



**WESTGOLD**  
RESOURCES LIMITED

# SUSTAINABILITY REPORT 2023

WESTGOLD RESOURCES LIMITED

personal use only



# TABLE OF CONTENTS

## ABOUT THIS REPORT 3

Scope	3
Reporting Disclosures	3
External Assurance	3
Contact	3
FY23 Highlights	4

## A MESSAGE FROM OUR MANAGING DIRECTOR 5

## WESTGOLD RESOURCES 6

Acknowledgement of Country	6
About Westgold	6
1.1 Our Purpose and Ambition	7
1.2 Our Values	7
1.3 Our Operations	8

## BECOMING A RESPONSIBLE GOLD MINER 9

2.1 Sustainability Context	10
2.2 Our Material Topics	11
2.2.1 Determining Topics	11
2.2.2 Westgold's Material Topics	13
2.3 Our Approach to Governance	15
2.3.1 Sustainability Committee	15
2.3.2 ESG Working Group	16
2.4 Conducting our Business with Integrity	17
2.4.1 Corporate Governance	17
2.4.2 Human Rights	17
2.4.3 Code of Conduct	18
2.4.4 Speaking Up	18
2.4.5 Bribery and Corruption	18
2.4.6 Tax Transparency	18
2.4.7 Compliance Training	19
2.4.8 Cyber Security	19

## THE PEOPLE WE IMPACT 20

3.1 Our Approach	21
3.2 Creating Value for our Employees	22
3.3 Protecting our Workforce	23
3.3.1 Managing Safety at Westgold	23
3.3.2 Safety Training and Communication	24
3.3.3 Safety Performance	25
3.3.4 Health and Wellbeing	26
3.3.5 Psychosocial Risks	27
3.3.6 Emergency Preparedness	27
3.4 Addressing Modern Slavery	28
3.4.1 Modern Slavery Risks in our Operations and Supply Chain	28
3.4.2 Managing Supplier Relationships	28
3.5 Supporting our Communities	29
3.5.1 Driving Local Employment	29
3.5.2 Investing in Communities	30

## THE LANDS WE WORK ON 31

4.1 Our Approach	32
4.2 Respecting the Rights of Indigenous Communities	33
4.2.1 Relationship and Engagement with Indigenous People	33
4.2.2 Land Access Agreements	34
4.2.3 Improving Cultural Awareness	34
4.3 Managing Climate Risks	35
4.3.1 Transitioning our Operations to New Energy Systems	35
4.3.2 Aligning with the Recommendations of the Task Force on Climate-related Financial Disclosures	37
4.4 Reducing our Impact on the Environment	38
4.4.1 Environmental Impact Assessment	38
4.4.2 Environmental Incidents	39
4.4.3 Waste Management	39
4.4.4 Tailings Storage Facilities Management	39
4.5 Protecting Local Water Systems	42
4.5.1 Access to Water	42
4.5.2 Water Risk	42
4.6 Protecting Biodiversity	43
4.7 Mine Closure and Rehabilitation	44
4.7.1 Land Access and Permitting	44

## DISCLOSURES 45

5.1 GRI CONTENT INDEX - GRI STANDARDS 2021	46
5.2 SASB INDEX	51
5.3 DATA TABLES	52

personal use only



# ABOUT THIS REPORT

## SCOPE

This report provides a summary of Westgold Resources Limited's sustainability performance for the financial year ended 30 June 2023, and has been prepared for its stakeholders.

Unless otherwise stated, the information in this report applies to the entire Group. All references to "Westgold," "Westgold Resources," "WGX," "the Company," "the Group," "we," "us," and "our" refer to Westgold Resources Limited (ACN 009 260 306) and its subsidiaries. All financial figures are in Australian dollars, unless otherwise stated. The Westgold Resources Board of Directors and executive management have reviewed and approved the information in this report.

## REPORTING DISCLOSURES

Westgold Resources has reported the information cited in the Global Reporting Index (GRI) content index for the period 1 July 2022 to 30 June 2023 with reference to GRI Standards.

This report also includes recommended disclosures from the following sustainability standards, sector disclosures, and frameworks:

- Sustainability Accounting Standards Board (SASB) – Metals and Mining Standard
- World Gold Council Responsible Gold Mining Principles
- International Council on Mining and Metals (ICMM) Mining Principles
- UN Sustainable Development Goals
- Task Force on Climate-Related Financial Disclosures (TCFD)
- International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards – IFRS S1 and IFRS S2

## EXTERNAL ASSURANCE

This report has not been the subject of external assurance. Westgold Resources will seek external assurance in years to come as our ESG journey evolves.

## CONTACT

For questions about this report, please contact: [perth.reception@westgold.com.au](mailto:perth.reception@westgold.com.au).

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES





# FY23 HIGHLIGHTS



## Becoming a Sustainable and Progressive Gold Miner

12% of Westgold's employee base is female and the company is committed to achieving 25% female participation within a 3 year period.



The Westgold Board comprises 33% females. 28% of its Leadership team is female.

The company is transitioning to cleaner energy sources, such as **LNG and hybrid power stations**, with a focus on reducing greenhouse gas emissions and power costs. Westgold is investing in technologies like **hybrid underground loaders and ventilation on demand systems** to enhance energy efficiency and reduce carbon dioxide emissions.

## The People We Impact

Westgold's safety performance continues to improve year-on-year. In FY23, our **Total Recordable Injury Frequency Rate reduced by 63%**. Our Lost Time Injury Frequency Rate also decreased by 55% for the period ending June 2023.



The company has identified key material topics through a materiality assessment, including **decarbonisation, energy efficiency, mine rehabilitation, and community engagement**. These topics are important to both the company and its stakeholders.



Westgold has been working to build **strong and respectful relationships with traditional landowners** and has dedicated additional resources to heritage management and engagement with Indigenous stakeholders

## The Lands We Work On

The company is **committed to minimising its environmental impact** and has demonstrated this by transitioning to lower-impact underground mining operations.



Westgold had **no significant environmental incidents in FY23** and recognises the importance of maintaining this record for its social licence to operate.



Westgold operates in arid areas and recognises the importance of effective water stewardship. The company strives to minimise water extraction by **prioritising water recycling and reuse**, working with local pastoralists to **support water supply**, and responsibly utilising water bore networks to **minimise groundwater drawdown**.

## A MESSAGE FROM OUR MANAGING DIRECTOR

At Westgold, we continue to innovate to reduce our greenhouse gas emissions and drive our operating costs down. Our new hybrid power facilities will energise our mines and processing hubs for decades to come.

On behalf of the Westgold Resources Board, I am pleased to present our Sustainability Report for the 2023 financial year (FY23).

FY23 was a watershed year for Westgold. We set out to simplify our business and reset our operating culture, then emerged as an increasingly safer, more profitable and progressive West Australian gold producer.

These are essential ingredients in building a sustainable business. They are indivisible and come as a package deal as you can't profess to be 'sustainable' if you fail to measure up against these three key metrics.

My role is to ensure Westgold's 1300-strong workforce is not just meeting these key objectives but leading the way. So far, I'm encouraged by what I see.

From the sustainability perspective, our hallmark achievement for the year was progress made on the construction of four hybrid (solar, gas, diesel) power stations. These facilities – at Tuckabianna, Big Bell,



Bluebird and Fortnum – start our decarbonisation journey and integrate renewable energy into our business. They are expected to reduce our annual diesel fuel consumption by 38 million litres and will lower annual CO<sub>2</sub> equivalent emissions by approximately 57,000 tonnes.

This is a significant step for Westgold. With a combined installed energy capacity of 82MW, all facilities are expected to be online by Q3 FY24, reducing emissions and efficiently powering our mines and processing hubs for decades to come.

I'm extremely proud of the Westgold project and operational teams, our business partners and construction crews who recently delivered the first power station at Tuckabianna safely and on schedule.

There is plenty more to discover in this report – about our approach to sustainability, our responsibilities as a gold miner to our people and the lands we work on. I hope you enjoy reading more about Westgold's journey.

**WAYNE BRAMWELL**

Managing Director - Westgold Resources Limited

personal use only





1

## ABOUT WESTGOLD

We are a West Australian gold producer with a long history in the Murchison region.

Gold mining is essential to our communities and the local economy, and we are proud to be part of that history. We are committed to transforming the future of gold mining by adopting responsible practices that benefit all stakeholders.

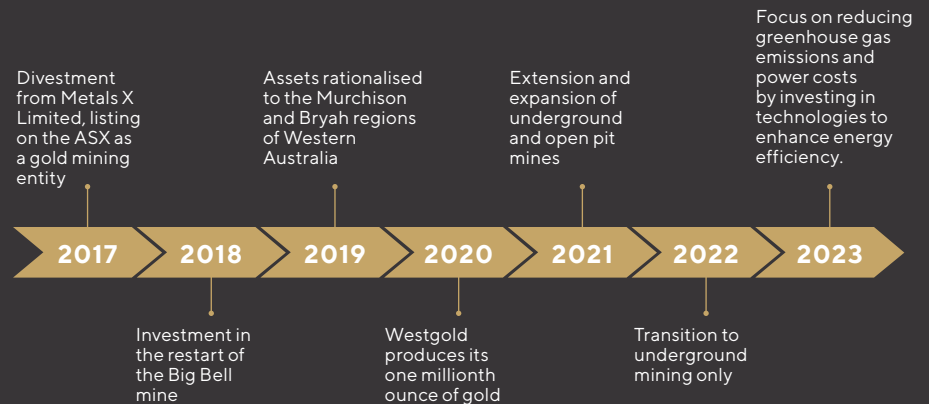
We achieve this through active stewardship of the lands we work on and protection of the rights and wellbeing of our people.

# Westgold Resources

### Acknowledgement of Country

We operate on lands upon which Indigenous communities have built connections over millennia. We acknowledge the Traditional Custodians of these lands 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.



## 1.1 OUR PURPOSE AND AMBITION

Westgold is a Western Australian gold mining company. Our purpose is to create intergenerational wealth for our shareholders, staff and stakeholders by leveraging our gold assets. In doing so we aspire to:

- › create shareholder value;
- › contribute to our wider communities; and
- › provide opportunities for our team to grow and succeed.

## 1.2 OUR VALUES

Our values and behaviours guide how we work with each other, our communities, and external stakeholders. They speak to the core aspirations of the organisation and influence our actions and decisions.

Our values provide the framework that holds us accountable and with the buy in of our staff, ultimately drives the culture that will deliver 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**



personal use only



## 1.3 OUR OPERATIONS

Our business incorporates two business units that collectively hold our mineral assets.

Our business includes three processing plants and a mining division that provides underground mining services for our operations. This gives us the flexibility to mine our own orebodies, with our own people and equipment.

Our mines have a long operating history in the Murchison region, supporting the local Murchison towns for many decades. We have over 1,300 square kilometres of exploration tenure in the Murchison region and the Bryah Basin, and we focus our efforts on underground mining. We own, and are, owner-operators. Westgold personnel currently operate four underground mines and three processing plants in the Murchison and Bryah Basins.

Our Murchison Operations include two processing hubs: the Meekatharra Gold Operations (MGO) and the Cue Gold Operations (CGO). Our Bryah Operations include the Fortnum Gold Operations (FGO). We also have an active exploration program across our tenure, assessing extensions to known gold deposits and discovering new deposits.

### Meekatharra Gold Operations (MGO)

MGO is located on the Wajarri Yamatji and Yungunga-nya Aboriginal lands in the Murchison region of Western Australia. It encompasses the historic gold mining centres of Paddy's Flat, Yaloginda, Nannine, and Reedy.

**Workforce:** 359 people  
**Gold production:** 112,614 ounces of gold in FY23

It processes 1.6-1.8 million tonnes of ore per year through the Bluebird plant, which currently receives ore from the Paddy's Flat and Bluebird underground mines.

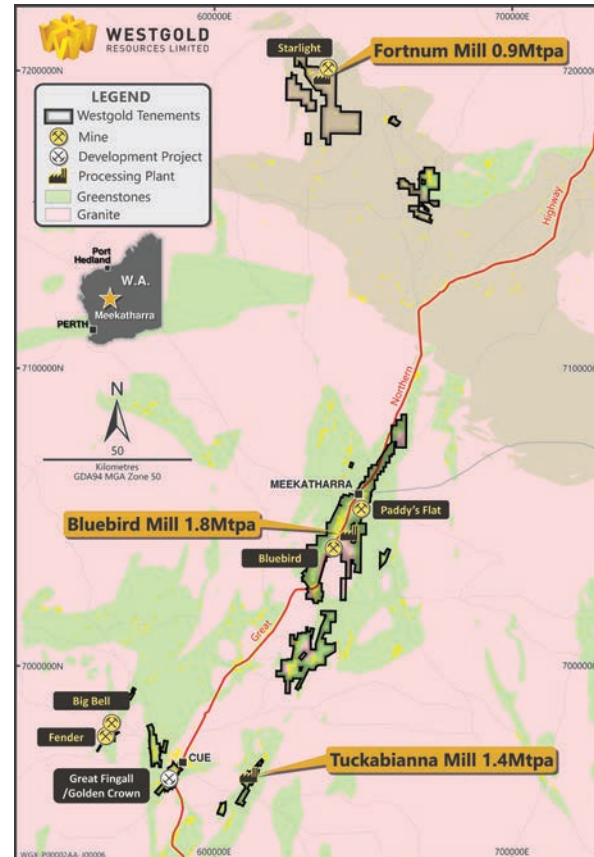


Figure 1: The Location of our Operations

### Cue Gold Operations (CGO)

CGO is the southernmost group of its Murchison assets. It is located on the Wajarri Yamatji and Yungunga-nya Aboriginal lands and includes the historic mining centres of Big Bell, Cuddingwarra, Day Dawn, Tuckabianna, and Comet.

**Workforce:** 249 people  
**Gold production:** 90,769 ounces of gold in FY23

The operation processes approximately 1.2-1.4 million tonnes of ore per year through the Tuckabianna plant. The Tuckabianna plant receives ore from the Big Bell, Comet, and Fender underground mines.

### Fortnum Gold Operations (FGO)

FGO is located in the Bryah Basin, approximately 150 kilometres northwest of Meekatharra. It is on the Nharnuwangga Wajarri & Ngarlawangga lands, also known as the Jidi Jidi lands.

**Workforce:** 184 people  
**Gold production:** 53,735 ounces of gold in FY23

Ore is processed at the Fortnum plant at a rate of approximately 0.8-0.9 million tonnes per year. The Fortnum plant receives ore from the Starlight underground mine.

personal use only





2

## Becoming a responsible and progressive gold miner



At Westgold, we continue to focus on building a profitable, long term business. Key to this is deeper sustainability engagement across our value chain through transparent and responsible mining practices.

Over the past two years, Westgold has streamlined and simplified our business by optimising mines, improving our business capabilities, reviewing our governance practices, and investing in new technologies that facilitate environmental stewardship. FY23 was a turning point for our business, as we became profitable and built balance sheet strength, setting us up for sustainable growth.

Our operating model continues to evolve as we respond to the expectations of our staff, stakeholders and the broader external environment. Environmental, Social and Governance (ESG) remained a focal point throughout Westgold in FY23 and we continue to leverage the skillsets within our business and invest in people and technologies to support our ESG practices.

Westgold's leadership is committed to the ESG journey, and we have dedicated resources to drive our strategy and ESG agenda. We have appointed a Group Head of Environment and Sustainability and established an ESG Working Group to maintain the momentum we have built under our new leadership.

Our ESG journey has commenced in earnest and as a business we are committed to better ESG outcomes through our stewardship of our assets from exploration to mine closure.

1  
ABOUT US2  
BECOMING A  
RESPONSIBLE  
GOLD MINER3  
THE PEOPLE  
WE IMPACT4  
THE LANDS  
WE WORK ON5  
DISCLOSURES





## 2.1 SUSTAINABILITY CONTEXT

At Westgold, we recognise that all extractive industries have inherent risks and opportunities that require our attention. The gold industry, like all extractive industries, is shifting towards more transparent and responsible mining practices, driven by stakeholder and, regulatory pressures and societal demands.

In Australia, extractive industries are under increased scrutiny for its their social and environmental impact. This is due to stronger state and federal policies and regulations, as well as investor demands for greater accountability. To address these concerns, Westgold is focused on:

- Maintaining and improving governance practices to manage ESG risks and opportunities.
- Attracting and retaining talent, while promoting diversity, equity, and inclusion in our workforce.
- Addressing key health and safety risks to protect our workforce and generate safe and profitable ounces.
- Preserving the customs and traditions of Native Title holders and Indigenous communities through our business activities.
- Managing our environmental impact by protecting and rehabilitating the lands we work on and transitioning our operations to a low-carbon economy.

Communicating what we do is critical and this report reflects Westgold's progress to date and our plans and commitments for the years to come.



1

ABOUT US

2

BECOMING A RESPONSIBLE GOLD MINER

3

THE PEOPLE WE IMPACT

4

THE LANDS WE WORK ON

5

DISCLOSURES

## 2.2 OUR MATERIAL TOPICS

In FY23, we set out to improve our understanding of the material considerations of our stakeholders. We conducted an inaugural materiality assessment to identify and prioritise the ESG topics most relevant to our business and our stakeholders. The assessment also considered key matters with the potential to impact our short and medium-term financial objectives.

The findings from this assessment were used to inform our FY23 sustainability disclosures and will be a focus of Westgold's ESG framework in FY24.

### 2.2.1 Determining Topics

In the first phase of the materiality assessment, we conducted a desktop analysis to determine the ESG issues applicable to the gold industry and the broader business landscape (see Figure 2). This was informed by relevant ESG standards, industry megatrends and sustainability disclosures from industry peers.

Internal stakeholder feedback was then used to determine a consolidated list of 31 ESG topics (see Table 1) that were most relevant to Westgold. Topics were prioritised through a scoring of internal (employees and management) and external (investors, government, media, peers) perspectives to determine their importance.



Figure 2. Overview of Westgold's Materiality Assessment Process





Table 1: List of ESG Topics Considered in Materiality Assessment



Environmental	Social	Governance
Environmental footprint of the mining industry	Indigenous employment and procurement opportunities	Corporate governance and integrity
Energy efficiency and renewable energy across our operations	Cultural awareness	Stakeholder engagement and communication
Race for the mining industry to decarbonise in time	Westgold's Employee Value Proposition	Setting and embedding the right sustainability standards
Exposure to climate risk	Psychologically safe workplace	Cyber threats
Biodiversity of the Murchison and Bryah regions	Diversity, equity and inclusion	Legal and regulatory compliance
Mine closure and rehabilitation	Westgold's contribution to local communities	Anti-bribery & corruption
Tailings storage facilities management	Worker health, safety and wellbeing	Ethical business
Waste and contamination	Labour rights and modern slavery	Security and emergency management
Groundwater management	Relationships and engagement with Indigenous stakeholders	Innovation and technology to advance sustainability and efficiency
	Health impacts of cyanide pollution	Tax transparency
		Responsible procurement and supplier management
		Value of gold in the new economy

personal use only



## 2.2.2 Westgold's Material Topics

A sustainability topic is material to Westgold if it demonstrates strong alignment between internal and external holders and presents a significant risk or opportunity to the business. We identified ten priority topics that are of most interest to both stakeholder groups and require strategic and immediate focus for Westgold. These are represented throughout this report as outlined in Table 2.

Table 2 - Top 10 Topics and Definitions

	Entity	Sponsorship or Donation	Report reference
Environmental	Energy efficiency and renewable energy across our operations	Accelerating mine electrification and shifting to renewable energy across Westgold's operations	4.3.1 Transitioning our operation to new energy systems
	Race for the mining industry to decarbonise in time	The challenges that present Westgold and small to mid-tier mining operators through the race for mining sector decarbonisation and electrification.	4.3 Managing climate risks
	Mine closure and rehabilitation	Appropriate planning and execution of mine closure including social closure of mining operations, and the ongoing rehabilitation requirements to address closure liabilities and maintain topsoil quality. This includes Westgold's exposure to increasing closure liabilities which have been incurred through acquisition.	4.7 Mine closure and rehabilitation
Social	Worker health, safety and wellbeing	Maintaining the health, safety and wellbeing of Westgold's entire workforce through strong culture, policies, management systems, processes, accountabilities and training with a focus on critical risks.	3.3 Protecting our workforce
	Relationships and engagement with Indigenous stakeholders	Improving relationships with Indigenous people in the communities and regions surrounding Westgold's operations. Engaging regularly to understand needs, and working to obtain free, prior and informed consent where significant adverse impacts are likely to occur. Identifying opportunities for economic, social or environmental value creation for the benefit of both parties. Working in partnership with Indigenous people.	4.2.1 Relationship and engagement with Indigenous people
	Psychologically safe workplace	Building and maintaining a psychologically safe workplace across Westgold where everyone can carry out their work without exposure to risk of psychological harm. This includes actively working to identify and eliminate any form of sexual harassment across Westgold's operations and working in partnership with the industry to combat this at a systemic level.	3.3.5 Psychosocial risks
	Westgold's Employee Value Proposition	Developing an attractive Employee Value Proposition (EVP) to position the company as an employer of choice that clearly sets out the unique experience and the benefits of working at Westgold. This should include everything from pay equity and competitiveness, skill development, culture, purpose, systems and processes, flexibility, healthcare benefits, diversity and inclusion, professional development, and office and village facilities.	3.2 Creating value for our employees
	Westgold's contribution to local communities	Contributing to the development of local communities in the towns and regions surrounding Westgold's operations based on the needs, drivers and desires of those people, and being recognised for these contributions as a company.	3.5 Supporting our communities
Governance	Legal and regulatory compliance	The ability for Westgold to maintain and monitor compliance with all Local, State and Federal legal and regulatory requirements across its business.	2.4 Conducting our business with integrity
	Corporate governance	Establishing and maintaining high standards of corporate governance including frameworks for compliance, due diligence, risk management and accountability.	2.4.1 Corporate governance



The materiality assessment helps Westgold prioritise areas for improvement in risk management and stakeholder trust. It also helped us understand the issues and opportunities that are most relevant to different stakeholder groups, and it identified emerging areas of focus that could become material to the business in the future. We discuss additional material topics throughout this report to demonstrate our efforts to manage and monitor these ESG issues.

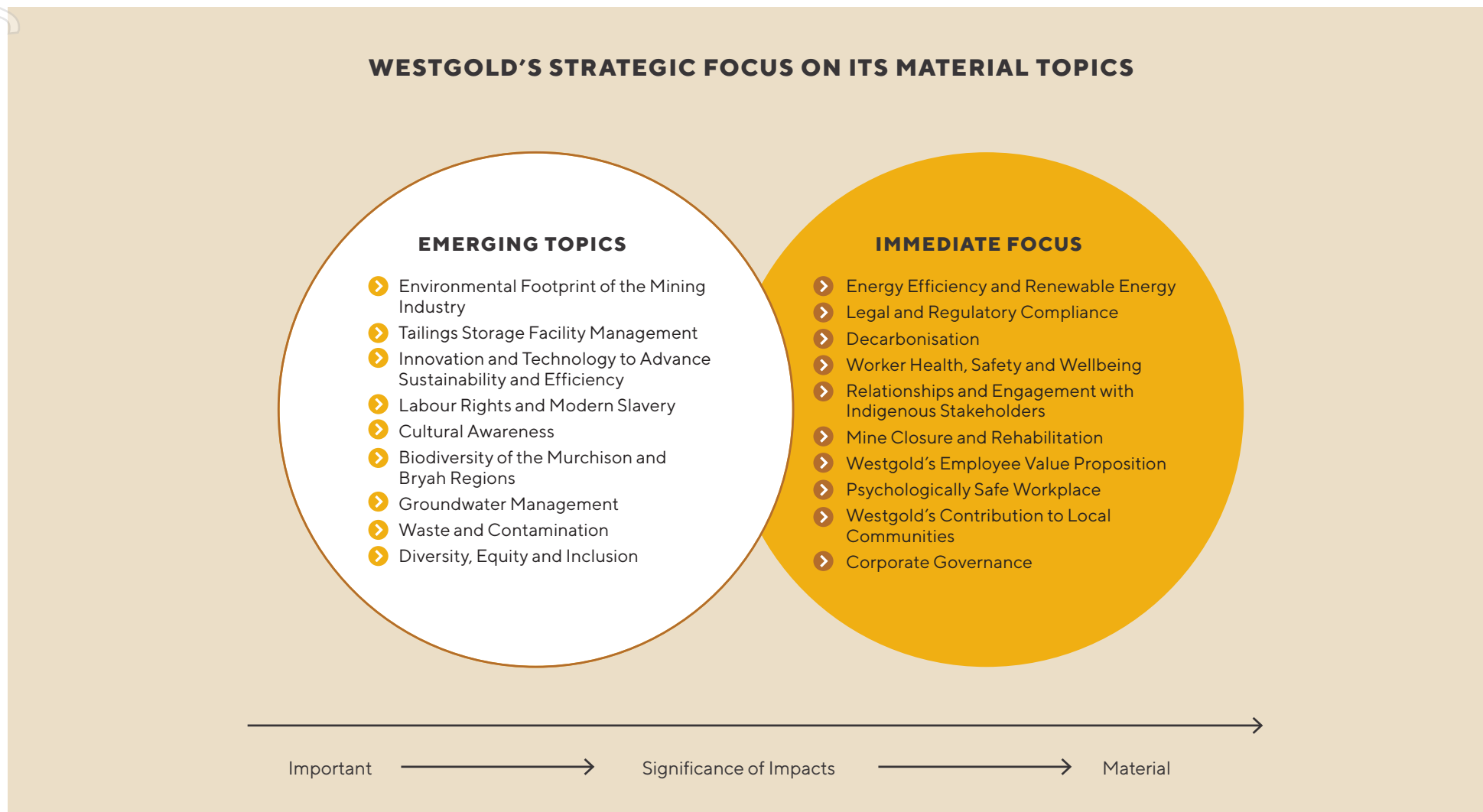


Figure 3. Westgold's Strategic Focus on its Material Topics

personal use only





## 2.3 OUR APPROACH TO GOVERNANCE

The [Board of Westgold](#) is responsible for the management and control of the business. It delegates responsibility for day-to-day activities to the Managing Director / CEO and Executive Leadership Team, which comprises the members outlined below, who are supported by committees and working groups.

The Board oversees business activities for the benefit of Westgold shareholders and extends its responsibilities to our employees, the environment and the community.

### 2.3.1 Sustainability Committee

The Sustainability Committee advises the Board on ESG risks and opportunities and managing Westgold's impact through policies and practices. The Sustainability Committee is led by the Managing Director and supported by its committee members.

It executes its responsibilities in line with the [Sustainability Committee Charter](#) which outlines its responsibilities across Westgold's five strategic sustainability priorities:

- Safety and Health
- Environment and Heritage
- Community and Social Responsibility
- Climate Change
- Compliance and Governance

The Committee is supported by the ESG Working Group, which comprises representatives who are nominated annually.



Figure 4. Sustainability Governance at Westgold



### Managing Director / CEO and Executive Leadership Team

**Wayne Bramwell**  
Managing Director

Mining executive with 30+ years of experience in metallurgy, mineral economics, and corporate development. Proven track record of success working with precious and base metal companies.

**Su Hau (Tommy) Heng**  
Chief Financial Officer

Finance and commercial leader with 25+ years of experience in mining, logistics, and services.

**Phillip Wilding**  
Chief Operating Officer

Mining engineer with 17+ years of experience in WA and NSW, including management positions at several operations within the Westgold Group. Expertise in underground and open pit mining methods.

**Susan Park**  
Company Secretary

Governance professional with 25+ years of experience in corporate finance, Company Secretary, and Non-Executive Director roles in ASX, AIM, and TSX listed companies.

**Matthew Pilbeam**  
General Manager Environment, Health and Safety

EHS executive with expertise in business management systems, learning and development programs, and accident investigation.

**Simon Rigby**  
General Manager Exploration and Growth

Geologist with 30+ years of experience in mineral exploration, business development, and executive leadership across the globe.

**Melissa Wren**  
General Manager People and Engagement

Experienced human resources manager in the mining and metals industry with expertise in recruiting, workforce planning, remuneration, and performance management.

personal use only



### 2.3.2 ESG Working Group

The ESG Working Group is made up of members of senior management who are responsible for implementing and administering Westgold’s policies and processes. The ESG Working Group executes its responsibilities in line with the ESG Working Group Charter which gives formal recognition to the Group and defines its objectives, roles and responsibilities.

The ESG Working Group is responsible for:

- Developing Westgold’s ESG priorities, commitments and targets
- Measuring and reporting sustainability performance to the Board and other stakeholders
- Preparing Westgold’s corporate reporting suite
- Monitoring emerging ESG risks and opportunities relevant to Westgold’s business activities and stakeholder relationships
- Overseeing the inclusion of ESG Projects into Westgold’s strategic and business plans



The ESG Working group met three times in FY23. Key matters addressed over the financial year included:

Key matter	Status
Finalisation and approval of the Sustainability Committee Charter and ESG Working Group and Charter	Completed
Completion of the inaugural materiality assessment	Completed
Development of Westgold’s ESG framework	In progress for FY24
Discussion and monitoring of ESG commitments and targets	In progress for FY24
Selection of disclosures and metrics for reporting ESG performance	Completed
FY23 Sustainability Report development	Completed

personal use only





## 2.4 CONDUCTING OUR BUSINESS WITH INTEGRITY

We aim to maintain the highest standard of lawful and ethical behaviour in business dealings and to behave with integrity in interactions with all our stakeholders including shareholders, employees, government, suppliers, customers, Traditional Owners, and the community.

We are guided by Westgold’s values which are supported by the Code of Conduct and other key governance principles and policies which are approved by the Board. Westgold’s Board is responsible for setting the tone of ethical, legal, and moral conduct through the implementation of key policies, clear articulation of our approach to risk management and consideration of the impact of Westgold’s decisions on all our stakeholders.

We review our corporate governance standards, charters and policies annually 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 our website. A review of our Code of Conduct will be undertaken in the first half of FY24.

### 2.4.1 Corporate Governance

Westgold’s Corporate Governance Statement (Statement) provides a framework for driving governance outcomes that meet the expectations of all our stakeholders. It applies to the Directors (executive and non-executive), officers, employees, contractors and consultants of the Company. The Statement outlines the framework of policies, rules, relationships, systems, and processes that guide Westgold on risk, decision-making and business optimisation.

It is built with reference to the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations [4th Edition]. Our [2022 Corporate Governance Statement](#) can be found on our website.



### 2.4.2 Human Rights

We recognise and respect the rights and dignity of all people in our business and across our value chain. Our [Human Rights Policy](#) sets out Westgold’s position on identifying human rights risks. We aim to prevent and address the risk of adverse human rights impacts through our policies and procedures which guide our decision making and behaviour. We consider the following human rights in our efforts:

Human rights	Our Policies
Labour rights - employment terms, wages, work hours, health and safety, workplace discrimination	<a href="#">Code of Conduct</a>
Voice and participation - freedom of expression, inclusivity, gender equality, community, privacy	<a href="#">Whistleblower Policy</a>
Modern slavery in operations and supply chain	<a href="#">Supplier Charter</a> <a href="#">Human Rights Policy</a>
Bribery and corruption	<a href="#">Anti-Bribery &amp; Anti-Corruption Policy</a>

personal use only





### 2.4.3 Code of Conduct

Our Code of Conduct outlines our expectations for interacting with each other and with our external stakeholders. It applies to our Directors, management and employees, contractors and consultants, and outlines Westgold's corporate commitment to conducting its business honestly and fairly.

In FY23, we reviewed our Code of Conduct and made the following updates:

- Reflected legislative changes made under the Fair Work Legislation Amendment 'Secure Jobs, Better Pay' Act 2022.
- Reflected legislative changes made under the Anti-Discrimination and Human Rights Legislation Amendment 'Respect @ Work' Act 2022.
- Provided further clarity and guidance on the expected behaviours of all Company representatives to ensure individuals understand their responsibilities and are accountable for their own personal actions.

- Included obligations to prohibit conduct that subjects another person to a hostile workplace environment.
- Included obligations to place a positive duty on employers to take reasonable and proportionate measures to eliminate unlawful sexual discrimination, including sexual harassment.

Material breaches of the Company's Code of Conduct are reported to the Board through the Group General Counsel and the General Manager of People.

### 2.4.4 Speaking Up

We are committed to creating a culture where concerns can be raised with confidence. Our [Whistleblower Policy](#) is made available to all officers and employees of Westgold. It outlines how we facilitate open and fair disclosures whilst protecting people from negative repercussions.

Qualifying disclosures are investigated internally by Westgold's Company Secretary, in conjunction with the Chair. Where appropriate, we engage external parties to carry out investigations on behalf of Westgold. We received zero whistleblowing reports and completed 136 investigations in FY23. An update to our Whistleblower Policy is planned for the first half of FY24.

### 2.4.5 Bribery and Corruption

We maintain a zero tolerance attitude towards bribery, corruption and other dishonest or improper conduct as referred to in our [Anti-Bribery & Anti-Corruption Policy](#). This policy outlines our approach to protecting the reputation and long-term success of Westgold's business. Any incidents of bribery and corruption must be reported to the Board and/or the Audit, Risk and Compliance Committee. All reports are pursuant to the Company's Whistleblower Policy which provides individuals with necessary protections and obligates Westgold to investigate the allegations.

### 2.4.6 Tax Transparency

Westgold Resources and our subsidiaries are subject to taxation and reporting obligations established by the Australian Taxation Office (ATO), and other regulatory authorities (e.g., Offices of State Revenue). We comply with and disclose all of our tax obligations and payments made in Australia.

Our Tax & Duties Risk Governance Policy formally documents our approach to manage compliance with these requirements and our [Risk Management Policy](#) outlines the program implemented by the Group to maintain appropriate risk management within our systems, people and culture. The Board does not sanction or support any activities that aggressively seek to structure the tax affairs of the Group to deliberately avoid the payment of taxes or duties. Further detail is outlined in our Tax and Duties Risk Governance Policy and Tax Compliance Risk Framework.



### 2.4.7 Compliance Training

Westgold's compliance training is aligned with our Code of Conduct and workplace health and safety obligations. All employees and contractors are required to complete mandatory refresher training, and additional training is provided as required when policies are refreshed or introduced.

In FY23, we undertook a voluntary review of key policies to reflect necessary updates from legislation and strengthen guidance on appropriate behaviours, responsibilities and accountabilities for our workforce (Table 3).

Table 3: Policies Reviewed and Updated in FY23

Policy	Purpose of review	Status	Training Plan
Disclosure Policy	Revision and re-write	Approved by Board on 27 July 2023	Available to employees from 2 August 2023
Corporate Governance Statement	Annual review	Approved by Board on 21 October 2022	Available to employees from 26 October 2022
Remuneration and Nomination Committee Charter	Annual review	Approved by Board on 1 July 2022	Available to employees from 7 July 2022
Code of Conduct Policy	Annual review	Approved by Board on 22 December 2022	Available to employees from 10 January 2023
Diversity Policy	Biennial review	Approved by Board on 30 September 2022	Available to employees from 5 January 2023
Environment and Community Policy	Biennial review	Updated on 28th December and approved by Board for distribution on 28 December 2022	Available to employees from 5 January 2023
Health and Safety Policy	Biennial review	Approved for distribution on 28 December 2022	Available to employees from 5 January 2023
Risk Management Policy	Biennial review	Approved for distribution on 28 December 2022	Available to employees from 5 January 2023
Securities Trading Policy	Biennial review	Adopted by Board on 25 November 2022	Available to employees from 1 December 2022
Injury Management Policy	Revision and re-write	Approved for distribution on 28 December 2022	Available to employees from 5 January 2023
Fitness for Work Policy	Revision and re-write	Approved for distribution on 28 December 2022	Available to employees from 5 January 2023
Training and Competency Policy	Revision and re-write	Approved for distribution on 28 December 2022	Available to employees from 4 January 2023

Further reviews of our policies will be carried out in FY24 as part of our commitment to continuous improvement and compliance. This includes reviews of our Diversity and Inclusion Policy, Fair Treatment Procedure, Human Rights Policy and Misconduct and Disciplinary Review Procedure.

### 2.4.8 Cyber Security

Westgold recognises that cyber incidents pose a significant risk to our business. In FY23, we added cyber risks to our enterprise risk register and established a Cyber Security (CS) Working Group, which reports to the General Manager of Environment, Health, and Safety.

The CS Working Group is tasked with understanding and documenting Westgold's cyber exposures and developing a strategy to mitigate and manage them. Over the past year, the Group has conducted a series of investigations to identify Westgold's points of exposure and the protocols needed to maintain protection and prevent business disruption.

In FY24, Westgold have committed to the implementation of a formal cyber security strategy focused on training, awareness, and risk mitigation. This will be supported by new policies, frameworks, and audit procedures to improve cybersecurity governance. The Westgold Board receives a monthly status update.

personal use only



3

The people we impact

From our workforce to the communities in which we operate, people are an integral part of our business. We strive to create a workplace that supports the unique needs of the people we interact with.

Key to this goal is a safe workplace that protects our valued workforce and promotes a sense of wellbeing. We equip our people with opportunities to develop the right skills that support their careers at Westgold whilst maintaining policies and procedures that attract and retain the right talent. Our efforts extend into our communities through strategic partnerships and collaborations that drive mutual benefits.

By listening to and responding to the needs of our stakeholders, we foster a culture that promotes collaboration and enables continuous improvement.

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES





### 3.1 OUR APPROACH

We create a workplace that supports the unique needs of the people we interact with by listening and responding to the needs of our stakeholders. Our approach is guided by a suite of policies including, our Code of Conduct, Health and Safety Policy, Human Rights Policy, Diversity Policy and Equal Opportunity Policy. Oversight of our activities is maintained by the Sustainability Committee, and supported by the ESG Working Group, our People Team, Procurement Team and our Indigenous Relations and Heritage Committee.

The results of our materiality assessment completed this year demonstrated that stakeholders value collaboration, engagement and communication. Westgold’s employee value proposition is inherently linked to the way in which we support or people and service our community, and health and wellbeing remains a priority for Westgold and our stakeholders.

Whilst sound governance practices were recognised as important, stakeholders identified opportunity to strengthen trust and reputation by driving diversity, equity and inclusion; improving cultural awareness and building opportunities for Indigenous participation in the economy.

We are committed to responding to the needs of our stakeholders and proactively implementing solutions that drive mutual benefits for the people and communities we interact with. Our efforts are described below.

Table 4. Material Topics – The People We Impact

Safety	Employee Value	Indigenous Engagement
<ul style="list-style-type: none"> <li>- Psychologically safe workplace</li> <li>- Worker health, safety and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>- Westgold’s Employee Value Proposition</li> <li>- Diversity, equity and inclusion</li> <li>- Labour rights and modern slavery</li> <li>- Responsible procurement and supplier management</li> </ul>	<ul style="list-style-type: none"> <li>- Relationships and engagement with Indigenous stakeholders</li> <li>- Westgold’s contribution to local communities</li> <li>- Indigenous employment and procurement opportunities</li> <li>- Cultural awareness</li> <li>- Stakeholder engagement and communication</li> </ul>



personal use only



## 3.2 CREATING VALUE FOR OUR EMPLOYEES

Our people are the driving force of our business. They represent our brand and act as gatekeepers of Westgold's trust and reputation. We aim to create a workplace that allows our employees to thrive whilst feeling safe, respected and valued. Our efforts are guided by our Diversity Policy and Equal Opportunity Policy, Code of Conduct with oversight maintained by Westgold's Board.

In FY23, we appointed a General Manager People to lead Westgold's people agenda and refine Westgold's Employee Value Proposition. Over the last year, the People team have addressed key matters raised in Westgold's 2022 Employee Engagement Survey, with a focus on:

- strengthening policies and procedures that address conduct, safety and wellbeing;
- setting the diversity and inclusion strategy;
- facilitating internal and external communication of Westgold's values;
- improving capability through education and training; and
- reviewing employee remuneration to remain competitive and meet industry standards.

At Westgold, we are building a business that inspires and enables our people throughout their career. We believe that variety in age, gender, cultural, religious, ethnic backgrounds, and expertise of our workforce is crucial to driving success and value for our business. Our efforts begin at the point of recruitment. We continuously review and update our recruitment guidelines to promote inclusivity, attract diverse skillsets and respond to the needs of the market.

Westgold, and the mining industry as a whole, are committed to increasing the representation of women in the industry. Currently, our workforce is largely male-dominated, with only 12% of employees being women. However, the Westgold Board and Leadership team are more diverse, with 33% and 28% of members being women, respectively.

Our three year target is to see female participation across our total business expand to 25%.

This target demonstrates Westgold's commitment to creating a more inclusive and equitable workplace for all employees, and we understand that this target will take several years to achieve. Westgold's Talent Specialists support the company in maintaining representation of women at the point of recruitment. Where skills, experience, and qualifications are equal for a position, Westgold gives consideration to appointing female candidates over male candidates.

We support our people with training programs that facilitate capability building and skill development. In FY23, we introduced the Leading@Westgold training program. The first phase of the program focuses on building foundational leadership skills, which will expand in FY24 to include specific focus areas for various leadership levels across Westgold. In the coming year, we also plan to update our recruitment guidelines to introduce an additional level of focus on diversity and inclusion.

### Remuneration

We strive to fairly compensate our workforce for their valuable contribution to the business. Westgold's Remuneration and Nomination Committee assists the Board in establishing policies and practices which enable fair and equitable reward in accordance with the [Remuneration and Nomination Committee Charter](#) and the [Board and Executive Remuneration Policy](#).

In FY23, we reviewed the remuneration and entitlements packages offered to our people across all work levels. We introduced a structured remuneration framework based on market data and reward levels.

At Westgold, we have a nil pay gap in relation to gender for identical roles performed. We maintain pay parity between males and females through biannual internal reviews. Each year, we report our results to the Workplace Gender Equality Agency (WGEA) to maintain compliance with the requirements of the *Workplace Gender Equality Act 2012* (Cth).

On a bi-annual basis, we contribute to the Aon Human Capital General Remuneration Report. This allows us to gain insights into what the market is offering and ensure that we remain competitive and compensate our people in line with peer organisations.

Westgold's Board and Leadership team are increasingly diverse, with 33% and 28% of members being women, respectively.

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES



## 3.3 PROTECTING OUR WORKFORCE

The safety and wellbeing of our workforce, their families, our contracting partners, and the communities in which we operate is paramount at Westgold. Our core values emphasise the importance of respect and safety in the delivery of value.

Over the last two years, we have transformed the safety culture at Westgold by enabling shared responsibility and maintaining consistent leadership and communication.

### 3.3.1 Managing Safety at Westgold

Mining is a high risk industry, and we have a duty of care to our staff and contractors to identify and manage risks associated with our operations. General oversight of health and safety is maintained by the General Manager of Environment, Health and Safety who is supported by the Group Health and Safety Manager. At site, site managers maintain direct control over operations within their regions.

The Health and Safety function is supported by a team of Regional Safety Managers and Medical Emergency Service Officers at each of our operations.

Our Risk Management Policy sets out our approach to identifying, assessing and managing risks. It outlines an active and pragmatic approach to diagnosing potential hazards in our business, our workforce and our community. This is supported by our Health and Safety Policy which outlines the management principles that guide our approach to risk management. We focus on:

- Implementing effective systems to identify, assess, control and monitor safety and health risks whilst complying with applicable legal and regulatory requirements;
- Reporting, recording, and investigating all incidents whilst ensuring appropriate measures are taken to eliminate or manage identified and potential hazards;
- Assisting individuals to understand their responsibilities for implementing and maintaining effective safety and health systems through the provision of adequate resources, training, instruction, and a documented safe system of work; and
- Setting measurable objectives and targets supported by regular reviews to ensure we meet our goals and continuously improve our efforts.

In FY23, we implemented our Health and Safety Strategy which is founded on five key pillars: leadership, critical risk management, operational discipline, resilient people and fit-for purpose systems. This Strategy is supported by frameworks and processes that have been developed by our Group Environment, Health and Safety team to establish sustainable practices within the function and across the broader business.





## KEY ACTIVITIES COMPLETED IN FY23 INCLUDE:

- The review, amendment and implementation of the new Westgold Integrated Management System Standards and Audit Tools;
- The development and implementation of the Mine Safety Management System Manual designed to support operations with the development of their Mine Safety Management System and Project Management Plans in line with the updated Work Health and Safety Legislation;
- The development of 16 Critical Risk Standards and supporting System Verifications and Critical Controls for the effective management of critical risk activities;
- A critical review of key processes that support the governance and monitoring activities within the function, such as incident investigations, injury classifications, auditing tools and notification and internal and external reporting functions;
- Training in the management system framework through the newly created Leading @ Westgold training course;
- The consolidation and consistent delivery of the Westgold Underground Induction program through our dedicated Underground Training program and simulator at our Canning Vale training facility; and
- The implementation of initiatives aimed at improving regional alignment across all foundational health and safety performance aspects including operational reviews, monitoring, reporting, oversight and continuous improvement.

In FY24, Westgold will remain focused on seeking quality outcomes across the five key pillars of the Health and Safety Strategy, and maintaining the momentum of its implementation across our workforce.

### 3.3.2 Safety Training and Communication

All Westgold employees have a responsibility to promote a strong safety culture. Our philosophy of safety is introduced as they begin their journey at Westgold and reinforced throughout their tenure. Westgold's safety philosophy is centred on four key principles:

- Demonstrating leadership
- Empowering our people
- Taking personal responsibility
- Maintaining effective safety systems

We are committed to ensuring that the updates to our management systems are clearly communicated to our employees. In FY23, we commenced the rollout of a training initiative for our team leaders to participate in. As of 30 June 2023, we had an 89.6% completion rate of the Leading @ Westgold Leadership Program for Supervisors and Managers. This program is designed to equip our team leaders with the skills and knowledge they need to effectively lead their teams and create a safe and productive work environment.

All Westgold employees are required to maintain compliance with the key competencies required for their roles. Our training management system and supporting software allows us to track individual competencies across the business. The system contains in-built safeguards that prevents people from progressing through the business without completing individual training requirements.

In FY23, all employees completed training through the system. This demonstrates our commitment to ensuring that all of our employees have the skills and knowledge they need to be successful in their roles and to contribute to the safety and success of our company.



In FY23, we trained our employees through our state-of-the-art Canning Vale training facility, equipping them with the knowledge and skills needed to navigate the inherent risks and hazards present in mining operations. This proactive approach to training has yielded impressive results, as evidenced by a substantial reduction in safety incidents among our new employees compared to prior years.

Employee feedback has been overwhelmingly positive, with trainees expressing increased confidence in their ability to identify and mitigate risks effectively. They have noted the practical nature of the training, which has allowed them to develop a deep understanding of safety protocols and best practices. The training has not only enhanced their safety awareness but also improved their overall job readiness.

Furthermore, the industry has taken notice of our commitment to safety through experiential training. Our approach has garnered recognition and respect from peers and competitors alike. This growing industry response highlights the positive influence we are having on safety practices across the sector and underscores our dedication to creating a safer mining environment for all.

personal use only



### 3.3.3 Safety Performance

Westgold's safety performance continues to improve year-over-year. In FY23, there were no fatalities or serious disabling injuries at Westgold. Our Total Recordable Injury Frequency Rate (TRIFR) showed considerable improvement with a 63% reduction on the previous year, finishing at 8.37 injuries per million hours worked.

Our Lost Time Injury Frequency Rate (LTIFR) reduced from 1.41 to 0.64 injuries per million hours worked, which is a 55% reduction for the period ending June 2023.

We achieved these results through tailored, relevant and well-tested frameworks, systems and processes:

- **Training of the leadership team.** This included training on the new WHS Act and Mining Regulations, as well as on best practices for risk management and incident response.
- **Improved communication:** This included developing and implementing new communication channels, such as regular safety presentations and safety newsletters.
- **Improvements to the structure and content of our management systems to integrate the new WHS Act and Mining Regulations:** This included reviewing and updating our safety policies and procedures, as well as our risk management and incident response plans.
- **Critical Risk Management Program:** This program includes a process for identifying and assessing risks, developing and implementing control measures, and monitoring the effectiveness of control measures.

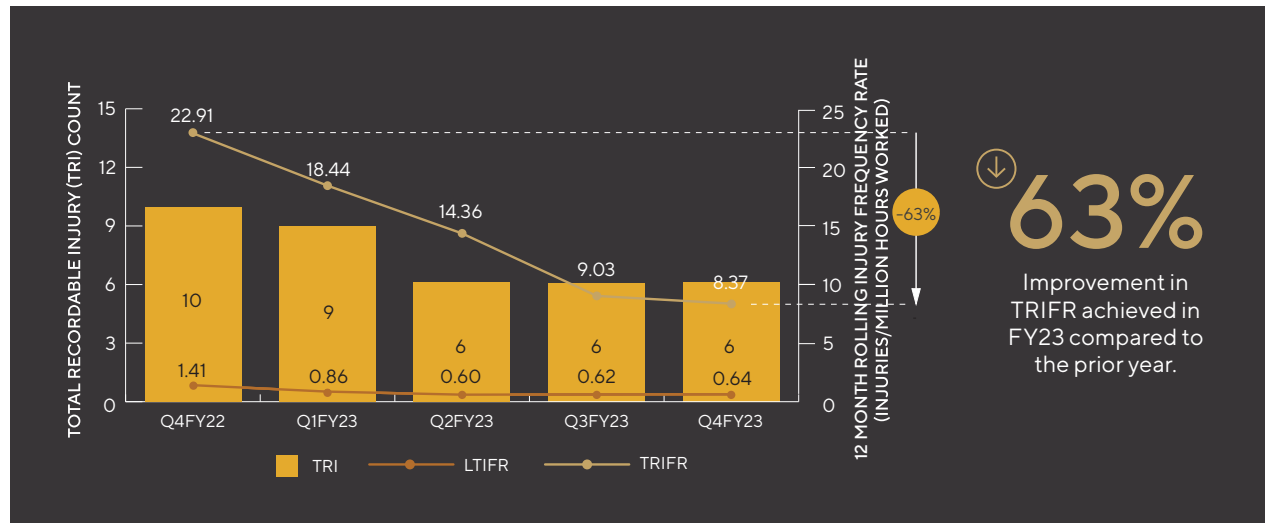


Figure 5. Westgold's Total Recordable Injury Frequency Rate

### CASE STUDY

## CRITICAL RISK MANAGEMENT PROGRAM

In FY23, we implemented our Critical Risk Management Program that is aligned with the guiding principles of the International Council on Mining and Metals (ICMM) good practice guide. The program specifically targets fatality risks (critical risks) with a process of identifying, managing and monitoring the associated critical controls.

Through this program, we identified 16 critical health and safety risks that our workforce is exposed to daily. We have since embarked on the implementation of tailored measures to effectively mitigate these risks across all areas of our operations.

These measures ranged from uplifting safety training initiatives to restructuring job responsibilities to mitigate our workforce's exposure to critical risks. As we enter FY24, we will scale the implementation of these protocols and continue to monitor their effectiveness.



personal use only



### 3.3.4 Health and Wellbeing

We have a responsibility to protect the mental health and wellbeing of our employees. Our approach to identifying and managing mental health matters is guided by our Mental Health Policy, which seeks to ensure our employees have access to help and support.

Our Employee Assistance Program (EAP) is a counselling service available to all our people and their family members. This free and confidential service is available for use onsite, at external locations, and via telehealth appointments.

We believe that it is important to create a workplace where employees feel comfortable talking about their mental health and getting help when they need it. We are committed to providing our employees with the support they need to succeed at work and in their personal lives.

For example, we are working on integrating health surveillance and Strong Minds Strong Mines into our mental health strategy. This will help us better identify and manage the mental health risks of our employees and provide them with the support they need to succeed. Strong Minds Strong Mines is a mental health and wellbeing initiative for the mining industry. It aims to raise awareness of mental health issues, reduce stigma, and encourage people to seek help.

Westgold engaged FIFO Focus to conduct a psychosocial risk assessment on our workplace. The risk assessment considered a wide range of factors, including psychological and organisational ill-health triggers, the challenges associated with FIFO work arrangements, and Westgold's workplace culture, values, and goals. The findings of the risk assessment were used to inform Westgold's psychosocial health strategy and the implementation of action plans.



1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





### 3.3.5 Psychosocial Risks

We recognise the importance of creating a work environment where the psychosocial wellbeing of our people is respected and valued. The safety of women in our workforce is a key consideration for Westgold. We were deeply troubled by the findings of the Community Development and Justice Standing Committee's *'Enough is Enough: Sexual harassment against women in the FIFO mining industry'* report and acknowledge the need for an industry-wide commitment to dedicate resources for the implementation of measures that aims to eliminate sexual harassment from the industry.

Over the last year, we have accelerated efforts to manage psychosocial risks across our workplace. Our approach is guided by the Work Health and Safety Amendment (Managing Psychosocial Risk and Other Measures) Regulations 2022. We began to implement the State Government's Mental Awareness, Respect and Safety (MARS) initiatives which seeks to drive cultural change in Western Australia's mining sector to eradicate sexual harassment and violence.

In FY23, we completed a review of our Code of Conduct training to better align to industry findings, and have commenced a review of psychosocial risks across our operations.

All psychosocial hazards and incidents are tracked and investigated with the primary focus of supporting and protecting individuals' health and wellbeing. The first psychosocial risk audit of our facilities in FY22 indicated a need for improvement in security procedures, processes and training mechanisms. In response, we have audited all operational mining camps and developed action plans targeting upgrades to Westgold's village facilities to protect and promote the psychosocial welfare of our employees.

We have added the management of psychosocial events to our Incident Management System to improve monitoring processes. The Board reviewed and approved a formal report on this change in May 2023.

As we transition into FY24, we are looking to develop and implement other measures to mitigate our workforce's exposure to psychosocial harm. We plan to launch a dedicated early intervention and awareness program aimed at supporting our operations and establishing psychosocial resilience across our workforce.

### 3.3.6 Emergency Preparedness

We take a proactive approach to emergency preparation and maintain appropriate plans, processes, and resources to mitigate the impact of any emergency event at, or surrounding, our operations and offices.

In FY23, we engaged a third-party contractor to complete a review of our Crisis and Emergency Management System. Having identified room for improvement within the controlling management system, the Group Health and Safety team reviewed and amended the management system through the lens of the new international standard, ISO 22361 Crisis management, which came into force in October 2022. In addition to the review, we completed a mock emergency drill within our Meekatharra operations to determine the effectiveness of site preparedness as well as crisis management teams' understanding of Westgold's Crisis and Emergency Management System.

Westgold remains committed to supporting the emergency preparedness of local communities surrounding our operations. We have strong ties with community-based State Emergency Services (SES) teams and have established mutual aid agreements. These agreements enable the shared use of emergency response equipment owned and operated by Westgold. We regularly monitor the safety performance and emergency preparedness of our local communities, capturing all community-related incidents within our reporting systems.



1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



## 3.4 ADDRESSING MODERN SLAVERY

At Westgold, we endorse the right of all people to be free from slavery and forced labour and do not tolerate the use of compulsory, trafficked or child labour within or associated with our organisation. We are committed to upholding the law and respecting human rights through codes of practice, procedures, risk assessments and monitoring frameworks that address the issues of modern slavery.

Our contractual arrangements with suppliers promote the principles contained in our [Human Rights Policy](#), [Supply Chain Policy](#) and our [Supplier Charter](#). We expect suppliers to uphold our standards and drive it downstream through their organisations.

The leadership changes at Westgold in FY23 prevented the release of our second Modern Slavery Statement and delayed updates to policies and procedures. We remain committed to deepening our understanding of modern slavery risks at Westgold, and will action the following activities in FY24:

- Formalise responsibility for modern slavery management and reporting amongst the Westgold leadership team;
- Release Westgold's Modern Slavery Statement for FY23;
- Incorporate business and human rights considerations into our governance framework;
- Conduct a risk assessment of Westgold's suppliers;
- Assess supplier commitments to human rights and modern slavery; and
- Establish a modern slavery monitoring and reporting channel within our operations and supply chain.

### 3.4.1 Modern Slavery Risks in our Operations and Supply Chain

We consider three modern slavery risk categories in relation to our employees: hours of work, compensation, and minimum age. In FY23, we continued to engage with our employees on issues such as work hours, overtime and compensation. We manage these risks through regular monitoring of excessive work patterns and maintaining strict fatigue management protocols. We maintain compliance with statutory requirements and modern awards to ensure entitlements are appropriately administered.

Westgold procures products and services from over 1,500 suppliers. We prioritise local suppliers in our procurement decisions with over 98% of our suppliers based in Australia. Our suppliers include equipment suppliers (mining and office), commodities (mining consumables) and services (food and maintenance). We use industry risk profiles to determine the modern slavery risks that exist in each of these categories.

We manage these risks by prioritising suppliers who respect human rights and share our commitment to high ethical standards, particularly those who promote policies pertaining to human rights and supplier conduct in contractual arrangements. In FY23, Westgold focused efforts on strengthening contractor onboarding processes with its suppliers. All new suppliers are now required to complete a comprehensive onboarding process that is managed through a web-based software system called Felix (refer to Section 3.4.2 for additional detail).

During FY24, we plan to develop processes to enable consideration of the Modern Slavery Statements of our suppliers and prospective suppliers when making procurement decisions.

### 3.4.2 Managing Supplier Relationships

Westgold procures goods and services considering ethical and commercial factors to maximise environmental, social and economic benefit. We maintain visibility over suppliers through our business improvement and business analytic functions, supported by our virtual supplier onboarding platform. In FY23, we completed development of our virtual supplier onboarding platform, Felix. The platform, which will go live in Q1 of FY24, is designed to improve visibility of risks and opportunities for Westgold and enable better management of supplier relationships. It will facilitate the collection of information relating to modern slavery risk through tailored questionnaires. All new suppliers will be onboarded through Felix in the first phase of implementation. The second phase will require all existing suppliers to be captured by the questionnaire to improve consistency and visibility of supplier information. Suppliers that do not qualify in passing the acceptable onboarding question sets will either be declined as a new supplier or will be removed from the existing supplier database.

Westgold's Procurement Team monitor compliance with Westgold's Supplier Charter. Westgold's Business Improvement Managers are responsible for visiting any supplier businesses that are regarded as high risk with either ESG or occupational health and safety performance issues. The Business Analytics team assists in monitoring the performance of supplier contracts through quarterly performance review meetings.

personal use only



## 3.5 SUPPORTING OUR COMMUNITIES

We play an active role in supporting local communities by identifying opportunities for economic, social and environmental value creation. Our efforts are centred on engagement, investment and employment activities that drive mutual benefits. Westgold's Indigenous Relations and Heritage Committee is responsible for maintaining formal engagement with Native Title holders and Indigenous communities (for more information, see Section 4.2.1).

### 3.5.1 Driving Local Employment

Westgold continues to provide opportunities for community members to improve livelihoods through bespoke initiatives that create new pathways for employment.

In FY23, we established an Expressions of Interest Register to allow Westgold to engage with local job seekers outside of our standard Human Resources processes. The Register is managed by Resourcing team with applications reviewed and submitted to hiring managers. This process allows Westgold to be more inclusive in our recruitment decisions by overlaying additional considerations that allow applicants to successfully secure employment with the company.

We have employed six new Aboriginal employees in various roles through this initiative since February 2023. Three employees have filled existing roles and joined the operational roster at their respective sites. The remaining employees filled three new positions that were designed to enable workplace capability in a more flexible manner.

We achieved this in partnership with our contract partner, Sodexo, who provide on-the-job training for Westgold's employees who are rostered in addition to their staff. Our employees reserve the right to work the hours and days that suit them and increase their hours as their capability develops.



Where relevant, we include a commitment to identifying employment and contracting opportunities in our land access agreements. Westgold and the Jidi Jidi people have formed an Employment, Training, Contracts and Community Liaison Development committee (ETCL) to identify opportunities for indigenous employment across our business.

The Day Services team at our Fortnum processing plant continues to provide roles for the local community at Yulga Jinna. In FY23, we successfully filled two roles for which we received two applications.

We've also developed a relationship with Workforce Australia providers across the region and are working towards co-delivering Westgold Employment and Careers Forums to the Meekatharra, Cue and Mount Magnet communities.

1

ABOUT US

2

BECOMING A RESPONSIBLE GOLD MINER

3

THE PEOPLE WE IMPACT

4

THE LANDS WE WORK ON

5

DISCLOSURES



### 3.5.2 Investing in Communities

Each year, we invest in community projects through partnerships, sponsorships, and donations that allow us to improve the livelihoods or lifestyles of community members. In FY23, we focused our investment efforts on education, youth development, community development, and events that facilitate social engagement.

One such example is Westgold's contribution towards the Pool for Schools Strategy, a program that reimburses the Shire of Meekatharra for the entry fee to the local pool for students who attend school on that day. This program encourages school attendance, provides access to the pool, and helps the Shire offset the cost of managing the community pool. The Meekatharra District High School has welcomed the program, and students are benefiting by learning to swim, getting exercise, and having fun.

Westgold also support youth development through donation to the Murchison Marlu Junior Football League. Our support ensures that children across the region have access to competitive sport in a safe and fun environment that promotes an active lifestyle.

Our approach to investment allows us to back small and large-scale initiatives that are important to the community. Westgold contributed over \$200,000 in investments to community groups in FY23. Looking to the future, we will consider Westgold's approach to measuring the enduring benefit of our investment efforts.

A complete profile of our community investment projects, and their recipients are listed in Table 5.

Table 5: Community Investment

Recipient	Program
Mount Magnet Gymkhana	Trophies
Shire of Meekatharra	Pool for School
Meekatharra Community Resource Centre	Relocation costs
Cue Primary School	Breakfast Club School Attendance Strategy
Murchison Marlu Junior Football League	Jumpers and equipment
Yulella Aboriginal Corporation	NAIDOC Celebrations Meekatharra
Shire of Cue	NAIDOC Celebrations Cue
Shire of Cue	Youth Centre Equipment Purchase
Step Up for MSWA	Multiple Sclerosis Research
Meekatharra District High School	Breakfast Club School Attendance Strategy
RFDS	3-year Sponsorship Annual Payment
Teach, Learn, Grow	3-year Sponsorship Annual Payment

In addition to providing funding and investment, in FY23 Westgold completed the construction of a bypass haulage road connecting the Cue-Wandinong and Miners Pass Roads, allowing road trains to bypass the Cue townsite. This bypass haulage road is anticipated to benefit the community by reducing the number of vehicles travelling through the townsite, thus improving safety for pedestrians and other motorists. We also anticipate a reduction of noise in the townsite which will improve the amenity of local residents and tourists.

#### HIGHLIGHT FY23 BREAKFAST PROGRAMS

We provide financial support for breakfast programs at Cue Primary and Meekatharra District High Schools to address an ongoing challenge of low school attendance in the regional towns. This year, the breakfast programs catered to 162 students from kindergarten to year 12.

The implementation of this program has supported an increase in attendance at both schools, with students becoming better equipped to concentrate on learning and focus on their development.

breakfast programs catered to

162  
students

personal use only



4

personal use only

# The lands we work on

Our business model relies on the rich natural resources of the lands in which we operate. We strive to engage in responsible mining practices that minimise our impact whilst protecting and restoring local ecosystems.

The key to this begins with the people who care for our lands. We continuously work to preserve the practices of Native Title holders and Indigenous communities through our business activities. We extend this mindset of preservation into the natural environment through active stewardship. Through our efforts, we work to address climate risks and mitigate the impact of mining activities on the biodiversity, lands, and water systems in the Murchison and Bryah regions.

1 ABOUT US

2 BECOMING A RESPONSIBLE GOLD MINER

3 THE PEOPLE WE IMPACT

4 THE LANDS WE WORK ON

5 DISCLOSURES





## 4.1 OUR APPROACH

We protect and restore local ecosystems by engaging in responsible mining practices and preserving the traditions of Native Title holders and Indigenous communities. Our approach is guided by our Climate Change Policy, Environment Policy and Risk Management Policy. Oversight of our activities is maintained by the Sustainability Committee, supported by the ESG Working Group, Environmental team and Indigenous Relations and Heritage Committee.

The results of our materiality assessment demonstrated a strong synergy in what is important to us and our stakeholders, with decarbonisation, energy efficiency, mine rehabilitation and community engagement emerging as priority topics. Stakeholders indicated an interest in seeing Westgold drive innovation to mitigate our exposure to climate risks whilst ensuring that Traditional Owners are informed about and engaged in our efforts to address the environmental and social risks associated with all stages of our operations.



Table 6. Material Topics – The Lands We Work On

Environmental Stewardship	Climate & Energy	Community
<ul style="list-style-type: none"> <li>- Environmental footprint of the mining industry</li> <li>- Biodiversity of the Murchison and Bryah regions</li> <li>- Mine closure and rehabilitation</li> <li>- Tailings storage facilities management</li> <li>- Waste and contamination</li> <li>- Groundwater management</li> </ul>	<ul style="list-style-type: none"> <li>- Energy efficiency and renewable energy across our operations</li> <li>- Race for the mining industry to decarbonise in time</li> <li>- Exposure to climate risk</li> </ul>	<ul style="list-style-type: none"> <li>- Relationships and engagement with Indigenous stakeholders</li> <li>- Cultural Awareness</li> </ul>

We recognise that sound governance is key to strong and consistent business performance and addressing stakeholder concerns. We are committed to improving our understanding of key risks and implementing strategies that facilitate improved oversight and management of environmental and climate-related risks, as outlined in the following section.

personal use only



## 4.2 RESPECTING THE RIGHTS OF INDIGENOUS COMMUNITIES

At Westgold, we recognise the rights, values and aspirations of all Native Title holders and Indigenous people. We acknowledge the need to preserve and protect Indigenous knowledge, systems of teaching and land management, and the intrinsic link to lands and surrounds. Our business practices are designed to build strong and respectful relationships with the Traditional Owners of the lands in which we operate, and we are committed to improving continually.

### 4.2.1 Relationship and Engagement with Indigenous People

Our Indigenous Relations and Heritage Committee meets monthly to discuss matters on heritage management and protection as well as broader issues that impact the Traditional Custodians of the lands that we interact with. The Committee is made up of senior managers from the operations, exploration, environmental, compliance and corporate teams.

In FY23, the Heritage Committee formed a Community Relations team with representatives from both the Heritage Committee and the Community Relations team. The team is tasked with investigating matters of importance to our community members and developing strategies to improve our social performance in:

- Indigenous employment and training
- Business development and economic participation
- Social investments and community development
- Community engagement

Over the last year, the team developed a Social Performance Roadmap, designed to support Westgold in establishing management plans that enable collaboration and encourage community participation in economic, education and training initiatives. We commenced a policy review and identified policy objectives that can be met through well-informed management plans.

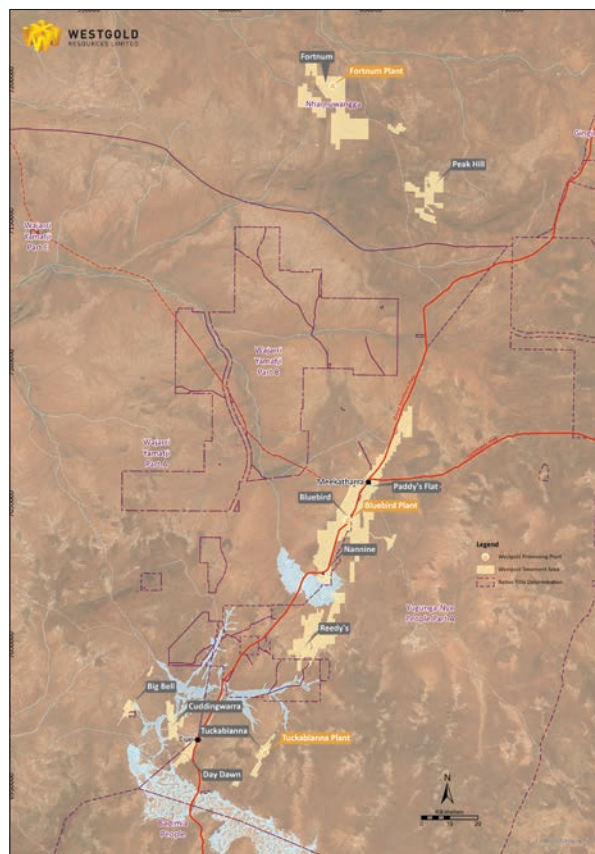


Figure 6. The Traditional Custodians of the lands where we operate

**MGO** and **CGO** are located within the Wajarri Yamatji and the Yungunga-Nya lands.

**FGO** is located within the Nharnuwangga Wajarri & Ngarlawangga lands (collectively the Jidi Jidi lands) in the Bryah Basin.



The review involved regular meetings with our Indigenous communities to listen to their needs and expectations.

The revised policies will form the basis of Westgold's Social Performance Standards and outline our expectations in relation to local content, cultural heritage, social investment, stakeholder engagement and communications.

The Standards will be supported by a dedicated Social Performance Management Plan which will detail strategies to meet these standards and measure Westgold's performance to maintain accountability.



#### 4.2.2 Land Access Agreements

We collaborate with the traditional owners of the Wajarri Yamatji, Yungunga-Nya lands and Jidi Jidi lands to foster a relationship grounded in two-way communication and respect. We recognise the importance of harnessing Indigenous knowledge on land preservation and actively seek to include potentially affected Indigenous people in environmental risk mitigation and rehabilitation of the lands we disturb.

We operate under several land access agreements. These agreements govern our exploration and mining activities, compensation arrangements, monitoring and reporting requirements, and heritage identification and protection protocols. We acknowledge that land access agreements provide the opportunity to increase community engagement and therefore are committed to reviewing and identifying areas in which we can update current agreements to improve such opportunities.

We conduct heritage surveys across our lands and tenure in accordance with the regulatory requirements of the Aboriginal Heritage Act 1972. In FY23, we conducted five Indigenous heritage surveys, including an area which covered the Tuckabianna Hybrid Power Facility and a proposed powerline between the Bluebird Hybrid Power Facility and the Paddy's Flat underground mine.

#### 4.2.3 Improving Cultural Awareness

We are committed to improving our workforce's understanding of Indigenous culture and heritage. The community team and executive team members receive cultural awareness training before engaging in formal communication with our Indigenous stakeholders. We are expanding this training to our entire workforce in FY24 by making it mandatory for all Westgold employees. This training program will ensure that all our employees have the necessary cultural awareness to build strong and respectful relationships with Indigenous communities. All Westgold employees will be required to complete the training annually, with updates to reflect improved knowledge of Indigenous culture, heritage, and values.



1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES





## 4.3 MANAGING CLIMATE RISKS

Climate change is a risk that has the potential to impact our business and our network of business activities in the short, medium, and long-term. We are committed to implementing meaningful action to transition our operations to more sustainable, less carbon and water intensive operations to strengthen resilience and optimise performance. In FY23, Westgold generated a total of 169,576 t CO<sub>2</sub>-e (Scope 1 and 2 GHG emissions), primarily from the combustion of diesel and LPG at our operations.

This year we made significant progress towards decarbonisation, focusing on initiatives that made immediate financial and operational sense. This is evident in the following results (Figure 7): a 3.4% decrease in energy intensity per ounce of gold produced, a 0.10% decrease in emissions intensity per ounce of gold produced, and an overall decrease in emissions across all operations by 8.3%.

Our climate activities are underpinned by three key principles:

- 1. Understanding the risks:** Uncertainty related to climate change has become a consideration in our enterprise risk planning processes. This will enable us to adapt to operating in a more climate affected world and build resilience into the Westgold business model.
- 2. Measuring and reducing our impacts on climate change:** We have initiated processes to restructure our operations to incorporate less energy intensive techniques.
- 3. Disclosing our performance:** We measure, monitor, and report our GHG emissions at all of our operations in accordance with the *National Greenhouse and Energy Reporting Act 2007* (NGER), and are committed to increasing the integrity of our reporting in years to come.

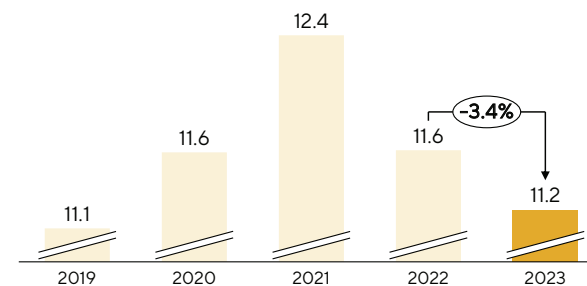
Extreme rainfall events are becoming more common in the Murchison, which poses a risk to our operations. Prolonged rainfall can lead to flooding in and around our mine sites, exposing our business to risk of infrastructure damage and groundwater contamination. In FY23, our operations in Cue and Meekatharra were subjected to major rainfall events which temporarily restricted our activities. In FY24, we will work to improve our adaptive capacity to reduce our operations' vulnerability to extreme weather events and prolonged rainfall. This will involve completing a climate risk assessment to identify our climate risks and their potential impacts to our operations.

### 4.3.1 Transitioning our Operations to New Energy Systems

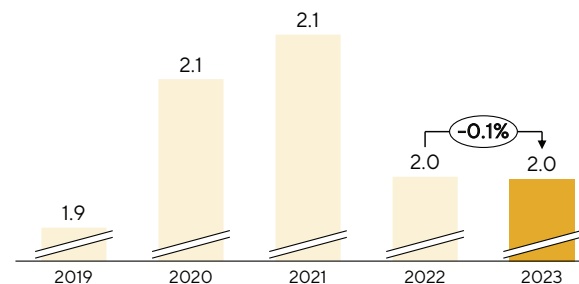
Last year, we commenced the integration of renewable power and low carbon energy alternatives across our operations. This has resulted in improved energy efficiencies and decreased operational costs for Westgold. In FY23, we continued to drive the momentum of our key projects and invested in new technologies to support our energy transition.

The Electricity Purchase Agreement with electricity provider Pacific Energy and the Liquefied Natural Gas (LNG) supply agreement with Clean Energy Fuels Australia (CEFA) is allowing us to transition to a cleaner, more efficient energy platform. In FY23, we commenced construction on our four new hybrid power stations at Tuckabianna, Bluebird, Fortnum and Big Bell. These stations are expected to significantly decrease GHG emissions produced through our activities while also providing a reduction in our power costs. For more information on our hybrid power facilities, see Case Study Hybrid Power Stations.

Reduced energy intensity per ounce produced (GJ/oz)



Emissions intensity per ounce maintained in FY23 (t Scope 1 and Scope 2 CO<sub>2</sub>-e/oz)



Reduced total Scope 1 and Scope 2 emissions (t CO<sub>2</sub>-e)

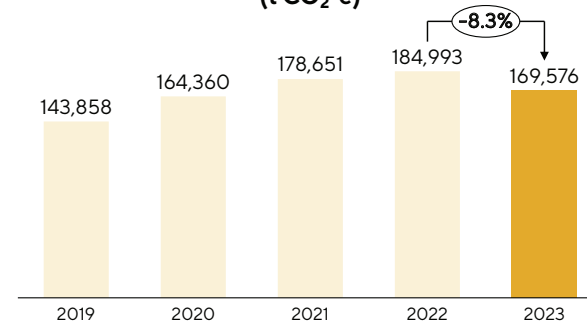


Figure 7 – Westgold is Improving its Emissions and Energy Consumption Performance

personal use only





We introduced a new to market hybrid underground loader (Cat R2900 XE) at our Fortnum site, making us the first in Australia to do so. Estimates indicate that in comparison to Westgold's R2900G fleet, the new Cat R2900 XE offers a 32% reduction in diesel, holds 9% more tonnes per bucket, has a 52% improvement in acceleration and has 14% longer machine life. Moving forward, the effectiveness of the hybrid loader will be reviewed to determine its feasibility across other Westgold operations.

We utilise Variable Speed Drives and a Radio-Frequency Identification (RFID) system at each of our underground mines to implement Ventilation on Demand (VOD). This system ensures that ventilation is delivered precisely when and where it's required, based on the number and type of vehicles in a given area. When a vehicle enters an area, its RFID tag is detected, prompting an increase in fan speed to provide ventilation. The fan speed is reduced when the vehicle is detected to have exited the area. In addition to consuming 53% less energy, the utilisation of VOD has provided several advantages, including decreased greenhouse gas emissions, enhanced air quality and an extended lifespan of ventilation equipment.

## CASE STUDY

# HYBRID POWER STATIONS

In FY22 we completed an Electricity Purchase Agreement with Pacific Energy to replace our six diesel-fired power stations with four Pacific Energy operated hybrid power facilities. We also secured an LNG Agreement with CEFA to fund and construct LNG facilities at the new hybrid stations in Tuckabianna, Bluebird, Fortnum and Big Bell as well as supply LNG from CEFA's expanded LNG plant in Mt Margaret Mount Magnet, 80km south of Cue.

This year, we made significant steps toward operationalising these four new hybrid power stations which will energise Westgold's mining and processing operations for decades to come. The stations, which will have an estimated combined capacity of 82 megawatts, are also expected to see an annual reduction of 57,000 tons of CO<sub>2</sub>-e and 38 million litres of diesel consumption. The replacement of Westgold's six diesel-fired power stations will also reduce our power costs, as Westgold will no longer be reliant on diesel, which addresses vulnerabilities to fluctuating diesel prices.

We anticipate that our success in reducing cost whilst embracing greener technology and operational practices will encourage others in the industry to scale their own decarbonisation efforts. All four facilities are expected to be operational and powering Westgold's operations by Q3 FY24, with the hybrid power station in Tuckabianna having been opened in August 2023. This hybrid station facility incorporates a 6 megawatt solar farm fitted with 11,088 photovoltaic panels, a battery energy storage system with a 2.4 megawatt installed capacity, and a 9.5 megawatt gas-fuelled power station.

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

### 4.3.2 Aligning with the Recommendations of the Task Force on Climate-related Financial Disclosures

The Financial Stability Board established the Task Force on Climate-related Financial Disclosures (TCFD) in 2017 to develop recommendations for more effective climate-related disclosures and promote more informed investment, credit and insurance underwriting decisions.

We are currently working to meet the Recommendations of the TCFD. Initially, our focus has been in reviewing and strengthening our governance and risk assessment processes. We are committed to improving our understanding of climate risk through a climate risk and opportunity assessment that is planned for FY24.

Our progress to date is outlined in Table 7.

Table 7: Westgold's Progress with the Recommendations of the TCFD

Westgold's progress				
	Recommendation	Our current approach	Achievements in FY23	Actions for FY24+
<b>Governance</b>	Disclose the organisation's governance around climate-related risks and opportunities	Our Climate Change Policy sets out our approach and expectations with respect to climate change across the business.  The Sustainability Committee oversees the management of climate change and climate related risks and opportunity. This committee is supported by our ESG Working Group.	<ul style="list-style-type: none"> <li>Appointment of a Group Manager – Environment &amp; Sustainability to drive increased accountability.</li> <li>Finalised and published our Sustainability Committee Charter which outlines Board responsibility on climate change.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen existing governance processes.</li> <li>Build climate risk capability across the business.</li> <li>Continue to improve on our disclosures.</li> <li>Deliver emissions reductions across the business by investing in renewable energy.</li> </ul>
<b>Strategy</b>	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	We have performed a high level assessment of the potential climate-related risks and opportunities on our business and disclosed these in our FY21 Sustainability Report.	<ul style="list-style-type: none"> <li>Implementing key decarbonisation levers to reduce business exposure to transition risk, and reduce reliance on diesel fuels including hybrid loader and ventilation technology.</li> <li>Improved disclosure against the TCFD, SASB and GRI frameworks.</li> </ul>	<ul style="list-style-type: none"> <li>Complete a scenario analysis to model the climate-related physical and transition risks and opportunities on our business and assess the resilience of our strategy based on the results.</li> <li>Explore strategic opportunities for Westgold in a lower carbon economy.</li> </ul>
<b>Risk Management</b>	Disclose how the organisation identifies, assesses and managed climate-related risks.	Climate-related risks are identified and assessed as part of Westgold's Risk Management Framework. We continue to embed systems to improve the integration of climate risk across our business and enhance our understanding.	<ul style="list-style-type: none"> <li>Review of health, safety and environment risk registers to further consider climate-related risks.</li> </ul>	<ul style="list-style-type: none"> <li>Review and update climate risk assessment and integrate outcomes into company risk management processes.</li> <li>Assess company decision-making and capital allocation processes for consideration and alignment with climate risk management processes.</li> </ul>
<b>Metrics and targets</b>	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Westgold currently monitors GHG emissions (Scope 1 and 2), number of heat-related illnesses and total costs incurred due to extreme climate-related events.	<ul style="list-style-type: none"> <li>Energy consumption is monitored and energy efficiency has been improved</li> </ul>	<ul style="list-style-type: none"> <li>Establish emissions reduction goals and targets</li> <li>Consider shadow carbon pricing and the impact of this on our business decisions.</li> </ul>

## 4.4 REDUCING OUR IMPACT ON THE ENVIRONMENT



At Westgold, we are focused on becoming better environmental custodians. We recognise the important role we play in the stewardship of the ecosystems that we interact with. We regularly review our performance against industry standards and best practices to proactively address and mitigate environmental risks and impacts associated with our operations. Our efforts are guided by our [Environment Policy](#), [Climate Change Policy](#), and [Risk Management Policy](#) which are continuously reviewed to maintain compliance with regulatory requirements, reflect stakeholder expectations and address new risks and opportunities

We are transitioning our mining operations to lower-impact underground operations. In FY23, we paused operations at the South Emu, Comet, and Fender underground mines and focused on greater output from the higher-grade, larger mines at Big Bell, Paddy's Flat, Bluebird, and Starlight.

This resulted in lower energy output per ounce produced. In addition to improving energy efficiency, this operational shift has enabled a more efficient use of resources and a significant reduction in waste generation, thereby minimising its exposure to soil, vegetation, and native flora and fauna.

### 4.4.1 Environmental Impact Assessment

At Westgold, we minimise the disturbance to the lands where we operate through impact mitigation and low impact mining. An important stage of this process is environmental studies, which inform how we explore, design, develop, operate, rehabilitate and transition out of mining.

Two more site-wide environmental impact studies were conducted under the current regulatory guidelines in FY23, bringing the total number of sites assessed to eight out of eleven possible mining areas. Of a total disturbance area of 7,240 hectares (ha), 85%, (6,169 ha), has been subjected to a recent biodiversity survey. We also have a mine closure plan in place for each of our sites which detail the tasks required to transition each mining area to its post-mining land use.

In FY23, environmental studies using spatial recognition equipment and software were conducted across all sites, with a focus on legacy landforms. A total of 22 landforms were assessed using the software, providing valuable information on the design, stability, and vegetated cover of each landform. Westgold has committed to assessing each landform every three years and we have completed a baseline assessment for 31 out of the 130 landforms. We conducted four additional project-specific environmental impact studies. These studies focused on the planned expansion of the project areas to accommodate the hybrid power project, as well as the expansion of the Fender underground mine.

Environmental studies enrich our knowledge of how our operations impact the ecosystems we interact with and informs our development of strategies for successful mitigation.

Table 8: Project-specific Environmental Impact Studies

Study	Remit of Study	Outcome
<b>Targeted Flora Survey - <i>Eremophila retropila</i></b>	Paddy's Flat Haul Road	The survey outcome will ensure that impact to the Priority 1 flora species is minimised.
<b>Reconnaissance Flora and Vegetation Survey and Terrestrial Fauna Survey</b>	Paddy's Flat Haul Road	No threatened or priority flora, or fauna species of conservation significance, were recorded within the survey area. The proposed disturbance area is not suitable habitat for two fauna conservation species of significance; the Malleefowl ( <i>Leipoa ocellata</i> ) and the Night Parrot ( <i>Pezoporus occidentalis</i> ).
<b>Flood Protection for Planned PV Arrays</b>	Big Bell Hybrid Power Project	Any runoff during intense rainfall events would occur predominantly as sheet flow of shallow depth. The sheet flow would be of low velocity, of the order of 1 m/sec, and would have low risk of causing scouring, transporting sediment, or resulting in ponding of water.
<b>Acid Mine Drainage of Mine Waste, Fender Underground</b>	Fender Underground Mine	Two of ten samples tested were classified as potentially acid-forming (PAF). The PAF samples make up less than 1% of the waste rock proposed to be extracted to be encountered and require no special management conditions.



#### 4.4.2 Environmental Incidents

At Westgold, we define a significant environmental incident as any incident that has the potential to cause, or is likely to cause pollution, material environmental harm or serious environmental harm. Following on from last year we have once again reported no significant environmental incidents in FY23, and we will continue active environmental stewardship to maintain these results in FY24.

We recognise that although monitoring and tracking these incidents is not a regulatory requirement, it is essential to the longevity of our business. We will continue to limit such incidents from occurring in the future to ensure our social licence to operate, our ability to have safe and reliable infrastructure and our ability to continue as a financially stable entity remains.

#### 4.4.3 Waste Management

We are committed to ensuring that waste generated from our operational activities does not result in contamination of surrounding lands and ecosystems. Waste is a key component of our site environmental management system and procedures, and covers both hazardous and non-hazardous waste produced on site, or as a result of products and services procured for our operations. We apply the waste mitigation hierarchy to manage waste effectively and seek to minimise the risk of contamination through mining, waste treatment and waste disposal activities.

This year, waste was discussed as part of our materiality assessment, and it was recognised by the business that there is opportunity to improve waste management on site. This includes limiting waste disposal to landfill. In FY23, we commenced investigations to understand waste management alternatives on site, and will continue to seek opportunity in waste management into FY24.



#### 4.4.4 Tailings Storage Facilities Management

Westgold regularly monitors and reviews its tailings storage facilities (TSF) to comply with the Mines Safety and Inspection Act 1994 and the Mining Act 1978. We apply a mechanism of continuous improvement with tailings management to mitigate environmental, health, and safety risks.

There are 25 TSF's across Westgold's operational and legacy sites. Three of these facilities are currently active, 15 are closed, and seven require rehabilitation and closure. We recognise the work required in safe and stable closure of legacy TSF's, and we are committed to embracing these challenges. Our approach to tailings management is guided by the Australian National Committee on Large Dams and guidelines developed by the Department of Mines, Industry Regulation and Safety.

In FY23, we constructed a TSF lift at the Fortnum processing hub, increasing the capacity of TSF2 for an additional 12 months. We also constructed a similar lift on the Tuckabianna TSF2, extending the life of the facility for an additional 15 months.

At Westgold, we are committed to implementing the most effective risk mitigation practices for tailings management. We are currently monitoring the industry for new technologies and will adopt them as they become available. Two of our current TSFs and our next planned TSFs are in-pit facilities which reduces their susceptibility to erosion and flooding, and minimises the risk of seepage and leakage. This allows for more cost-effective and efficient rehabilitation earthworks to be undertaken.

The table below summarises the status of the 25 TSFs across Westgold's operations and legacy sites. This includes an indication of the assessments that have been carried out on site to determine potential impact of weather-related events on our TSFs by an appropriately qualified geotechnical specialist (Table 9).



Table 9: Assessment of TSFs Against the Impact of Climate Change

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

personal use only





We are committed to mitigating the potential negative impacts of our TSFs post-closure. In FY23 we repurposed the Bluebird TSF into a solar array, which utilised the already disturbed land in support of an increase in renewable energy usage at our operations. Refer to the case study below.

## CASE STUDY

### REPURPOSING THE BLUEBIRD TSF INTO A SOLAR ARRAY

The Bluebird TSF located in Yaloginda was a rehabilitated site with limited revegetation. In FY23, we imported fresh rock and laterite cover to repurpose the facility into a solar array. The rock and laterite that was placed at the site will remain in place through closure, covering the tailings, providing growth medium for future revegetation and reducing the risk of wind erosion and dust.

In addition to increasing our renewable energy usage, this project supports our ambitions in minimising the environmental footprint of our operations.



1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES



## 4.5 PROTECTING LOCAL WATER SYSTEMS

Mining, milling and gold processing are water intensive activities that reinforce the importance of water to Westgold's business. As we operate in arid areas of Western Australia, it is important that we maintain an agile and disciplined approach to water conservation and management.

We recognise that practicing effective water stewardship is critical to protecting the integrity and quality of local water resources and systems. To ensure we remain within the limits of our water extraction and use licences, we prioritise water recycling and reuse. In FY23, we used only 8,600 ML (37%) of our total extraction capacity, and we recycled 3,978 ML of water, representing 46% of the total abstraction volume. We will continue to strive for the same results in FY24.

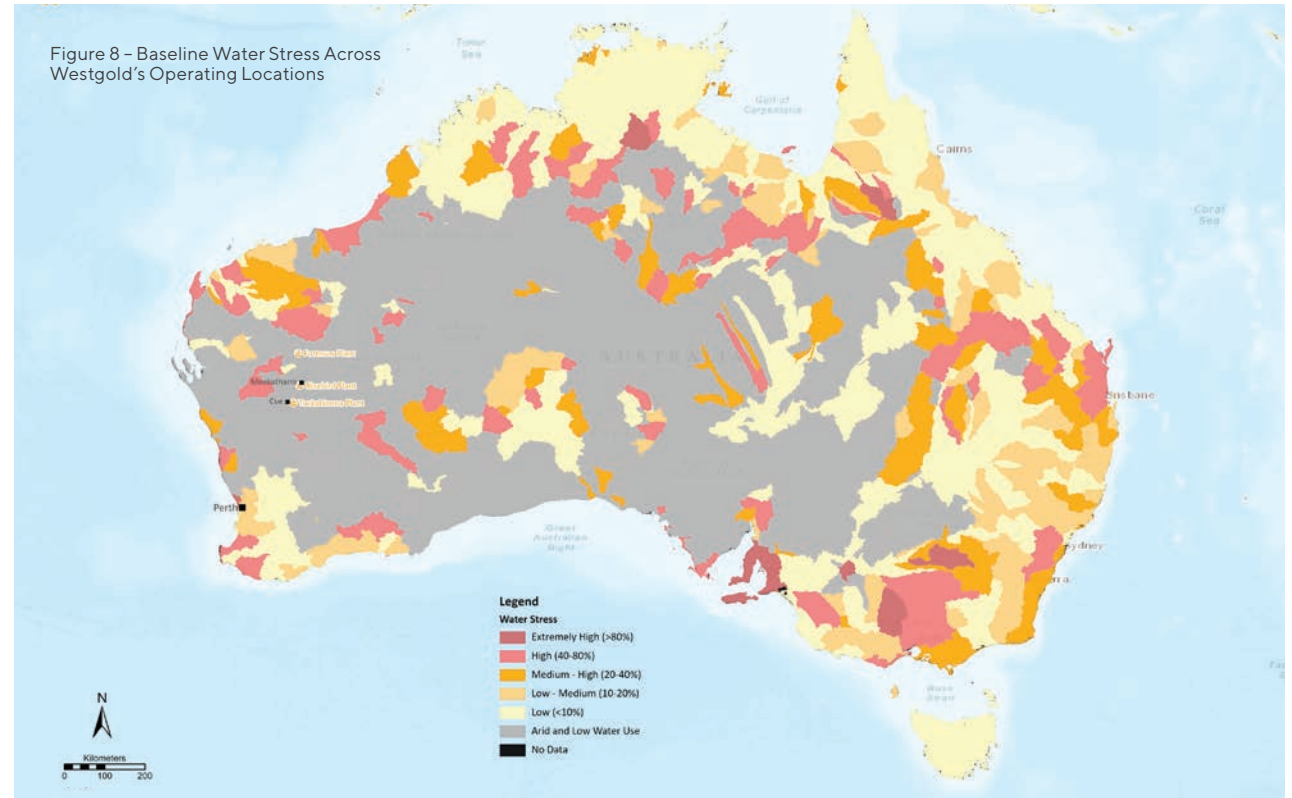
At Westgold, we seek to create opportunities for shared water use, and agreements have been signed with local pastoralists to ensure ongoing water supply for pastoral requirements. In FY23 we installed a production bore near Friars pit, Tuckabianna, for pastoralist use at Yarraquin Station. In addition to this, we are currently working toward supporting ongoing use of pastoral bores at Coodardy Station.

### 4.5.1 Access to Water

The majority of water required for our operations is drawn from onsite groundwater sources that are accessed via existing mining voids or constructed water bores. Moving forward we are looking to expand our utilisation of water bores in order to distribute our water usage across a larger area. This approach seeks to minimise groundwater drawdown.

Our water activities include the extraction and discharge of water, which occurs within our approved licences as regulated by the *Rights in Water Irrigation Act 1914*. Westgold operates under 13 groundwater licences across the region and these permit us to extract groundwater from local aquifers from within the Murchison region. We are permitted to extract up to 22,950 ML annually.

Figure 8 - Baseline Water Stress Across Westgold's Operating Locations



### 4.5.2 Water Risk

We determine the baseline water stress for all our operations using the World Resources Institute (WRI) Aqueduct tool. According to the tool, 100% of our operations are located in areas with a baseline water stress characterised as 'Arid and Low Water Use'. Although this category indicates limited water withdrawals, areas classified as 'Arid and Low Water Use' are still considered high water stress regions due to the natural scarcity of water in arid regions which can be further threatened by changing weather patterns, increased temperatures, and decreased precipitation (Figure 8).

Our commitment to effective water stewardship practices is indicative of our understanding of the critical importance of water as a natural resource. We recognise that water is important to our stakeholders, and that how we manage water is critical to the ongoing success of our business and our relationships. In FY24, we will be carrying out a water balance review across all of our processing locations to determine current and future water availability and security, which will inform water-related risk and opportunity.

## 4.6 PROTECTING BIODIVERSITY

We have implemented a series of safeguards and management systems to protect the biodiversity of the Murchison and Bryah regions. Our approach is reflected in our corporate policies and business objectives and communicated through our senior leaders at Westgold. Our [Environment Policy](#) provides mandated and Board-approved guidance on how we operate in line with our environmental management system to identify, manage, and monitor environmental risks and opportunities, while minimising the adverse environmental impacts associated with our operations. Our comprehensive environmental management plan covers all aspects of our mining and exploration activities, including measures to minimise impact on biodiversity, water, air quality and amenity.

As a mining company, we interact directly with the natural landscape that is host to several ecosystems and a range of diverse flora and fauna. We recognise the importance of implementing robust and effective measures to minimise Westgold's impact on these ecosystems, and contribute beneficially where we can. We undertake environmental impact assessments in line with regulatory guidance on all proposed development and expansion projects. We progressively rehabilitate the land we disturb, and land that is no longer in use, and employ research and trials to improve rehabilitation outcomes which we can share with industry.

We do not operate on or adjacent to any nationally or internationally protected areas. The Murchison region where we operate is categorised by the Department of Climate Change, Energy, the Environment and Water (DCCEEW) as an Australian bioregion of low risk, with a rating of 5-10%. This means that the region has a lower biodiversity value and a minimal range of native flora and fauna that can be impacted by Westgold's activities. Despite this, we at Westgold are committed to minimising our environmental impact.



Our environmental management plan identifies the key biodiversity values in the areas where we operate, and our collaborations with local communities ensure that our activities do not have a negative impact on amenity.

Our rehabilitation and planning practices run throughout the year and are backed by appropriate funding allocations to cover the cost obligation of rehabilitation into the future. Funding is allocated to projects based on the estimated cost of rehabilitation, the risk posed by the project, and the financial resources available. In FY23 we rehabilitated the Cuddingwarra North mining area, following the completion of open pit activities in FY22.

personal use only



## 4.7 MINE CLOSURE AND REHABILITATION

At Westgold, we maintain a focus on progressive and innovative mine rehabilitation. This approach allows Westgold to maintain compliance with mine closure and rehabilitation regulations, and continuously improve rehabilitation outcomes.

We strive to restore current and historic mining activities to a safe, stable, and sustainable state that is acceptable to our stakeholders. Our closure and rehabilitation planning is underpinned by three key objectives, in line with those set by the WA State Government:

1. Long-term stability and sustainability of the landforms, soils and hydrology of the site;
2. Partial or full repair of the ecosystem's capacity to provide habitats for biota and services for people; and
3. Prevention of pollution of the surrounding environment.

Our ability to be effective stewards of the environment is dependent on our ability to mitigate the environmental and social risks of our mine sites post-closure. Our closure plans are informed by the successes and learnings of the active rehabilitation trials on site, and broader learnings from the gold and mining industries across WA. We maintain an active and ongoing approach to rehabilitation, leading to better outcomes for the local ecosystems, such as increased plant diversity and improved habitat for fauna, while also reducing our long-term closure liability.

As legally required, all our operations maintain a Mine Closure Plan in relation to rehabilitation. We maintain 100% coverage over all Westgold's sites for closure and post-closure plans which are developed with scientific rigour and in consultation with stakeholders to obtain input and feedback. The plans consider how we operate our mine sites and interact with local ecosystems, landholders and communities. They are monitored biannually and updated every three years to reflect the most up-to-date data and legislative requirements. The Group Manager for Environment and Sustainability monitors our progress to meet the commitments outlined in all our plans.

In FY23, three mine closure plans were submitted to the regular as a legal requirement. Additionally, four mine closure plans were submitted voluntarily to reflect changes in operations.

Table 11: Rehabilitation Status

Rehabilitation Status	FY23
Land disturbed (ha)	2,609
Land under rehabilitation (ha)	4,631
Mine Rehabilitation Fund paid (\$)	\$726,762.19

### 4.7.1 Land Access and Permitting

Obtaining legal and social permission to mine is critical to our business and central to what it means to practice responsible mining. At Westgold, we recognise that our social licence, our ability to access new land and our efforts to maintain business continuity and generate growth is dependent on our compliance with laws and regulations, and our ability to maintain trusted relationships. Our Environment, Compliance, Exploration and Heritage teams ensure we operate and access land within our approved permits.



In FY23, we submitted regulatory requests for approval for a number of proposed mining or associated activities. Some examples of the approvals include:

- Approval to construct hybrid power stations at each of our Big Bell, Tuckabianna, Bluebird, and Fortnum projects.
- Approval to transfer water from the Comet project to the Tuckabianna processing facility.
- Approval to construct the Comet North underground mine.
- Approval to construct a lift at Tuckabianna TSF2.
- Approval to extend sewage treatment facility at Bluebird.
- Approval to undertake crushing and screening at the Cuddingwarra project.
- Approval to construct a powerline between the Bluebird and Paddy's Flat mining areas.

Approvals are a critical enabler of our growth strategy and allow us to expand our operations and strengthen our business prospects into the future. Stakeholder engagement is a key component of every approvals process, and getting this right builds trust and credibility with regulators, decision makers, interested parties and potentially affected rightsholders where we operate.

personal use only





5

personal use only

1

ABOUT US

2

BECOMING A RESPONSIBLE GOLD MINER

3

THE PEOPLE WE IMPACT

4

THE LANDS WE WORK ON

5

DISCLOSURES



## 5. DISCLOSURES

### 5.1 GRI CONTENT INDEX – GRI STANDARDS 2021

#### GRI Standards 2021

GRI 1 Foundation			
GRI Reference	Disclosure	Location Reference	Page
GRI 1:s.3-3	Determining material topics	- 2.2 Our material topics	
GRI 1:s.3-4	Report the disclosures in GRI: Material Topics 2021	- 2.2 Our material topics	
GRI 1:s.3-7	Publish a GRI content index	- GRI Index	
GRI 1:s.3-8	Provide a statement of use	- About this report - reporting disclosures	
GRI 1:s.3-9	Notify GRI	- Notification provided on 03/11/2023	
GRI 1:s.4	Accuracy Balance Clarity Comparability Completeness Sustainability context Timeliness Verifiability	- Guidance followed in compilation of report	
GRI 2 General Disclosures			
GRI Reference	Disclosure	Location Reference	Page
<b>1. The organisation and its reporting practices</b>			
Disclosure 2-1	Organisational details	- About this report - scope	
Disclosure 2-2	Entities included in the organisation's sustainability reporting	- 1.3 Our operations	
Disclosure 2-3	Reporting period, frequency and contact point	- About this report - scope	
<b>2. Activities and workers</b>			
Disclosure 2-6	Activities, value chain and other business relationships	- Westgold Resources	
Disclosure 2-7	Employees	- Data tables GRI 2-7	

personal use only



GRI 2 General Disclosures			
GRI Reference	Disclosure	Location Reference	Page
<b>3. Governance</b>			
Disclosure 2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>2.3 Our approach to governance</li> <li>Statement of Matters Reserved to the Board</li> </ul>	
Disclosure 2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>Board Charter</li> <li>Corporate Governance Statement</li> <li>Board Skills Matrix</li> </ul>	
Disclosure 2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>Westgold Leadership Team</li> </ul>	
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>2.3 Our approach to governance</li> <li>Statement of Matters Reserved to the Board</li> </ul>	
Disclosure 2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>2.3 Our approach to governance</li> </ul>	
Disclosure 2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>2.3 Our approach to governance</li> </ul>	
Disclosure 2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>2.2 Our material topics</li> </ul>	
Disclosure 2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>2.3 Our approach to governance</li> <li>Board Charter</li> </ul>	
Disclosure 2-19	Remuneration policies	<ul style="list-style-type: none"> <li>Remuneration Nomination Committee Charter</li> <li>Board and Executive Remuneration Policy</li> </ul>	
Disclosure 2-20	Process to determine remuneration	<ul style="list-style-type: none"> <li>3.2 Creating Value for our Employees</li> <li>Remuneration Nomination Committee Charter</li> <li>Board and Executive Remuneration Policy</li> </ul>	
Disclosure 2-21	Annual total compensation ratio	<ul style="list-style-type: none"> <li>Data tables GRI 2-21</li> </ul>	
<b>4. Strategy, policies, and practices</b>			
Disclosure 2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>2. Becoming a responsible gold miner</li> <li>Message from Managing Director</li> </ul>	
Disclosure 2-23	Policy commitments	<ul style="list-style-type: none"> <li>2.4 Conducting our business with integrity</li> </ul>	
Disclosure 2-24	Embedding policy commitments	<ul style="list-style-type: none"> <li>2.4 Conducting our business with integrity</li> </ul>	
Disclosure 2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>Whistleblower Policy</li> </ul>	
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>2.4.4 Speaking up</li> <li>Whistleblower Policy</li> <li>2.4 Conducting our business with integrity</li> </ul>	
<b>5. Stakeholder engagement</b>			
Disclosure 2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>3. The people we impact</li> </ul>	

personal use only





### GRI 3 Disclosures on Material Topics 2021

GRI Reference	Disclosure	Location Reference	Page
<b>4. Disclosures on material topics</b>			
Disclosure 3-1	Process to determine material topics	- 2.2.1 Determining topics	
Disclosure 3-2	List of material topics	- 2.2.2 Westgold's material topics	
Disclosure 3-3	Management of material topics	- 2.2.2 Westgold's material topics - 3. The people we impact - 4. The lands we work on	

### GRI 200 Economic Specific

GRI Reference	Disclosure	Location Reference	Page
<b>GRI 201 Economic Performance</b>			
201-1	Direct economic value generated and distributed	- Data tables GRI 201-1	
201-2	Financial implication and other risks and opportunities due to climate change	- 4.3.2 Aligning with the Recommendations of the Task Force on Climate-Related Financial Disclosures	
201-4	Financial assistance received from government	- Data tables GRI 202-4	
<b>GRI 203 Indirect Economic Impacts</b>			
203-1	Infrastructure investments and services supported	- 4.3 Managing Climate Risks	
<b>GRI 207 Tax</b>			
207-1	Approach to tax	- 2.4.6 Tax transparency	
207-2	Tax governance, control, and risk management	- 2.4.6 Tax transparency - Tax and Duties Risk Governance Policy - Tax Compliance Risk Framework	
207-3	Stakeholder engagement and management of concerns related to tax	- 2.4.6 Tax transparency	



GRI 200 Environmental Specific			
GRI Reference	Disclosure	Location Reference	Page
<b>GRI 302: Energy</b>			
302-1	Energy consumption within the organisation	- Data tables 302-1	
302-3	Energy intensity	- Data tables 302-3	
<b>GRI 303: Water Effluents</b>			
303-1 (Management approach disclosure)	Interactions with water as a shared resource	- 4.5 Protecting local water systems - 4.5.1 Access to water	
303-2 (Management approach disclosure)	Management of water discharge-related impacts	- 4.5.2 Water risk	
303-3	Water withdrawal	- Data tables GRI 303-3	
303-4	Water discharge	- Data tables GRI 303-3	
303-5	Water consumption	- Data tables GRI 303-5	
<b>GRI 305: Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	- 4.3 Managing climate risk - Data tables GRI 305-1	
305-2	Energy indirect (Scope 2) GHG emissions	- 4.3 Managing climate risk - Data tables GRI 305-2	
305-4	GHG emissions intensity	- Data tables GRI 305-4	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	- Data tables GRI 305-7	
<b>GRI 307: Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations	- Data tables GRI 307-1	

personal use only



GRI 400: Social Specific			
GRI Reference	Disclosure	Location Reference	Page
<b>GRI 401: Employment</b>			
401-1	New employee hires and employee turnover	- Data tables GRI 401-1	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	- Data tables GRI 401-2	
401-3	Parental leave	- Data tables GRI 401-3	
<b>GRI 403: Occupational Health and Safety</b>			
403-1 (Management approach disclosure)	Occupational health and safety management system	- 3.3.2 Safety training and communication	
403-2 (Management approach disclosure)	Hazard identification, risk assessment, and incident investigation	- 3.3.1 Managing safety at Westgold	
403-3 (Management approach disclosure)	Occupational health services	- 3.3.4 Health and wellbeing - 3.3.5 Psychosocial risks	
403-4 (Management approach disclosure)	Worker participation, consultation, and communication on occupational health and safety	- 3.3.2 Safety training and communication	
403-5 (Management approach disclosure)	Worker training on occupational health and safety	- 3.3.2 Safety training and communication	
403-6 (Management approach disclosure)	Promotion of worker health	- 3.3.4 Health and wellbeing	
403-7 (Management approach disclosure)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	- 3.3.1 Managing safety at Westgold - 3.3.5 Psychosocial risks	
403-8	Workers covered by an occupational health and safety management system	- 3.3.1 Managing safety at Westgold - 3.3.5 Psychosocial risks - Data tables GRI 403-8	
403-9	Work-related injuries	- Data tables GRI 403-9	
403-10	Work-related ill health	- Data tables GRI 403-10	
<b>GRI 405: Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	- Data tables GRI 405-1	
405-2	Ratio of basic salary and remuneration of women to men	- Data tables GRI 405-2	
<b>GRI 413: Local Communities</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	- Data tables GRI 413-1 - 3.5 Supporting our communities - 4.4.1 Environmental impact assessment	





## 5.2 SASB INDEX

### SASB Metals and Mining (Extractives & Minerals Processing Sector)

Topic	Accounting Metric	Category	Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	GRI 305-1 Data table
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	2.3 Managing climate risks
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	GRI 305-7 Data table
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	GRI 305-1 Data table
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	GRI 305-3 Data table
Water & hazardous materials management	Total weight of tailings produced	Quantitative	MM3
	Total weight of waste rock generated	Quantitative	MM3
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	4.4.3 Waste management 4.4.4 Tailings storage facilities management 4.7 Mine closure and rehabilitation
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	4.4 Reducing our impact on the environment 4.5 Protecting biodiversity
Security, Human Rights & Rights of Indigenous People	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	3.4 Addressing modern slavery 4.2 Respecting the rights of Indigenous Communities
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	3.5 Supporting our communities

## 5.3 DATA TABLES

### GRI 2 Disclosure 2-1: Financials

Parameter	Unit	FY23
Net sales	AUD \$	654,371,234
Total capitalisation	AUD \$	570,848,480
Debt	AUD \$	27,490,818
Equity	AUD \$	598,339,298

### GRI 2 Disclosure 2-7: Scale of Organisation

Parameter	Unit	FY23
Total number employees	count	918
Total number operations	count	3
Quantity of products or services provided	count	2

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

Parameter	Unit	Westgold Corporate FY23
Permanent employees (male)	count	75
Permanent employees (female)	count	35
Temporary employees (male)	count	11
Temporary employees (female)	count	6
<b>Total</b>		<b>127</b>

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

Parameter	Unit	Westgold Corporate FY23
Permanent employees WA	count	110
Temporary employees WA	count	17
<b>Total</b>		<b>127</b>

personal use only



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

Parameter	Unit	FY23
Ratio of the percentage increase in annual total compensation for the highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country	Ratio	4.00
<b>Total</b>		<b>4.00</b>

## GRI 2 Disclosure 2-21: Annual Total Compensation Ratio

Parameter	Unit	FY23
Ratio of the annual total compensation for the highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	Ratio	4.00
<b>Total</b>		<b>4.00</b>

## GRI 201-1: Direct Economic Value Distributed

Parameter	Unit	FY23
Operating cost	AUD\$	465,657,465
Employee wages and benefits	AUD\$	160,623,325
Payments to providers of capital	AUD\$	1,686,525
Payment to government	AUD\$	23,082,403
Community investments	AUD\$	173,468
<b>Total</b>		<b>651,223,186</b>

## GRI 201-1: Economic Value Generated and Distributed

Parameter	Unit	FY23
Economic value distributed	AUD\$	651,049,718
Direct economic value generated	AUD\$	654,371,234
Economic value retained	AUD\$	3,321,516
<b>Total</b>		<b>1,308,742,468</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





### GRI 201-4: Financial Assistance Received from Government

Parameter	Unit	FY23
Financial incentives received	AUD\$	451,202
Royalty holidays received	AUD\$	475,007
Tax relief and tax credits received	AUD\$	353,432
<b>Total</b>		<b>1,279,641</b>

### GRI 302-1: Energy Consumed by Facility and Source

Source	Activity	Unit	CGO FY23	MGO FY23	FGO FY23	PC FY23	Total FY23
Non-lubricant fluid oils	Energy Consumption - Liquid Fuels - Consumed without combustion	GJ	3,341	-	1	-	3,341
Diesel combusted	Fuel Combustion - Liquid Fuels - Electricity Generation	GJ	912,305	970,071	372,896	-	2,255,272
Diesel combusted	Fuel Combustion - Liquid Fuels - Non-Transport	GJ	317,023	207,331	98,574	-	622,928
LPG combusted	Fuel Combustion - Liquid Fuels - Non-Transport	GJ	4,371	23,740	5,153	-	33,265
Grease used as lubricant	Fuel Combustion - Liquid Fuels - Oils and greases	GJ	693	545	287	-	1,525
Lubricating oil used	Fuel Combustion - Liquid Fuels - Oils and greases	GJ	3,290	7,115	931	-	11,336
Diesel combusted	Fuel Combustion - Liquid Fuels - Transport	GJ	21,177	44,075	28,314	-	93,566
Electricity purchased	Scope 2 - Purchased Electricity	GJ	-	-	-	749	749
Electricity purchased	Scope 2 - Purchased Electricity - Other than main grid	GJ	-	-	-	-	-
							<b>3,021,982</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



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

Energy Consumed (GJ)
Ore mined (Tonne)
Intensity (GJ/t)

CGO	MGO	FGO	PC	Total
1,126,041	1,254,985	506,337	749	2,888,112
1,230,281	1,169,584	829,090	-	3,228,955
0.92	1.07	0.61	-	0.89

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

Energy Consumed (GJ)
Gold produced (Troy oz)
Intensity (GJ/oz)

CGO	MGO	FGO	PC	Total
1,126,041	1,254,985	506,337	749	2,888,112
82,746	112,614	53,735	-	249,095
13.61	11.14	9.42	-	11.59

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

Energy Consumed (GJ)
Ore processed
Intensity (GJ/t)

CGO	MGO	FGO	PC	Total
1,126,041	1,254,985	506,337	749	2,888,112
1,328,159	1,494,123	802,753	-	3,625,035
0.85	0.84	0.63	-	0.80

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



### GRI 303-3: Water Withdrawal

Parameter	Unit
Groundwater Withdrawal	ML
Produced Water Withdrawal	ML
Seawater Withdrawal	ML
Surface Water Withdrawal	ML
Third-Party Water Withdrawal	ML
<b>Total</b>	<b>ML</b>

CGO FY23	MGO FY23	FGO FY23	Total FY23
2,979	4,063	1,558	8,600
-	-	-	-
-	-	-	-
-	-	-	-
<b>2,949</b>	<b>4,063</b>	<b>1,558</b>	<b>8600</b>

### GRI 303-3: Water Withdrawal

Parameter	Unit
Freshwater Groundwater Withdrawal	ML
Other Groundwater Withdrawal	ML
<b>Total</b>	<b>ML</b>

CGO FY23	MGO FY23	FGO FY23	Total FY23
811	750	1,558	3,119
2,168	3,313	-	5,481
<b>2,979</b>	<b>4,063</b>	<b>1,558</b>	<b>8,600</b>

### GRI 303-3: ICMW-WAF Water Recycled and Reused

Parameter	Unit
Total Water Recycled and Used	ML

CGO FY23	MGO FY23	FGO FY23	Total FY23
1,345	2,235	398	3,978

### GRI 303-4: Water Discharge

Parameter	Unit
Groundwater Discharge	ML
Other Water Discharge (Water in Tailings Slurry)	ML
Seawater Discharge	ML
Surface Water Discharge	ML
Third-Party Water Discharge	ML
<b>Total</b>	<b>ML</b>

CGO FY23	MGO FY23	FGO FY23	Total FY23
704	847	95	1,646
1,261	1,968	986	4,215
-	-	-	-
-	36	-	36
-	-	-	-
<b>1,965</b>	<b>2,851</b>	<b>1,081</b>	<b>5,897</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





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

Parameter	Unit
Fresh Groundwater Discharge	ML
Fresh Surface Water Discharge	ML
Other Groundwater Discharge	ML
Other Surface Water Discharge	ML
Other Water Discharge (Water in Tailings Slurry)	ML
<b>Total</b>	<b>ML</b>

CGO FY23	MGO FY23	FGO FY23	Total FY23
292	572	95	959
-	36	-	36
412	275	-	687
-	-	-	-
1,261	1,968	986	4,215
<b>1,965</b>	<b>2,851</b>	<b>1,081</b>	<b>5,897</b>

### GRI 303-5: Water Consumption

Parameter	Unit
Total Water Consumption	ML

CGO FY23	MGO FY23	FGO FY23	Total FY23
1,634	1,827	1,160	4,621

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

Activity	Source
Fuel Combustion - Liquid Fuels - Electricity Generation	Diesel combusted
Fuel Combustion - Liquid Fuels - Non-Transport	Diesel combusted
Fuel Combustion - Liquid Fuels - Non-Transport	LPG combusted
Fuel Combustion - Liquid Fuels - Oils and greases	Grease used as lubricant
Fuel Combustion - Liquid Fuels - Oils and greases	Lubricating oil used
Fuel Combustion - Liquid Fuels - Transport	Diesel combusted
Industrial Processes - Mineral Products - Use of soda ash Soda ash usage	
<b>Total</b>	

CGO t CO <sub>2</sub> -e FY23	MGO t CO <sub>2</sub> -e FY23	FGO t CO <sub>2</sub> -e FY23	Total t CO <sub>2</sub> -e FY23
40,302	50,450	26,177	116,929
22,255	14,555	6,993	43,743
265	1,439	312	2,016
2	2	1	5
46	99	13	158
1,491	3,103	1,994	6,588
-	-	-	-
<b>64,361</b>	<b>69,648</b>	<b>35,430</b>	<b>169,439</b>



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

Parameter
Scope 2 - Purchased Electricity
Scope 2 - Purchased Electricity - Other than main grid
<b>Total</b>

CGO FY23	MGO FY23	FGO FY23	PC FY23	Total FY23
-	-	-	106	106
-	-	-	-	-
<b>-</b>	<b>-</b>	<b>-</b>	<b>106</b>	<b>106</b>

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

Parameter
Scope 1+2 (t CO <sub>2</sub> -e)
Ore processed (Tonne)
Intensity (tCO <sub>2</sub> -e/t)

CGO FY23	MGO FY23	FGO FY23	PC FY23	Total FY23
64,362	69,667	35,430	106	169,575
1,328,159	1,494,123	802,753	-	3,625,035
48.46	46.63	44.14	-	46.78

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

Parameter
Scope 1+2 (t CO <sub>2</sub> -e)
Gold produced (Troy oz)
Intensity (kg CO <sub>2</sub> -e/t)

CGO FY23	MGO FY23	FGO FY23	PC FY23	Total FY23
64,362	69,667	35,430	106	169,575
82,746	112,614	53,735	-	249,095
777.83	618.72	659.35	-	680.76

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

Parameter	Unit
SO <sub>2</sub>	
NO <sub>x</sub>	
CO	
Current PM<10µm (Combustion)	
Current PM<10µm (Dust)	
Current PM<10µm (Combustion + Dust)	
PM <2.5µm	
Total VOCs	

CGO FY23	MGO FY23	FGO FY23	Total FY23
395	-	398	215
1,030,222	-	734,341	371,194
297,633	-	319,823	174,946
41,905	-	41,242	20,928
4,088,598	-	1,833,048	1,392,017
4,130,503	-	1,874,290	1,412,945
40,433	-	39,868	20,213
37,903	-	36,744	18,349

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES



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

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

CGO FY23	MGO FY23	FGO FY23	Total FY23
-	-	-	-
-	-	-	-
-	-	-	-

### MM1 Amount of land disturbed or rehabilitated

Parameter	Unit
Land disturbed and not yet rehabilitated prior to reporting period	ha
Amount of land newly disturbed within the reporting period	ha
Amount of land newly rehabilitated within the reporting period	ha
Land disturbed and not yet rehabilitated	ha

CGO FY23	MGO FY23	FGO FY23	Total FY23
788	1,119	447	2,354
26	140	11	177
77	-	-	77
891	1,259	458	2,609

### MM1 Land Rehabilitation

Parameter	Unit	FY23
Cumulative Area Disturbed	ha	7,240
Cumulative Area Rehabilitated	ha	4,631
Percentage of Rehabilitation to Disturbance	%	64

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

Parameter	Unit
Overburden	tonne
Sludges	tonne
Tailings	tonne
Waste Rock	tonne
<b>Total</b>	

CGO FY23	MGO FY23	FGO FY23	Total FY23
-	-	-	-
-	-	-	-
1,328,152	1,685,490	809,267	3,822,909
52,792	359,090	153,052	564,934
<b>1,380,944</b>	<b>2,044,580</b>	<b>962,319</b>	<b>4,387,843</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





### MM10 Number and percentage of operations with closure plans

Parameter	Unit	CGO FY23	MGO FY23	FGO FY23	Total FY23
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\$	22,594,494	31,912,284	14,862,415	69,369,193

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

Parameter	Unit	CGO FY23	FGO FY23	MGO FY23
Rate of new employee hires	%	43	70	55
Rate of employee turnover	%	71	62	78

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

Parameter	Unit	Total FY23
New employee hires (male)	Count	403
New employee hires (female)	Count	88
Rate of new employee hires (male)	%	82
Rate of new employee hires (female)	%	18
Employee turnover (male)	Count	551
Employee turnover (female)	Count	119
Rate of employee turnover (male)	%	86
Rate of employee turnover (female)	%	14

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



## GRI 401-1: New employee hires and employee turnover

Parameter	Unit	Total FY23
New employee hires (<30 years old)	Count	171
New employee hires (30-50 years old)	Count	241
New employee hires (>50 years old)	Count	79
New employee hires (male)	Count	403
New employee hires (female)	Count	88
New employee hires (WA)	Count	440
New employee hires (Interstate)	Count	46
New employee hires (International)	Count	5
Employee turnover (<30 years old)	Count	189
Employee turnover (30-50 years old)	Count	323
Employee turnover (>50 years old)	Count	158
Employee turnover (male)	Count	551
Employee turnover (female)	Count	119
Employee turnover (WA)	Count	481
Employee turnover (Interstate)	Count	189
Employee turnover (International)	Count	-

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



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

Parameter	Unit	Total FY23
New employee hires (<30 years old)	Count	171
New employee hires (30-50 years old)	Count	241
New employee hires (>50 years old)	Count	79
Rate of new employee hires (<30 years old)	%	35
Rate of new employee hires (30-50 years old)	%	49
Rate of new employee hires (>50 years old)	%	16
Employee turnover (<30 years old)	Count	189
Employee turnover (30-50 years old)	Count	323
Employee turnover (>50 years old)	Count	158
Rate of employee turnover (<30 years old)	%	28
Rate of employee turnover (30-50 years old)	%	48
Rate of employee turnover (>50 years old)	%	24

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





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

Parameter	Unit	Total FY23
New employee hires (WA)	Count	440
New employee hires (Interstate)	Count	46
New employee hires (International)	Count	5
Rate of new employee hires (WA)	%	90
Rate of new employee hires (Interstate)	%	9
Rate of new employee hires (International)	%	1
Employee turnover (WA)	Count	481
Employee turnover (Interstate)	Count	189
Employee turnover (International)	Count	0
Rate of employee turnover (WA)	%	72
Rate of employee turnover (Interstate)	%	28
Rate of employee turnover (International)	%	-

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

Parameter	Unit	Total FY23
Operational employees	count	348
Trades employees	count	172
Administrative employees	count	108
Supervisory employees	count	133
Management employees	count	52
Technical employees	count	103
<b>Total</b>		<b>916</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



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

Parameter	Unit	FY23
Disability and invalidity coverage	Option	No
Employee assistance program	Option	No
Parental leave	Option	Yes
Quarterly bonus	Option	Yes

### GRI 401-3: Parental Leave

Parameter	Unit	Total FY23
Male employees entitled to parental leave	Count	722
Female employees entitled to parental leave	Count	69
Male employees that took parental leave	Count	3
Female employees that took parental leave	Count	-
Male employees that returned to work after parental leave	Count	3
Female employees that returned to work after parental leave	Count	-
Male employees that returned to work after parental leave and employed 12 months after returning to work	Count	1
Female employees that returned to work after parental leave and employed 12 months after returning to work	Count	-

### GRI 401-3: Parental Leave

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

personal use only



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

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

### GRI 403-9: Work-related injuries

Parameter	Unit	Total FY23
Number of hours worked (employees)	hr	2,005,463
Number of hours worked (contractors)	hr	1,099,731
Number of high-consequence work-related injuries (employees)	count	2
Number of high-consequence work-related injuries (contractors)	count	-
Number of recordable work-related injuries (employees)	count	20
Number of recordable work-related injuries (contractors)	count	6
Number of fatalities as a result of work-related injury (employee)	count	-
Number of fatalities as results of work related injury (contractor)	count	-

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

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

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





### GRI 403-10: Work-related ill health

Parameter	Unit	Total FY23
Cases of recordable work-related ill health (employees)	count	12
Cases of recordable work-related ill health (workers)	count	13
Fatalities as a result of work-related ill health (employees)	count	-
Fatalities as a result of work-related ill health (workers)	count	-
<b>Total</b>		<b>25</b>

### GRI 403-10: Nature of Reportable Injuries

Parameter	Unit	Total FY23
Amputation	count	1
Contusion	count	3
Dermatitis	count	-
Dislocation	count	-
Foreign body	count	1
Fracture	count	1
Fracture vertebral	count	-
Musculoskeletal	count	-
Open wound	count	7
Other injuries	count	1
Sprain/strain	count	12
<b>Total</b>		<b>26</b>

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



### GRI 405-1: Diversity of trades employees

Parameter	Unit	Total FY23
Trades employees	count	172
Trades employees (30-50 years old)	%	55
Trades employees (<30 years old)	%	22
Trades employees (>50 years old)	%	23
Trades employees (female)	%	2
Trades employees (male)	%	98

### GRI 405-1: Diversity of Administrative Employees

Parameter	Unit	Total FY23
Administrative employees	count	108
Administrative employees (<30 years old)	%	33
Administrative employees (30-50 years old)	%	39
Administrative employees (>50 years old)	%	28
Administrative employees (female)	%	45
Administrative employees (male)	%	55

### GRI 405-1: Diversity of supervisory employees

Parameter	Unit	Total FY23
Supervisory employees	count	136
Supervisory employees (<30 years old)	%	3
Supervisory employees (30-50 years old)	%	45
Supervisory employees (>50 years old)	%	52
Supervisory employees (female)	%	4
Supervisory employees (male)	%	96

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only



### GRI 405-1: Diversity of Management employees

Parameter	Unit	Total FY23
Management employees	count	41
Management employees (<30 years old)	%	3
Management employees (30-50 years old)	%	63
Management employees (>50 years old)	%	34
Management employees (female)	%	15
Management employees (male)	%	85

### GRI 405-1: Diversity of technical employees

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

### GRI 405-1: Diversity of employees (%)

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

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only





## GRI 405-1: Diversity and Opportunity

Parameter	Unit	Total FY23
Operational employees	count	348
Operational employees (<30 years old)	%	37
Operational employees (30-50 years old)	%	46
Operational employees (>50 years old)	%	17
Operational employees (female)	%	8
Operational employees (male)	%	92

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

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

1

ABOUT US

2

BECOMING A  
RESPONSIBLE  
GOLD MINER

3

THE PEOPLE  
WE IMPACT

4

THE LANDS  
WE WORK ON

5

DISCLOSURES

personal use only

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

Date	Entity	Sponsorship or Donation	Amount
27/03/2023	Mount Magnet Gymkhana Club	Trophies	\$250.00
4/05/2023	Shire of Meekatharra	School for Pool School Attendance Strategy	\$2,718.00
4/05/2023	Meekatharra Community Resource Centre	Relocation Costs	\$7,500.00
15/05/2023	Cue Primary School	Breakfast Club School Attendance Strategy	\$5,000.00
15/05/2023	Murchison Marlu Junior Football League	Jumpers and Equipment	\$2,000.00
15/05/2023	Yulella Aboriginal Corproation	NAIDOC Celebrations Meekatharra	\$1,000.00
15/05/2023	Shire of Cue	NAIDOC Celebrations Cue	\$500.00
15/05/2023	Shire of Cue	Youth Centre Equipment Purchase	\$2,000.00
12/06/2023	Step up for MSWA	Multiple Sclerosis Research	\$2,500.00
22/06/2023	Meekatharra District High School	Breakfast Club School Attendance Strategy	\$10,000.00
28/02/2021-28/02/2023	RFDS	3-year Sponsorship Annual Payment	\$100,000.00
18/02/2022- 18/02/2024	Teach, Learn, Grow	3-year Sponsorship Annual Payment	\$40,000.00
			<b>\$173,458.00</b>



personal use only

personal use only



**WESTGOLD**  
RESOURCES LIMITED

[www.westgold.com.au](http://www.westgold.com.au)