17. Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	Yes,2016	Yes, 2019	No	No
18. Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes
19. Have you, or do you plan to assess tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.. Over the next two years	Yes	Yes	Yes	Yes
20. Any other relevent information (e.g. links to disclosures etc). These clarifications relate to footnotes from other questions. eg, (Q1 Relates to Question 1	Currently not in use but has not yet reached capacity.		Nathans TSF is fully rehabilitated	“Consists of four cells that abut. Cell 1 constructed 1988, Cell 2 & 3 constructed 1990, Cell 4 constructed 1995. All cells have been fully rehabilitated.

WESTGOLD RESOURCES LTD Cue Gold Operations Tailings Storage Facilities Table

1. "Tailings Facility" Name/Identifier	TSF1 Tuckabianna	TSF2 Tuckabianna	Julies Reward In-Pit	Big Bell TSF	Big Bell Historic Tailings
2. Location	27°26'56.99"S, 118° 8'18.42"E	27°26'49.26"S, 118° 8'0.95"E	27°26'51.26"S, 118°08'39.37E	27°18'21.58"S, 117°39'1.44"E	27°18'47.63"S, 117°39'27.07"E
3. Ownership	Owned and Operated	Owned and Operated	Owned and Operated	Owned (Legacy Site)	Owned (Legacy Site)
4. Status	Closed	Inactive	Active	Closed	Closed
5. Date of initial operation	1989	1995	2018	1987	1913
6. Is the Dam currently operated or closed as per currently approved design	Yes	Yes	Yes	Yes	Yes
7. Raising method	Upstream	Upstream	Pit in fill	Upstream	Uncontained
8. Current Maximum height (m)	20	12	0	20	5
9. Current Tailings Storage impoundment volume (m3)	4,300,000	3,100,000	1,970,000	17,400,000	2,150,000
10. Planned Tailings Storage Impoundment volume in 5-year time (m3)	4,300,000	3,200,000	3,600,000	17,400,000	2,150,000
11. Most recent independent expert review	None available	CMW Geosciences 2020	CMW Geosciences 2020	2002 Soil and Rock Engineering	1999 SRK Consulting
12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance, and/or closure	No	Yes	Yes	Yes	No
13. What is your hazard categorisation of the facility, based on the consequence of failure?	Low	Very Low	Low	Low	Low
14. What guideline do you follow for the categorisation?	DMP 2013	ANCOLD 2012	DMP 1999	DMP 2013	DMP 2013
15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)	No	No	No	No	No
16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose	External	External	External	External	External
17. Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	No	No	No	No	No
18. Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes
19. Have you, or do you plan to assess tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.. Over the next two years	Yes	Yes	Yes	Yes	Yes
20. Any other relevent information (e.g. links to disclosures etc). These clarifications relate to footnotes from other questions. eg, (Q1 Relates to Question 1					Dump shaped and covered with coarse rock 2004.



WESTGOLD RESOURCES LTD Meekatharra Gold Operations Tailings storage Facilities Table

1. "Tailings Facility" Name/Identifier	TSF1 Reedy	TSF2 Reedy	TSF1 Kurara	TSF2 Kurara	Ingliston Tails	Bassett's West In Pit	Bluebird TSF	Paddy's Flat TSF	Haveluck TSF and Heap Leach	Bluebird East In-Pit TSF	Haveluck	Fenian Historic
2. Location	27°06'55.54"S, 118°16'41.72"E	27° 6'57.63"S 118°16'4.52"E	27° 2'20.67"S 118°17'7.17"E	27° 2'13.37"S 118°16'37.16"E	26°36'1.90"S 118°30'46.42"E	26°43'10.46"S 118°26'49.79"E	26°42'47.67"S 118°24'57.91"E	26°37'26.62"S 118°29'32.24"E	26°33'40.52"S 118°30'12.07"E	26°43'0.83"S 118°26'16.62"E	26°34'14.34"S 118°30'13.90"E	26°36'32.86"S 118°30'31.38"E
3. Ownership	Owned (Legacy Site)	Owned (Legacy Site)	Owned (Legacy Site)	Owned (Legacy Site)	Owned (Legacy Site)	Owned and Operated	Owned (Legacy Site)	Owned (Legacy Site)	Owned (Legacy Site)	Owned and Operated	Owned (Legacy Site)	Owned (Legacy Site)
4. Status	Inactive	Inactive	Closed	Closed	Closed	Inactive	Closed	Closed	Closed	Active	Closed	Closed
5. Date of initial operation	1987	1997	1984	1987	1897	1999	1985	1989	1984	2016	1986	Unknown
6. Is the Dam currently operated or closed as per currently approved design	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7. Raising method	Upstream	Upstream	Upstream	Upstream	Downstream	In Pit	Upstream	Upstream	Downstream	In Pit	In Pit	Downstream
8. Current Maximum height (m)	19	7	12	12	5	0	20	20	10	0	0	<5
9. Current Tailings Storage impoundment volume (m3)	6,080,000	1,400,000	532,200	1,920,000	75,000	9,600,000	69,000,000	13,000,000	4,400,000	9,400,000	Unknown	339,100
10. Planned Tailings Storage Impoundment volume in 5-year time (m3)	6,080,000	1,400,000	532,200	1,920,000	75,000	9,600,000	69,000,000	13,000,000	4,400,000	9,400,000	Unknown	339,100
11. Most recent independent expert review	1997,Coffey	1997,Coffey				2020,CMW Geosciences	2002,Soil & Rock Engineering	1999		2020,CMW Geosciences	1995	
12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance, and/or closure	Yes	Yes	No	No	No	Yes	Yes	No	No	Yes	No	No
13. What is your hazard categorisation of the facility, based on the consequence of failure?	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low
14. What guideline do you follow for the categorisation?	DOME 1996	DOME 1996								DMP 2013		


WESTGOLD RESOURCES LTD Meekatharra Gold Operations Tailings storage Facilities Table

15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)	No	No	No	No	No	No	No	No	No	No	No	No
16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose	External	External	External	External	External	External	External	External	External	External	External	External
17. Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	No	No	No	No	No	No	No	No	No	No	No	No
18. Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes	Yes, Yes
19. Have you, or do you plan to assess tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.. Over the next two years	No	No	No	No	No	Yes	No	No	No	Yes	No	No
20. Any other relevant information (e.g. links to disclosures etc). These clarifications relate to footnotes from other questions. eg, (Q1 Relates to Question 1									Remedial works following a blow out in the wall of TSF 2 onto the Heap Leach Pad completed in 2006 signed off by DOIR in 2000			



WESTGOLD
RESOURCES LIMITED

www.westgold.com.au