

SUSTAINABILITY REPORT 2021





2021 Achievements	2
About Ramelius	4
Our Business	11
Our People	15
Our Communities	20
Our Environment	24
Performance Data	29



2021 ACHIEVEMENTS FY21 HIGHLIGHTS

OUR BUSINESS

Economic performance:

RECORD CASH FLOW, DIVIDENDS
AND WAGE PAYMENTS

Regulatory and compliance:

FIRST MODERN SLAVERY REPORT
SUBMITTED

Organisational governance:

ZERO FINES OR
MATERIAL INCIDENTS



OUR PEOPLE

Health, safety and wellbeing:

20% REDUCTION IN TOTAL
RECORDABLE INJURY FREQUENCY RATE

Employment and contractors:

45% OF GRADUATE PROGRAM
MEMBERS WERE FEMALE

Talent attraction, development and retention:

TALENT STRATEGY ALIGNED WITH A
STREAMLINED ONBOARDING PROCESS;
GROUP TURNOVER MEASURED AT

14.9%



OUR COMMUNITIES

Indigenous and native title:
TWO INDIGENOUS DEVELOPMENT PROJECTS

Taxes, royalties and supplier payments:
A\$530m CONTRIBUTED TO AUSTRALIAN ECONOMY

Community relations and investment:
 CONTRIBUTED OVER **\$450,000** TO COMMUNITY ORGANISATIONS



OUR ENVIRONMENT

Water:
13.5% OF WATER RECYCLED

Emissions and energy:
COMPLETED FIRST PHASE OF TCFD ALIGNMENT FOR CLIMATE RISK
 EMISSIONS INTENSITY
REDUCED 8%

Waste, effluents, air pollution:
WASTEWATER TREATMENT AT TAMPILA USING WASTEWATER FOR IRRIGATION



SUSTAINABILITY REPORT (CONTINUED)

THE CEO ON SUSTAINABILITY AT RAMELIUS

Dear Stakeholders,

This marks the second standalone annual Sustainability Report produced by Ramelius and I am pleased to be able to say that since the release of our maiden report, we have continued to make solid progress towards our goal of becoming a sustainable gold miner that focuses on delivering superior returns for stakeholders.

As stated previously, what that means to us is delivering more than just a financial benefit to shareholders. While creating shareholder value will always remain at the heart of what we do, it must be done in a way that considers the interests of all stakeholders, that demonstrates we are a responsible corporate citizen and that ensures our environmental footprint is as minimal as possible.

We don't yet claim to have reached our goal, but in financial year 2021 we built on the foundations laid in previous years, gathering further information on best practice in sustainability in the mining industry and getting ourselves to a point at which we can start to think about putting in place firm targets in accordance with Taskforce on Climate-related Financial Disclosures (TCFD) recommendations.

On the whole, we believe we are heading in the right direction. We have started participating in ESG benchmarking assessments undertaken by organisations such as S&P Corporate Sustainability Assessment and MSCI and improvement is evident. In financial year 2021 our rating in the MSCI ESG Ratings assessment for resilience to long-term ESG risks went up from 'BB' to 'BBB', while our ESG score as determined by Sustainalytics continues to improve.

Led by Non-Executive Director Natalia Streltsova, the Company's Risk & Sustainability Committee is doing a lot of work assisting the Board in its responsibilities overseeing risk, governance and sustainability activities which include setting the objectives for environmental and community obligations, ethical standards and compliance.

Our pursuit of sustainability has no doubt been aided by the financial health of the Company, which is as strong as it has ever been. In financial year 2021, we contributed over \$530 million to the Australian economy including approximately \$10.2 million spent with local businesses, employees and community organisations. Along with our ongoing program of carefully selected sponsorships and donations, we will continue to partner with our community stakeholders on legacy projects that provide benefits to the communities in which we operate well beyond the life of the mine.

At the end of the day, our success in becoming a sustainable gold miner rests with our employees. We need to ensure they are clear on what the Company stands for so they can buy in wholeheartedly. With this in mind, the Board signed off on a new set of values earlier this year:

- **We Empower our people**
- **We achieve Fit-for-Purpose outcomes**
- **We Deliver and do it safely**
- **We are Authentic**

In finishing, I would like to thank all our employees and contractors for their efforts to date on the sustainability front and urge them to embrace our new values as we strive for continued improvement and excellence.

Yours sincerely,



Mark Zeptner
Managing Director

ABOUT RAMELIUS

Mission statement

To be a sustainable gold producer that focuses on delivering superior returns for stakeholders.

Our values

At Ramelius, we are defined by the following core values:

We **Empower** our people

We achieve **Fit-for-Purpose** outcomes

We **Deliver** and do it safely

We are **Authentic**

Our culture is defined by a 'fit-for-purpose' and 'can-do' attitude.

SUSTAINABILITY REPORT (CONTINUED)

Sustainability statement

We believe a sustainable gold producer should deliver more than just financial benefit. It's about the way we do business, the relationships we build with our people and communities and the efforts we make to conserve the environment.

Our corporate strategy

Our Strategic Priorities

1

Feed Existing Hubs



2

Acquire Third Hub



3

Ramp Up Greenfields



4

Grow Capability



5

Do the Essentials



Sustainability pillars

Our business

- Economic performance
- Regulatory and compliance
- Organisational governance



Our people

- Health, safety and wellbeing
- Employment and contractors
- Talent attraction, development and retention



Our communities

- Indigenous and native title
- Taxes, royalties and supplier payments
- Community relations and investment



Our environment

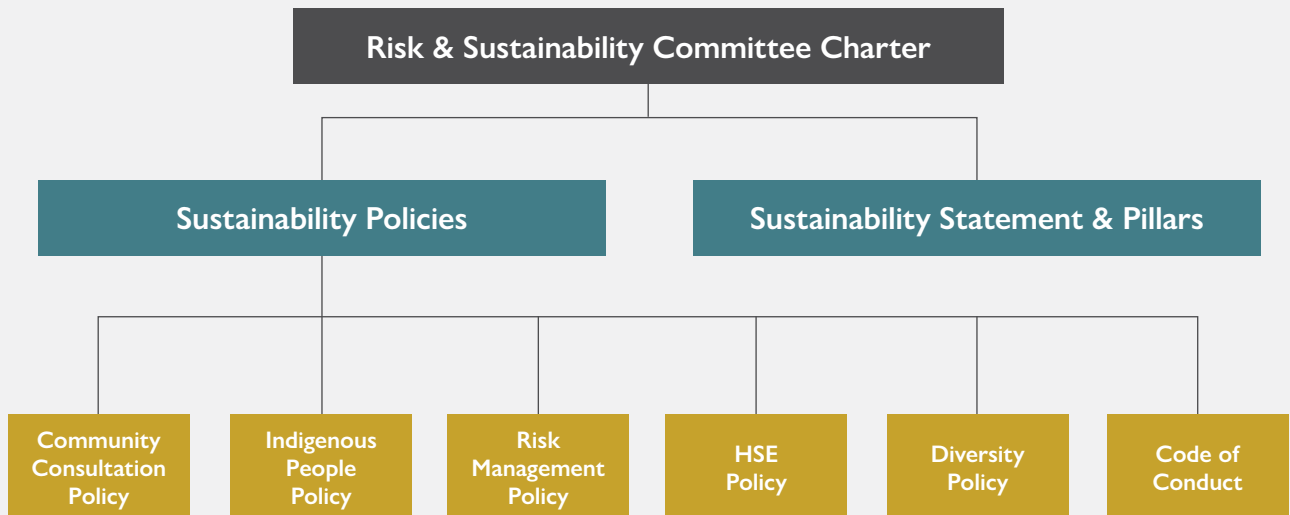
- Water
- Emissions and energy
- Waste, effluents, air pollution



SUSTAINABILITY REPORT (CONTINUED)

Sustainability at Ramelius

Through the Risk & Sustainability Committee, our Board of Directors maintains oversight of all sustainability impacts and activities across Ramelius. We strive to conduct business in a sustainable manner, guided by the following hierarchy:



This *Sustainability Report*, approved for release by our Board of Directors, covers the period from 1 July 2020 to 30 June 2021 (FY21). The report forms part of our annual corporate reporting suite. It offers an account of our interaction with our stakeholders and complements Ramelius' FY21 Annual Report. The currency used throughout this report is Australian Dollars (A\$).

Group information

Ramelius Resources Limited (Ramelius) is a Western Australian gold producer headquartered in East Perth with approximately 300 employees. We were incorporated in 1979, listed on the Australian Securities Exchange in 2003 (ASX: RMS) and have been in production since 2006.

Ramelius and our subsidiaries are engaged in the exploration, mine development, and production and sale of gold in Australia.

We own and operate the Mt Magnet Gold Mine, the Vivien Gold Mine, the Penny Gold Mine, the Edna May Gold Mine, Tampia Gold Mine and the Marda Gold Mine and associated processing plants around Western Australia.

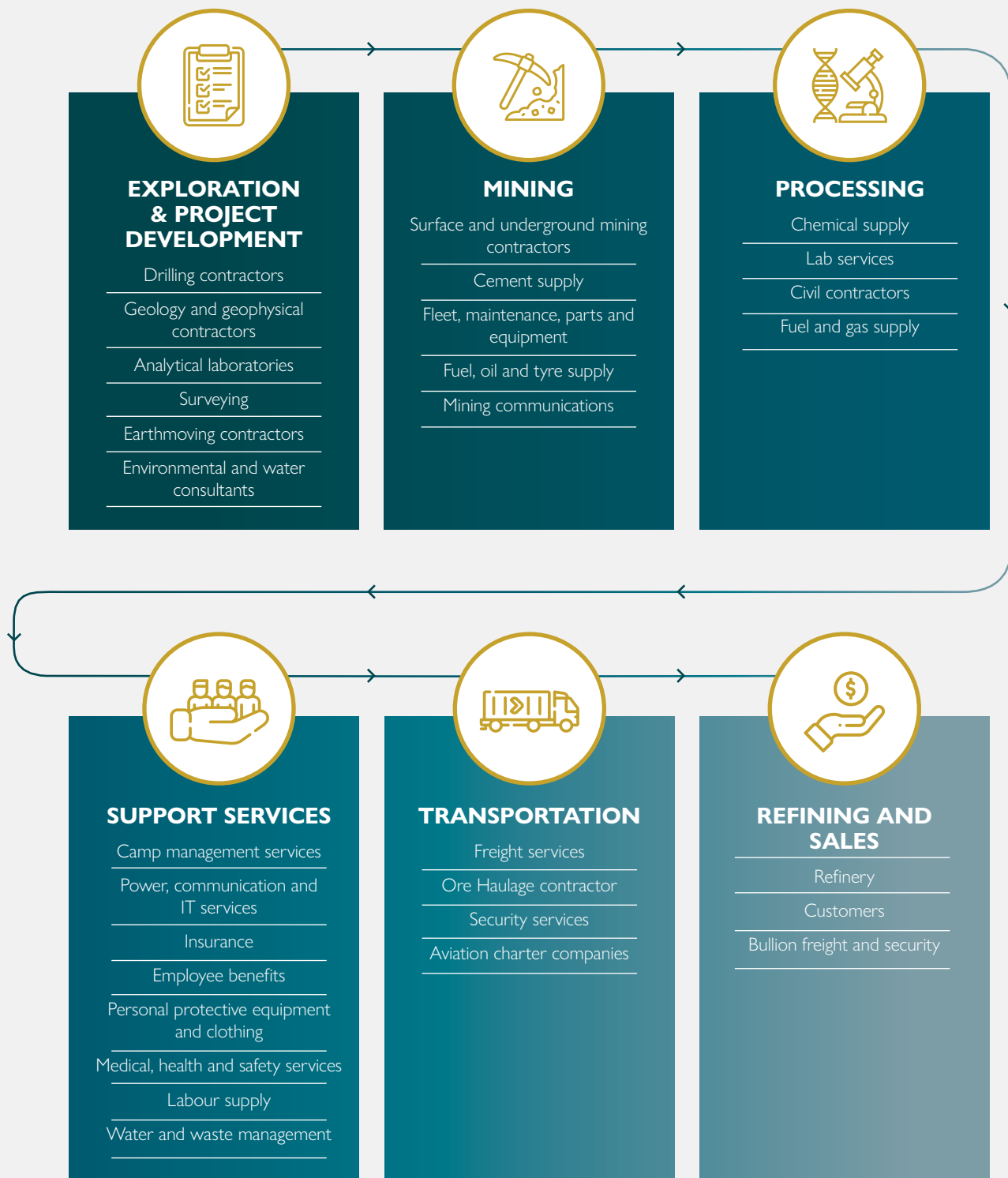
In addition to the operations listed above, Ramelius is involved in three WA-based exploration projects: Mt Magnet, Edna May and Holleton (Symes' Find). Further information is available on our website.



SUSTAINABILITY REPORT (CONTINUED)

Supply chain

Contractors and suppliers are a critical part of our business and are relied upon to ensure that we deliver on our strategy. The supply chain at Ramelius includes but is not limited to:







SUSTAINABILITY REPORT (CONTINUED)





United Nations (UN) sustainable development goals

Ramelius is focused on aligning environmental, social and governance policies and activities across our operations in accordance with the UN Sustainable Development Goals (SDGs). These are considered the blueprint to achieving a better and more sustainable future for all and as such represent a major inspiration for the future prosperity of our stakeholders.

We have chosen the 10 most relevant SDGs that align to our business strategy and stakeholder priorities. The following table summarises the ways in which we are striving to contribute to the 10 specific SDGs:

SDG number	SDG indicator	Ramelius contributions
Goal 3: Good Health and Well-being 	3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol 3.D Strengthen the capacity of all countries, developing countries, for early warning, risk reduction and management of national and global health risks.	<ul style="list-style-type: none"> Established high on-site safety standards to minimise the risk of employee and contractor harm from occupational hazards, air pollution, transport accidents and other risks. Provide employee medical checks and a health assistance program across all operations. Also developing employee health and wellness programs to help reduce illness and disease. In response to the COVID-19 pandemic, we have put in place cleanliness and social distancing measures in accordance with advice from State and Federal health authorities.
Goal 5: Gender Equality 	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<ul style="list-style-type: none"> We are committed to recruiting the best candidates regardless of gender, age, religion or cultural background. Our Diversity Policy states our commitment to a workforce comprised of individuals with a wide range of backgrounds, skills and experiences. Ramelius has developed a Diversity & Inclusion Strategy which articulates the targets of year-on-year improvement in gender diversity across the Group and within leadership roles. Regular overall gender pay gap and like for like remuneration analysis allows outcomes to be reviewed and measured.
Goal 8: Decent Work and Economic Growth 	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<ul style="list-style-type: none"> We publicly report to shareholders and investors to ensure they are informed on corporate governance issues and sustainability matters, including business-related risks and maintenance of risk registers across all sites. In FY21 we released the first Modern Slavery Statement which outlined an assessment to identify key modern slavery risks in our operations and supply chain and updated our supplier contracts with modern slavery provisions.
Goal 9: Industry, Innovation and Infrastructure 	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.	<ul style="list-style-type: none"> As a gold producer, we recognise the important contribution that we make to the industrial use of gold as a conductor in electronics, including components for clean energy products such as renewable energy and battery storage. Gold is also used in other innovative industrial products and infrastructure in the energy, medical, aerospace, dentistry and health sectors. Through our membership with the Gold Industry Group, we are involved in cutting-edge research to improve efficiencies in gold exploration and to support innovation in the Australian mining industry. We also partner with CSIRO on a range of research and innovation projects.

SUSTAINABILITY REPORT (CONTINUED)

SDG number	SDG indicator	Ramelius contributions
Goal 10: Reduced Inequalities 	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	<ul style="list-style-type: none"> We consider native titleholders/indigenous communities one of our core stakeholder Groups across all of our operations. We strive to work from a position of respect for local indigenous culture with the aim of creating goodwill, mutual awareness, understanding and respect.
SDG number	SDG indicator	Ramelius contributions
Goal 11: Sustainable Cities and Communities 	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage	<ul style="list-style-type: none"> As outlined in our Indigenous Peoples Policy, we work with Aboriginal representatives to improve communication and to better understand the views and beliefs of local indigenous communities. We aim to ensure that employees and contractors approach local sites with respect and a clear understanding of importance of the land to indigenous communities.
SDG number	SDG indicator	Ramelius contributions
Goal 12: Responsible Consumption and Production 	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> In addition to this Sustainability Report, we acknowledge our social responsibilities and the need to meet community expectations around ESG reporting. We report in accordance with the National Pollutant Inventory (NPI), National Greenhouse and Energy Reporting (NGER), Workplace Gender Equality Agency (WGEA) and the Modern Slavery Act 2018.
SDG number	SDG indicator	Ramelius contributions
Goal 13: Climate Action 	13.1 Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<ul style="list-style-type: none"> We are committed to understanding and proactively managing the impact of climate-related risks to our business and have started the first phase of reporting against the TCFD framework. This includes integrating climate-related risks, as well as energy considerations, into our strategic planning and decision-making and working towards disclosure on the impact of climate risk on our business and the ways in which we mitigate such risks. We understand and acknowledge that physical and transitional risks associated with climate change have the potential to negatively impact our business. Top priority climate-related risks include reduced water availability, extreme weather events, changes to legislation and regulation, reputational risk, and technological and market changes.
SDG number	SDG indicator	Ramelius contributions
Goal 17: Partnership for the goals 	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships Data, monitoring and accountability	<ul style="list-style-type: none"> Ramelius partners with an extended number of public, private and civil society organisations to benefit stakeholders and drive positive impacts in communities. A selection of these can be found in the community section of this report.

SUSTAINABILITY REPORT (CONTINUED)

Stakeholder engagement

One of our key sustainability pillars is the engagement of stakeholders through regular consultation processes, which are guided by our Community Consultation Policy. Proactive dialogue allows us to keep the stakeholders informed about our activities and to provide a forum through which they can provide feedback to our business. In FY21 we have had regular meetings and correspondence with government departments, local government shires, pastoralists and native title Groups.

After the initial, largely internally focussed materiality process in FY20, the Ramelius Board implemented a more thorough, considered and comprehensive approach in FY21. This process sought to ensure topics being prioritised were as important to Ramelius stakeholders as they are to the business. Partnering with specialist ESG agency Futureproof Consulting, feedback was sought through surveys distributed to both internal staff and external stakeholders including shareholders, investors, lenders, insurers, key suppliers, customers, local community, landowners and shire representatives. Almost a fifth of all Ramelius staff took the

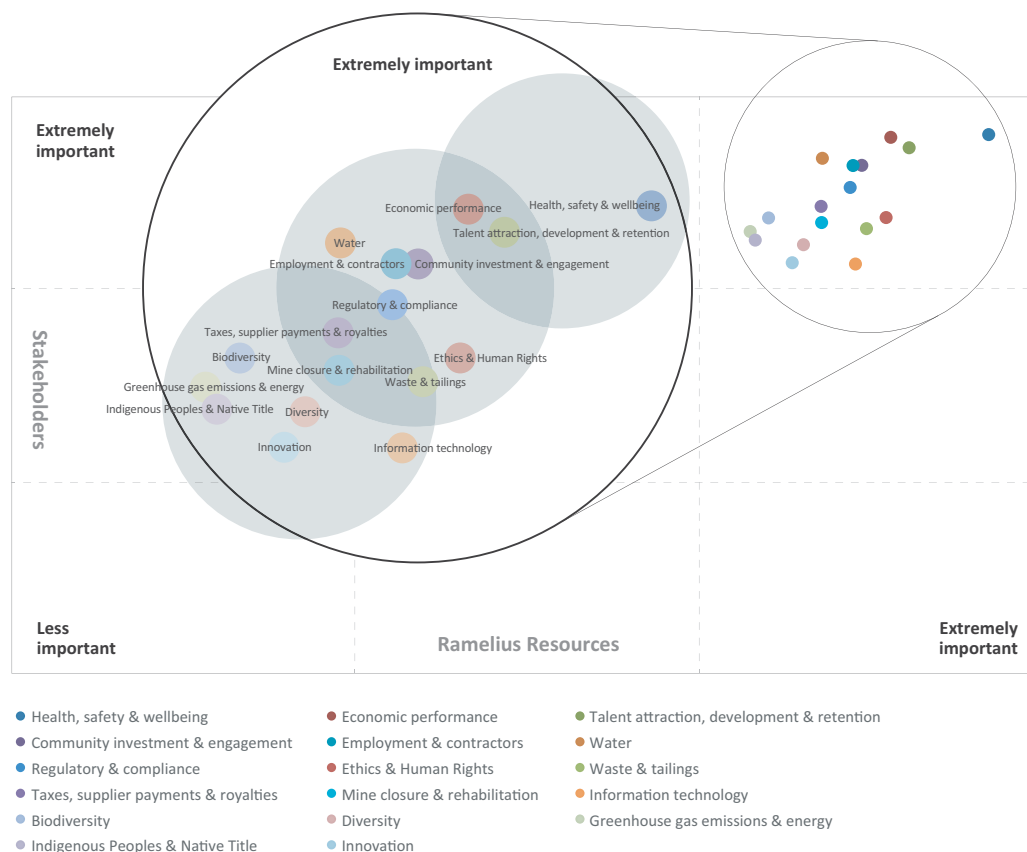
opportunity to contribute which demonstrated a strong interest in the strategic direction of the Company's ESG activities.

The survey asked stakeholders to rate the importance of economic, environmental, social and governance issues to inform the new FY21 Materiality Matrix (below). Our stakeholder Groups include:

- Shareholders, lenders, investment community and insurers;
- Suppliers, contractors, partners and customers;
- Employees, unions and the Board;
- Regulators and government;
- Local communities, shires and landowners;
- Native title owners/indigenous groups;
- Media and non-governmental organisations (NGO)s; and
- Education, research and training organisations.

Material topics and matrix

This report focuses on the economic, social and environmental topics identified as being of material value to our stakeholders and the Ramelius business. Following Global Reporting Initiative (GRI) sustainability reporting best practice, in FY21 we prioritised our material topics by combining feedback from internal and external stakeholders, the Board, Executive, internal Sustainability Project Team and an analysis of peers and the external environment. Topics have been reviewed and prioritised to ensure the corporate mission and strategic imperatives are considered. Our material issues are presented in the following matrix:



SUSTAINABILITY REPORT (CONTINUED)

ESG reporting agencies, benchmarking and memberships

Ramelius has recently started participating in ESG benchmarking assessments undertaken by organisations such as S&P Corporate Sustainability Assessment (CSA) and MSCI and through membership of leading industry bodies.

In FY21 we continued to improve the scope and transparency of our disclosures and received an improved rating of 'BBB', up from a 'BB' in the MSCI ESG Ratings assessment for resilience to long-term ESG risks. We have also for the first time participated in the S&P CSA from which the Dow Jones Sustainability Index is compiled from.

Together with our commitments, partnerships and stakeholder feedback, these assessments and memberships allow us to track our ESG performance against relevant standards and peers to deliver continual improvement.

OUR BUSINESS

Health, Safety & Wellbeing:

20% REDUCTION IN TOTAL
RECORDABLE INJURY FREQUENCY RATE

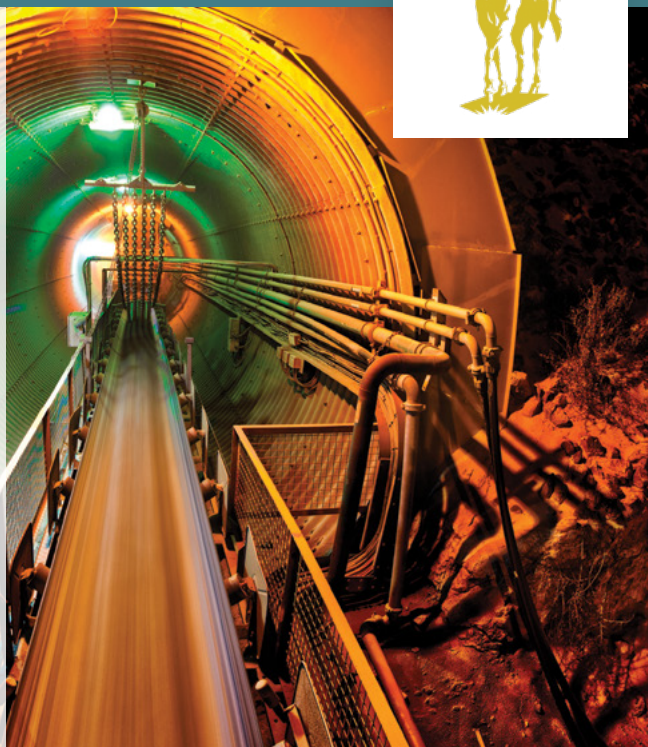
Employment & Contractors:

45% OF GRADUATE PROGRAM
MEMBERS WERE FEMALE

Talent attraction, development and retention:

TALENT STRATEGY ALIGNED WITH A
STREAMLINED ONBOARDING PROCESS;
GROUP TURNOVER MEASURED AT

14.9%



Economic performance

Maintaining high and stable levels of economic growth is one of the key objectives of sustainable development (SDG 8). Economic performance, and therefore sustainability, aims to improve standards of living through efficient use of assets to maintain long-term company profitability. Economic performance creates economic value and therefore requires Ramelius to make decisions in the most fiscally responsible way possible. Ramelius' projects and production decisions are made to create long-term value, rather than just the short-term benefits. To be a sustainable business and execute its sustainability strategies, Ramelius must have financial stability. On a larger scale, Ramelius contributes to a sustainable

economy that is strong and resilient, environmentally conscientious and creates value for communities. Without strong economic performance, Ramelius would limit our capacity to provide jobs for local workforces, generate tax revenue to fund public services or support supplier businesses. Ramelius' strategy aims to promote a sustainable economy that fosters economic development, local prosperity through goods and services, and through partnerships within regions to generate jobs.

SUSTAINABILITY REPORT (CONTINUED)

Regulatory and compliance

Ramelius acknowledges the range of social responsibilities to which we must adhere to ensure our business meets community and government expectations. We are pleased to report that there were no material compliance or regulatory breaches in FY21.

Further details on the way in which we report against the following frameworks is covered in more detail later in this report:

- **The National Pollutant Inventory (NPI):** provides the community, industry and government with information about substance emissions in Australia.

- **National Greenhouse and Energy Reporting (NGER):** the national framework for reporting and disseminating company information about greenhouse gas emissions, energy production and energy consumption.

- **Workplace Gender Equality Agency (WGEA):** an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.

- **Modern Slavery Act 2018:** requires certain large businesses and other entities in Australia to make annual public reports on their actions to address modern slavery risks in their operations and supply chains.



SUSTAINABILITY REPORT (CONTINUED)



Organisational governance

Good corporate governance is the basis on which business objectives and stakeholder value depend. Ramelius regularly reviews governance practices and policies in order to incorporate changes in law and best practice into our governance processes.

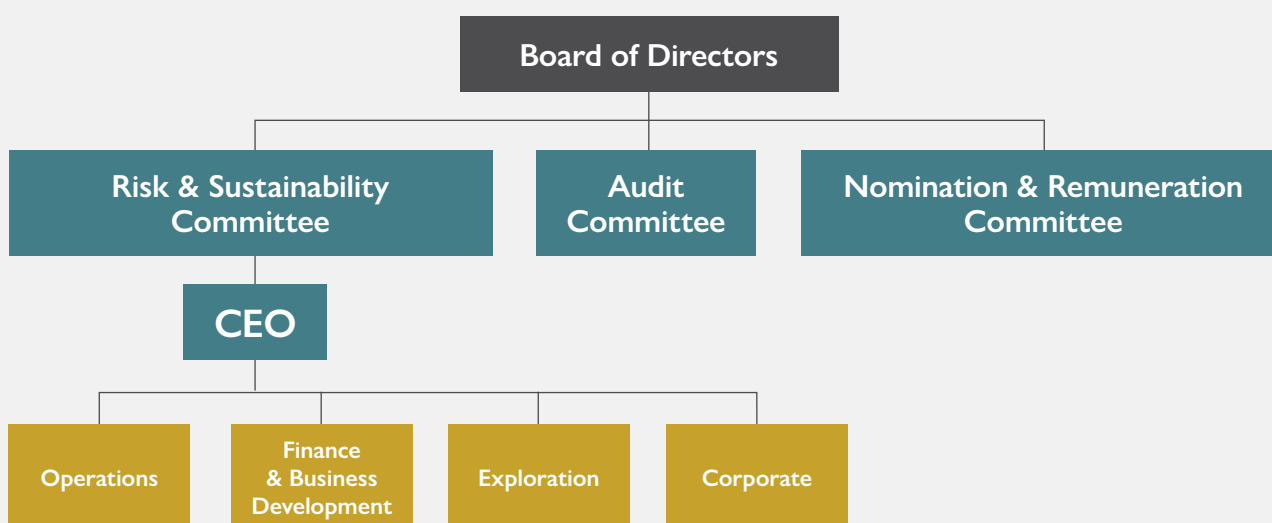
Through our Risk & Sustainability Committee, the Board oversees sustainability strategy, measures performance and considers sustainability risks and opportunities. Day-to-day oversight of sustainability operations and administration is the responsibility of our CEO, who in turn delegates specific responsibilities to the senior management team.

From FY21, we follow the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations:

4th Edition which require the Board to carefully consider the appropriate corporate governance policies and practices needed to meet stakeholder expectations.

We also take guidance where possible from the Mining Principles published by the International Council on Mining & Metals. These define good practice environmental, social and governance requirements for the mining and metals industry through a comprehensive set of performance expectations related to tailings management, pollution, waste, resettlement and mine closure.

Our Corporate Governance Statement is released in October each year. The most recent statement is available on our website.



We updated our governance and sustainability policies in FY21, including our committee charters and our Whistleblower Policy, and issued our first Modern Slavery Statement, which outlines our approach and management of the risk of modern slavery across our operations.

SUSTAINABILITY REPORT (CONTINUED)

Risk management

Risk management at Ramelius is overseen by our Board of Directors. The Board, Executive Team, Audit and Risk & Sustainability Committees regularly review the risk portfolio of the business and the effective management of risks. In FY21 a new project was initiated to create a best practice risk management framework, called Ramelius Essentials. It is a multi-year endeavour and we are pleased that development and implementation have progressed according to plan. The Essentials Program focuses on integrating our approach to managing the fundamental requirements for our business which are to:

- maintain and apply good standard practices for controlling our activities
- understand and effectively manage key risks across our business
- learn, share and take action from these learnings
- comply with the requirements of laws impacting our business
- maintain a safe system of work
- operate in accordance with industry sustainability principles
- remain resilient in the face of adverse and extreme events
- constantly monitor and review our activities and performance

Risk registers are held for each of our sites as well as the corporate office and are managed by the respective work group with oversight provided by our HSE Managers. Each risk register is formally reviewed and updated at least annually and is used in the budget planning process to prioritise expenditure in an effort to mitigate risk. Further information can be found in the Risk & Sustainability Charter and Risk Management Policy.



Innovation and research

Innovation is a key element of the Ramelius business and is recognised as a driver for efficiency, productivity improvement and waste reduction. Ramelius recognises the power of partnerships to develop innovative ways to unlock economic, environmental and social value and is committed to collaborative research and development.

Through our partnership with Australia's national science agency CSIRO, we are involved in cutting-edge research seeking to improve efficiencies in gold exploration and to support innovation in the Australian mining industry.

CASE STUDY 1: CSIRO Research



Ramelius is supporting innovative research into mineral exploration being undertaken by Australia's national science agency the Commonwealth Scientific and Industrial Research Organisation (CSIRO).

The research is a collaboration between CSIRO, Ramelius, together with a number of other Australian gold producers and supported by the Western Australian Government through the Minerals Research Institute of WA (MRIVWA). An exciting outcome of this project will comprise a toolkit of exploration insights and workflows to support the operation of mineral exploration companies in all stages of the exploration process including selection of tenements, exploration workflows, the planning of new exploration campaigns, and better prioritisation of targets.

The three year project is aimed at re-evaluating the prospectivity of the South West Terrane of the Yilgarn through application of recent advances in geochemical technologies, targeting chemical and isotopic anomalies in cover rocks that have been proven to provide vectors to mineralisation in the more thoroughly explored central and eastern terranes of the Yilgarn. It is producing a new understanding of mineralisation in the WA's Yilgarn Province and follows CSIRO's previous development of new technology for an environmentally-superior gold recovery process.

SUSTAINABILITY REPORT (CONTINUED)

OUR PEOPLE

Health, safety and wellbeing:

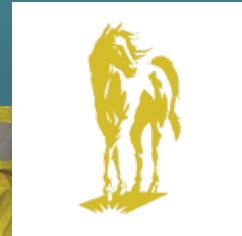
20% REDUCTION IN TOTAL RECORDABLE INJURY FREQUENCY RATE

Employment and contractors:

45% OF GRADUATE PROGRAM MEMBERS WERE FEMALE

Talent attraction, development and retention:

TALENT STRATEGY ALIGNED WITH A STREAMLINED ONBOARDING PROCESS; GROUP TURNOVER MEASURED AT **14.9%**



Rameliuss recognises that employees are the heart of our current and future prosperity. At all times our priority is to keep our people safe, healthy and fulfilling their potential.

Health, safety and wellbeing

Safety

Rameliuss is committed to providing a working environment that adheres to best practice health and safety requirements for all our employees and contractors as well as any members of the public that are impacted by our operations. This is achieved by:

- An absolute commitment to harm minimisation and reduction starting from the Board and leadership, top down through the whole Rameliuss business
- Fostering a culture that promotes workplace health and safety in the best interests of all participant
- Regular site safety meetings to encourage identification of issues and continual improvement, including incident investigations and reporting to the Board
- Strict mine site entry procedures and requirements, including enforcement of our drug and alcohol policy and testing of site personnel
- Documented and regular review of emergency procedures and processes, ongoing staff safety training and risk management processes
- Complying with legislation and standards relating to health and safety in the workplace

In FY21, Rameliuss achieved safety frequency rates of 14.98 for Total Recordable Injury Frequency Rate (TRIFR) and 4.08 for Lost Time Injury Frequency Rate (LTIFR). Pleasingly both are significantly reduced from FY20, though we know we still have a lot of work to do.

In FY22, we will focus on education and taking action across our operations in order to further improve our TRIFR and LTIFR rates. We will also continue developing and standardising HSE systems across all our sites to identify areas in which we can better understand and improve health and safety.

Management of health and safety is a line management responsibility with system and process support handled by our health and safety team. At all times, we strive to increase the number of proactive safety systems and strategies being implemented across all our sites. This includes undertaking regular systems development and standardisation for existing sites and rolling out the process for new sites.

Rameliuss uses the INX system for management of health and safety data including onboarding compliance, incident reporting, investigation actions and outcomes and training records. The Learning Management System (LMS) module, added to Rameliuss' INX system in 2020 has improved onboarding processes and site access compliance and continues to be developed for online learning of procedures and other training requirements.

SUSTAINABILITY REPORT (CONTINUED)



Health and wellbeing

Ramelius takes a proactive approach to the health and wellbeing of our workforce. Our vision is to create a physically and mentally healthy working environment with improved workforce participation and increased social inclusion. We aim to do this by fostering more supportive and engaging team environments in order to increase resilience, enhance positive early intervention and reduce negative mental health outcomes.

The Ramelius medical services provider OccuMed, has continued to deliver a comprehensive service for the business. The new operations at Tampia and Penny have been able to set up with site facilities and systems rapidly due to the relationship that is now well established with OccuMed. Partnering with OccuMed, Ramelius provides the following services:

- Pre-employment medicals
- Periodical medicals
- Fitness-for-work testing
- Workers compensation and injury management services
- Tele-health service
- Remote medical support
- Poisons Permit Licence Holder

To ensure our personnel are fit for the role that they are employed to do, in FY21 we also created a further 9 Job Role Profiles (JRP). This approach ensures that all new recruits and contractors are now medically assessed against the correct JRP before being employed. This ensures they are physically and mentally fit for the required activities to fulfil the role.

COVID-19 response

To ensure the health and safety of every person working at Ramelius, their families and communities during the COVID-19 pandemic, we operate all our sites in strict adherence to advice from State and Federal health authorities. This minimises risk from the COVID-19 pandemic to our employees and the communities in which we operate.

In FY21, there was no material impact on the Ramelius operations from COVID-19. Ramelius continues to employ a variety of approaches to mitigate the impacts of the pandemic in accordance with requirements outlined by the Australian Government Health Department, the Government of Western Australia Health Department and Department of Mines, Industry Regulation and Safety.

Our medical service provider OccuMed has provided us with a high level of support during the COVID-19 pandemic.

SUSTAINABILITY REPORT (CONTINUED)

Emergency response team (ERT)

Each site has a core group of ERT volunteers who support the fulltime emergency personnel in regard to emergency preparedness. Site ERT target numbers are developed and agreed upon with site management teams and are based on a thorough analysis of the type of activities being undertaken and the size of the workforce. The ERT is made up of both employee and contractor team members.

During FY21 we conducted three Certificate III in Mine Emergency Response and Rescue courses with a total of 60 people from five of our operational sites completing the course. The overall growth in trained ERT members at all the Ramelius sites provides an increased level of confidence in response capability and capacity at all times.



SUSTAINABILITY REPORT (CONTINUED)

Employment and contractors

Diversity and equal opportunity

Ramelius supports and promotes a working environment which values equity and diversity.

As outlined in our Diversity Policy, Ramelius is committed to the recruitment of the best candidates regardless of gender, religion, cultural background or marital status and values the contribution of all employees across the organisation.

Our Diversity Policy together with our Code of Conduct enshrine our commitment to operate a workplace free from discrimination and harassment, in which individuals are treated with respect, equity, dignity and fairness. The Policies and Code set out the procedures to address grievances and complaints including those relating to discrimination, harassment and bullying.

To support our commitment, Ramelius have developed a Gender Diversity & Inclusion Strategy which articulates the targets of year-on-year improvement in gender diversity across the group and within leadership roles. Regular overall gender pay gap and like for like remuneration analysis allows outcomes to be reviewed and measured.

Further information is provided in our Diversity Policy and 2021 Workplace Gender Equality Public Report.

Key diversity metrics in FY21

20%

of our Board of Directors are female

19%

of leadership are female

25%

of new hires in FY21 were female

45%

of graduate program members were female



Human rights

Ramelius is guided by the *UN Guiding Principles on Business and Human Rights* and the *Voluntary Principles on Security and Human Rights (VPSHR)* to respect the human rights of all stakeholders, ensuring the fundamental freedoms and basic human rights of all individuals. This commitment is reinforced by our *Modern Slavery and Human Rights Policy*.

Our *Modern Slavery Statement* was published in 2021 and covers our expectations regarding risks of modern slavery in our operations and supply chains and the action being taken to address those risks. This is in accordance with the *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities*.

Ethical behaviour

All employees, including contractors working for or on behalf of Ramelius are required to adhere to overarching principles set out in our Code of Conduct Policy. This requires all employees and contractors to observe appropriate standards of behaviour, ethics and integrity as a condition of their employment.

In FY21 Ramelius reviewed our values to align with our unique culture which is underpinned by a 'fit-for purpose and can-do' attitude. Through reviewing employee feedback, we have launched our new values as part of Ramelius Essentials. Our new values are:

- We **Empower** our people
- We achieve **Fit-for-Purpose** outcomes
- We **Deliver** and do it safely
- We are **Authentic**

The Code of Conduct Policy includes the following expectations from our employees and contractors:

- Honesty and fairness in all dealings with customers, co-workers, management and the public
- Respect for our equipment, supplies and property
- Zero tolerance for discrimination, harassment or offensive language and/or behaviour in the workplace
- Adherence to appropriate Professional Codes of Practice and/or ethics
- Zero tolerance for postings on any social media platform material that could reasonably be deemed inappropriate or unlawful, including posts that are bullying, threatening, defamatory, racist, sexist, obscene, discriminatory or profane, whether obscured by symbols or not, which contravene any existing Company policy or standards

SUSTAINABILITY REPORT (CONTINUED)

Whistleblowing

In FY21, Ramelius have introduced an external whistleblower platform with YourCall to enable all directors, employees, prospective employees, contractors, consultants and external stakeholders to raise disclosable matters with the option to remain anonymous.

This is in accordance with the whistleblower protections outlined in the *Corporations Act 2001 (Corporations Act)* which were expanded to provide greater legal rights and protections for whistleblowers as regulated by the Australian Securities & Investments Commission (ASIC).

Talent attraction, development and retention

Developing and rewarding our people

We provide opportunities and support to employees to improve their skills, knowledge and qualifications as required for the performance of their role and for improving their prospects of promotion to other internal roles.

Informal annual performance reviews were conducted for all employees in FY21. Additional training, including mines rescue training, was also offered to enhance employee performance and effectiveness.

Salaries are set on the basis of the level of responsibility of the position, technical skills and qualifications required to perform the role, and are benchmarked against internal relativities and industry data.

Developing the next generation

Ramelius aims to create a bright future for students and graduates entering the mining industry by offering work placements, graduate programs and apprenticeships. Our graduate program offers university graduates a flexible program that aims to support them

in their transition from study to career with options of open pit, underground and exploration environments.

In FY21, we have two apprentices and eleven graduate students, five of whom are female. These programs are designed to support, challenge and reward employees in a work environment that will foster and develop them into future leaders and technical experts.

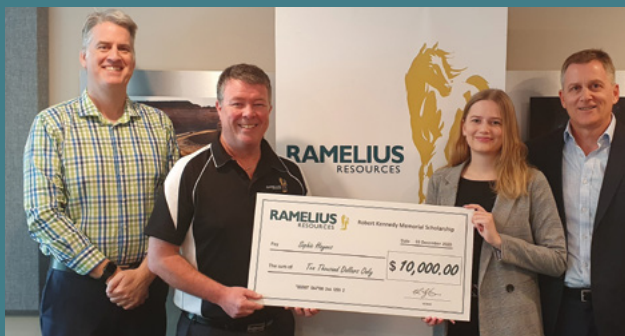
Ramelius supports the WA School of Mines Wallabies, a non-profit, student run organisation that participates in events and programs like the Australian Institute of Mining and Metallurgy (AusIMM) National Mining Competition and New Leaders Conferences, international collegiate mining competitions and orientation weeks.

We also offer a scholarship to support students from all backgrounds realise their full potential. More information can be found in Case Study 2 below.



Kent Street High School (CoRE Foundation program) students inspecting core samples at Edna May.

CASE STUDY 2: Bob Kennedy Scholarship



In memory of former Chairman, Robert (Bob) Kennedy, Ramelius offer a scholarship to support students from all backgrounds realise their full potential. The scholarship is open to any Ramelius employee or those with a family connection to Ramelius. The Scholarship provides up to \$10,000 to the cost of course fees, books, computing and other related study fees.

"I was born in Perth and hope to build a long term career in mining in WA after I graduate. I am keen to bring my life experiences and academic background to a new employer, gain in depth knowledge of the industry and to make my mark as a young woman making a valuable contribution in the workplace."

2021 scholarship recipient Sophie Haynes - Bachelor of Commerce (Finance and Human Resources)

SUSTAINABILITY REPORT (CONTINUED)

OUR COMMUNITIES

Indigenous and native title:

TWO INDIGENOUS DEVELOPMENT PROJECTS

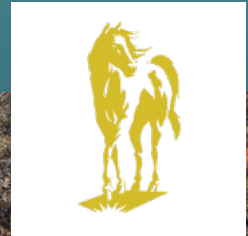
Taxes, royalties and supplier payments:

A\$530m CONTRIBUTED TO AUSTRALIAN ECONOMY

Community relations and investment:

CONTRIBUTED OVER **\$450,000** TO COMMUNITY ORGANISATIONS

Shine Inspire Achieve Belong students touring the Mt Magnet operation



Ramelius believes that meaningful stakeholder engagement and partnerships empower the community, build trust and decrease operational risk. Our approach to social responsibility ensures that we deliver sustainable and long-lasting social and economic benefits to native titleholders, local communities and interest holders in the regions in which our projects are located. We are guided by our Community Consultation Policy.



School children from the Mt Magnet Shine Program

Indigenous and native title

Native titleholders and indigenous communities

Ramelius considers native titleholders and indigenous communities as one of our core stakeholder groups. We strive to work from a position of respect for indigenous culture, traditions and cultural sites and endeavour to foster a spirit of cooperation, with the aim of creating goodwill, mutual awareness, understanding and respect.

As outlined in our Indigenous Peoples Policy, we work with Aboriginal representatives to improve communication and better understand the views and beliefs of the indigenous communities local to our operations.

We aim to ensure that employees and contractors approach culturally significant sites with respect and a clear understanding of importance of the land to indigenous communities. We are committed to taking appropriate steps to identify and reduce the effects of any unforeseen impacts from its activities on indigenous communities, land, culture, traditions and cultural sites.

In order to increase our understanding of indigenous culture and our connections with indigenous communities, we have been involved in a number of educational, cultural and sporting initiatives, examples of which are provided in Case Studies below.

SUSTAINABILITY REPORT (CONTINUED)

Taxes, royalties and supplier payments

Through the payment of taxes, government royalties, workforce wages and supplier payments, Ramelius makes a significant financial contribution to local, regional and national economies. In FY21, we contributed over \$530 million to the Australian economy through the following mechanisms:

- **Goods & services:** \$399.2 million
- **Wages:** \$50.2 million
- **Taxes:** \$37.2 million
- **Royalties:** \$23.1 million
- **Dividends:** \$16.2 million
- **Interest:** \$0.4 million
- **State and shire rent:** \$3.0 million
- **Community contributions and donations:** over \$450,000

Community relations and investment

We are committed to involving local and indigenous communities in the areas in which we operate in planning and decision-making and ensuring accountability through effective communication and consultation strategies.

In FY21 we engaged local community stakeholders throughout our local Shires in which we operate. Our most recent project

Tampia Gold Mine, we established a Community Benefit Fund. The purpose of the fund is to provide grants to Narembeen community groups for programs and/or community infrastructure. This fund represents a future-focussed partnership between the Shire of Narembeen, Ramelius Resources and the Go Narembeen Progress Association.

Ramelius recognises that financial and in-kind contributions are a critical aspect of community investment and support. Our community investments are carefully considered to ensure they create a positive impact within the communities, as well as aligning with our business priorities. In FY21, we donated approximately \$450,000 to support initiatives and groups seeking to build lasting, positive community impact. We also made \$11,000 worth of in-kind donations towards additional events and programs.

Some of our major donations went to the Shire of Mount Magnet's Community Benefit Fund, the CoRE Foundation Merredin Program, the MACA Cancer 200 Challenge, Netball WA, Royal Flying Doctor Service, Fortuna Foundation Positive Spin Project, and the Gold Industry Group (GIG). An overview of the wide range of community-related projects in which Ramelius has been involved through our membership of GIG is provided in the Case Study below which includes a snapshot of grants provided to local community groups.

CASE STUDY 3:

Indigenous cultural contribution through the Mount Magnet Benefit Fund

Since 2015, the Ramelius Community Benefit Fund (RCBF) has helped support Indigenous community groups to undertake social, community and recreational projects in the Mount Magnet area through approximately \$60,000 in total grants per year and over \$360,000 over the last 6 years. In FY21, the Fund supported the following organisations:

- **Badimia Land Aboriginal Corporation (BLAC):** manages heritage and land projects for the Badimia People in conjunction with Heritage Link, including promoting Badimia art and culture, fostering training, employment and business opportunities and operating the Wirnda Barna Art Centre: badimia.org.au
- **Shine Inspire Achieve Belong Inc (SHINE):** collaborates with VWA secondary schools to actively connect with adolescent female students from Aboriginal and Torres Strait Islander backgrounds who are at risk of disengaging from the conventional education system: shinoday.com.au



SUSTAINABILITY REPORT (CONTINUED)

CASE STUDY 4: Gold industry group community initiatives

Through our membership of the Gold Industry Group (GIG), Ramelius supports a wide range of initiatives covering communities, education, youth sport, diversity, tourism, indigenous advancement, health & safety, environment and economic growth. These include:

- Educational and sporting pathways for women and indigenous communities through Netball WA of which GIG is a Premier Partner. This includes annual scholarships to assist student netballers pursue a career in gold mining and Leadership Camps held with Netball WA's Aboriginal All Stars to help young indigenous players develop their leadership qualities, prioritise health and well-being and improve their netball skills;
- Sporting opportunities, facilities and equipment for young female Aboriginal and Torres Strait Islanders through the Shooting Stars netball team of which GIG is a Premier Partner;
- Foodbank WA Community Kitchen Mega Meal Challenge;
- Pathways in Australia's gold industry for jobseekers, employees, students and teachers through Gold Jobs, a central online hub of employment opportunities;
- Education in science, technology, engineering and mathematics (STEM) in Australian primary and secondary schools across four states through GIG's National Gold Education Program in conjunction with Earth Science WA (ESWA);
- GIG's annual Women in Gold Great Diversity Debate in Perth, Sydney and Melbourne which promotes gender diversity in the Australian gold mining industry;
- Gold tourism initiatives and businesses to drive economic growth across WA's gold mining region through GIG's Heart of Gold Australia app which promotes Perth and Kalgoorlie Heart of Gold Discovery Trails and the other gold tourism experiences.



Ramelius staff at Foodbank WA where the team made almost 1,200 meals for those in need.

CASE STUDY 5: CoRE Foundation wheatbelt hub



The next generation of miners from Kent Street High School Year 12 CoRE program at the Edna May mine.

Ramelius is proud to sponsor the CoRE program at Merredin College. This new program is focused in the greater Wheatbelt region of WA, extending from Ravensthorpe in the south, Northampton in the north and to the northern Goldfields in the east.

The CoRE program's vision is to 'imagine a better future where life-long learning is unleashed in the classroom.' This classroom is known as #therealclassroom, where industry practices are embraced by the students, and students are taken out into the real world to network with industry professionals.

The program at Merredin College is focused on 60 primary students from Years 5 & 6, 28 students from Years 7 & 8 and 32 students from Year 10.

Managing Director, Mark Zeptner said "It's great to be giving back at a local level in the greater Wheatbelt region of WA, supporting primary and secondary students, and giving them the opportunities for real world experiences at our mine sites. Hopefully this will motivate and engage students to take a career pathway into the resources sector in the future".

SUSTAINABILITY REPORT (CONTINUED)

CASE STUDY 6: Royal flying doctor service



Hamilton T1 Ventilator installed into RFDS aircraft

Ramelius is proud to sponsor the Royal Flying Doctor Service WA. Western Australia is a vast and remote state and making sure people across the regions have access to health care and emergency, life-saving treatment is what they do at the Royal Flying Doctor Service Western Operations.

Our three-year commitment has seen our funding go towards the purchase of a new Hamilton T1 Ventilator for their aircrafts, to ensure patients receive the very best care, particularly with the pressures of COVID 19.

CASE STUDY 7: Fortuna foundation positive spin project



The launch of the new Fortuna Foundation Positive Spin washing van.

Fortuna Foundation is a registered Australian Charity with a core vision to inspire the community to help the less fortunate than ourselves, stand amongst them at their darkest of times, and not give up until together, a difference is made. Further, they aim to help alleviate poverty amongst children, homeless, sick, aged and disabled people.

Their most recent project, of which Ramelius are a major sponsor of, The Positive Spin Van, will endeavour to close the gap that currently exists in the community, by providing free mobile laundry services to the homeless and disadvantaged people of Perth and surrounding areas.

The van will be parked at partnering Churches and Community centres at designated times, with free soup, biscuits and food being served by various community organisations, while the washing cycles are in progress.

Local community employment

Ramelius actively engages with our local communities for employment opportunities and have seen the benefits and rewards.

The new Tampia Gold Mine commenced operations in June 2021 and very pleasingly has a current local workforce of 33%. This includes the Mine Manager who relocated to Naremben to be a part of the local community.

Another pleasing achievement is a local Badimia, Wadjarri and Yued woman and Ramelius employee at the Mt Magnet Gold Mine, Sharna Whitehurst. Sharna commenced as a Receptionist in October 2018 and was supported to undertake training in Human Resources. She has balanced remote study with her site-based role and upon completing a Certificate IV in Human Resources Management was given the opportunity to take on a newly created Human Resources Officer role reporting directly to Liz Jones, General Manager.



The new mining camp at Naremben to support the Ramelius Tampia Gold Mine.

"Sharna has been an amazing influence on the site from the beginning. Her positive attitude is unshakable and Sharna quickly became a go to person. Being local and indigenous Sharna also helped us better understand how to work with the local community. It was Sharna's idea to do the hampers for the elderly in Mount Magnet. I get a lot of positive feedback from the town over the hampers, and I think people really look forward to them. Sharna is also a big driving force behind our involvement in the Shine Program."

General Manager Mt Magnet Gold Mine, Liz Jones



Human Resources Officer
Sharna Whitehurst

SUSTAINABILITY REPORT (CONTINUED)

OUR ENVIRONMENT

Water:

13.5% OF WATER RECYCLED

Emissions and energy:

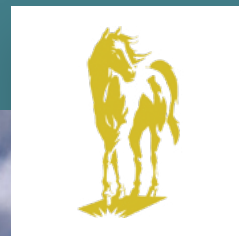
COMPLETED FIRST PHASE OF
TCFD ALIGNMENT FOR CLIMATE RISK

EMISSIONS INTENSITY

REDUCED 8%

Waste, effluents, air pollution:

WASTEWATER TREATMENT
AT TAMPYA USING WASTEWATER FOR
IRRIGATION



Ramelius is committed to attaining an outstanding level of environmental performance across all of our operations. We have a social responsibility to not only achieve all legislative compliance expectations but also to strive to meet the environmental expectations of the communities in which we operate.

Our environmental activities are instructed by our HSE Policy which outlines guiding environmental principles and a commitment to environmental sustainability and conducting our business activities in an environmentally responsible manner.

Ramelius operates all mine sites in accordance with the policies, regulations and environmental requirements outlined in Western Australia's Mining Act 1978. All our operations have been assessed under a rigorous risk and outcomes-based environmental assessment process with clear objectives to ensure the environmental risk assessment and setting of site-specific environmental outcomes is consistent with the expectations of our stakeholders. Approved projects are then commenced and monitored to protect the environmental values of the areas in which we operate.

Environmental data on water, air emissions and energy are collated annually across our operations and verified by third party auditors. Ramelius began formal reporting on sustainability in FY20 when baseline environmental monitoring processes were established. This assisted the company in measuring our environmental performance and enabled us to strive for year-on-year improvements.

Water

Ramelius recognises that the semi-arid geographical locations of our operations are in some of the most water-deprived regions of the WA's Wheatbelt and the Goldfields. The climate in these areas is mostly hot and dry with variable annual rainfall of around 340mm and 250mm per year respectively. We are cognisant of water being a valuable resource, not just to our operations but also to the towns and pastoralists of the districts in which we operate.

We aim to demonstrate optimal water management by using this resource responsibly and efficiently and by maximising our re-use of water from Tailings Storage Facilities (TSF), minimising our reliance on natural surface and groundwater sources and preferentially utilising sources of saline water instead of fresh water.

Each of our sites complies with stringent water licensing conditions which have been placed on the mines to ensure our operational impacts are ecologically-sustainable, environmentally-acceptable, not prejudicial to other current and future needs for water and unlikely to have a detrimental effect on another person or another source.

In FY21, we abstracted a total 6,009ML of raw (saline) water for all our sites which is up from last years' abstraction volume of 3,551ML. A large percentage of this increase was due to unexpected, higher volumes of water needing to be dewatered from underground at the Vivien Gold Mine in which a licence increase was sought. All water abstracted from the Vivien Gold Mine was pumped to a third party, adjoining gold mine under

SUSTAINABILITY REPORT (CONTINUED)

agreement for use in their process plant. An additional 934ML of wastewater was reused at Ramelius' two processing plants; sourced from the TSF's. Recycling and re-using water from TSFs not only reduces demand on natural sources of surface and groundwater, but also saves on process plant chemical costs and maintains the safe, dewatered operation of TSFs.

In FY22, we will continue accessing sources of saline water for our operations in preference to fresh water in order to free up more potable water for the communities in which we operate.

Emissions and energy

The mining sector recognises the contributions the industry makes to global greenhouse gas emissions (GHG) and climate change. Ramelius recognises that climate-related risk may impact our business and we have a responsibility to reduce our emissions. As a first step, we are collating and reporting annual GHG emissions, energy production and energy consumption data and improvement initiatives in line with *National Greenhouse and Energy Reporting (NGER)*.

Where our sites are located in close proximity to WA's electricity grid, we preferentially utilise this source to power our sites particularly for the energy-intensive processing hub operations at Mt Magnet and Edna May. Our remote regional sites use diesel for electricity provision which is closely monitored and rationalised where possible.

This year, we sourced a total 1,995,582 GJ of electricity from the grid and diesel generation (a 9% increase on last year). During the same period, our total Scope 1 and 2 emissions was 153,365 t CO₂-e (a 9% increase on last year, but an 8% decrease in emissions intensity i.e., emissions per unit of production). These increases are in line with the growth of the company, with new greenfields projects being commenced and expansion activities at existing sites. In FY22, we will continue to focus on improving efficiencies in consumption rate across all of our operations.

	FY2021	FY2020	Change
GHG Emissions (t CO₂-e)			
Scope 1	112,501	105,215	▲ 7%
Scope 2	40,865	35,227	▲ 16%
Total Scope 1 and 2	153,365	140,442	▲ 9%
Emissions intensity (gold produced)	0.56	0.61	▼ 8%
Energy (GJ)			
Energy consumed	2,253,720	2,073,976	▲ 9%
Net energy consumed	1,995,582	1,847,953	▲ 8%
Energy produced	258,138	226,023	▲ 14%



SUSTAINABILITY REPORT (CONTINUED)

Climate risk and the TCFD

One of the key topics for both Ramelius and relevant stakeholders is climate-related risk and the transition to a low-carbon economy. With the increasing global spotlight and this year's IPCC report emphasising the need for action on climate, Ramelius has begun its journey to report against the Task Force on Climate-related Financial Disclosures (TCFD) framework. The TCFD framework is structured around four headline areas: governance, strategy, risk management, and metrics and targets. The four recommendations will be implemented in a multi-year roadmap with initial disclosures for the governance section outlined below.



FY21: Gap analysis and benchmarking current TCFD governance disclosures

In FY21 the Board approved the adoption of the TCFD Recommendations. Ramelius, in conjunction with Futureproof (a specialist ESG consultancy):

- Completed a benchmarking exercise against gold industry peers to set a baseline reference point for Ramelius' actions and disclosures in relation to climate-related risks and opportunities
- Conducted a gap analysis between the TCFD required governance disclosures, and Ramelius' existing governance and risk management processes
- Considered the peer review and gap analysis, enabling the Board and senior management to understand the relative maturity of disclosures by Ramelius and its peers, and to develop an action plan towards adopting the TCFD Recommendations over the coming years.

FY22: Identify and validate physical and transitional risks

In FY22 the company will identify and validate the key physical (acute and chronic) and transitional risks (market shifts, reputational risks, technology changes, regulatory and policy changes and legal risks) to Ramelius' business during a climate workshop involving the Risk & Sustainability Committee and senior management.

FY23: Scenario planning and inherent risk rating and mitigation

In FY23, a second workshop will assess the potential consequences and likelihoods of the events identified occurring over long-term time horizons for the company's operations. This will use scenario planning as outlined in the TCFD guidelines and assess current mitigating practices and controls.

The Risk & Sustainability Committee and senior management will then identify potential next steps for strengthening risk mitigation to reduce the residual risk rating over time, this will include setting emissions reductions targets.

Ramelius board oversight of climate-related risk

The Ramelius Board sets strategic direction and defines strategic objectives coupled with defined levels of risk tolerance. The Board also enacts policies that are relevant to the Company's management of climate-related risk, sustainability and other key topics. The Board has delegated responsibility to oversee the Company's risk management systems, sustainability programs and mitigating controls to the Risk & Sustainability Committee. This Committee is comprised of Independent Non-Executive Directors, including the Chairperson, and the CEO, and is appointed by the Board on whose behalf it acts. The Committee reports to the Board a minimum of four times per year on risk management, HSE and sustainability activities. The Committee periodically reviews company-wide policies and initiatives related to HSE and risk management, with a view to ensuring effective and suitable risk management strategies are in place. The Risk & Sustainability Committee oversees the management of specific climate-related risks and opportunities through regular review of global best practice, internal compliance programs and relevant sustainability frameworks.

SUSTAINABILITY REPORT (CONTINUED)

Role of Ramelius management of climate-related risk

At a management level, the Ramelius Leadership Team, led by the CEO, is tasked with fulfilling Board-approved strategies and policies and associated risk management plans. Management, via the CEO, reports progress and activities to the Risk & Sustainability Committee at each meeting. The Group Environment Manager provides central coordination through to the Leadership Team and CEO. At a site level, risk registers include risks and mitigation plans at all operations. Senior Managers prepare an annual Sustainability Report for endorsement by the Risk & Sustainability Committee and approval by the Board. In FY21 a new risk management program, Ramelius Essentials, was adopted by the Board to support the objective of being a sustainable gold producer focused on delivering superior returns for stakeholders. The new risk management program is being introduced by Senior Managers across all functions to ensure strategic risk management is embedded in our decision making at every level of the company.

Waste, effluents and air pollution

Mining operations have the potential to generate significant streams of non-hazardous and putrescible waste including tyres, batteries, oil, grease and other hydrocarbon-contaminated wastes, food scraps, metals, cardboard, glass, plastic, and aluminium. The remote, isolated locations of our regional mine sites generally mean recycling these wastes can be costly and impractical for the business. To counter this, Ramelius continually aims to reduce the burden of these waste streams in the first instance by limiting them from coming to site and then being placed in landfill.

All sites contractually oblige suppliers to provide products with minimal packaging where possible, and to use licensed waste transport companies to send waste oils and other hydrocarbons for recycling at dedicated facilities.

Dust pollution from mining and trucking activities can reduce air quality. Procedures are in place across all our mine sites to reduce dust generation by watering surfaces with saline water and monitoring dust deposition levels at sensitive environmental receptor locations.

Other waste products include effluent from wastewater treatment plants which is treated in accordance with licensed standards prior to discharge. An example of the way in which we are working to improve the use of wastewater treatment is outlined in Case Study 8 Wastewater Recycling at Tampia.

Tailings management

Ramelius builds, owns and operates two Tailings Storage Facilities (TSF) across our mining operations. The design, construction, operation and closure of these facilities is strictly controlled by government regulation, codes of practice and relevant guidelines, as well as our own internal standards, procurement policies and contractor management processes.

The chosen location, design, construction method, operational strategy, monitoring and surveillance, emergency response planning

CASE STUDY 8: Wastewater recycling at Tampia

Climate change has seen rainfall in the Southwest of Western Australia become more unreliable. This combined with population growth has placed a great deal of pressure on existing traditional sources of water for domestic, industrial and agricultural use. Recognising these pressures on our natural resources, Tampia Operations no longer considered wastewater a 'waste' product to be discarded but a resource that can have potential value if used in a 'fit for purpose' manner if recycled. The company took advantage of this sustainability opportunity at its Tampia Village, north of the town of Naremburn where the wastewater treatment plant (WWTP) services the village's 120 rooms of the staff and contractors employed by the Tampia project.

The scheme uses excess treated water from the Tampia Village WWTP to irrigate the trees and gardens of the village, conserving high quality water for drinking and other specialised high value uses. Wastewater is treated to Class C standards that are suitable for reuse in low-risk category applications, with the option available to upgrade the system to Class A standards. Using an Activated Sludge Bioreactor, wastewater is treated to a quality safe for this purpose and includes the use of an enhanced nutrient removal system to lower phosphorous and nitrogen levels in the effluent.

and rehabilitation of each TSF undergoes a rigorous risk and environmental impact assessments prior to approval.

Specialist engineers are engaged by Ramelius to ensure all factors that can potentially impact on the long-term performance of each TSF are considered and all risks are addressed. The design process is complex, but repeatable and rigorous, and ensures the integrity and safety of each TSF's during:

- normal and irregular operation
- extreme weather and events
- decommissioning

The priority is to ensure that our TSFs are safe, stable, erosion-resistant, and non-polluting after tenement relinquishment.

Ramelius also completes detailed and regular inspections and auditing of our operating TSFs, including the preparation and implementation of a site-specific TSF Operating Manual which sets out the safe and environmentally-acceptable operating procedures, monitoring and reporting requirements, trigger levels and actions to be taken to rectify any potential deficiencies.

Audit reports are lodged with relevant regulators demonstrating our compliance with all conditions. Regulations also require Ramelius to use independent TSF consultant engineers for the design and annual inspection of our TSFs as well as requirements for the provision of information, instruction, training and supervision that assures the integrity of facilities and the occupational safety and health of personnel working at them. More information can be found in the Church of England Pension Board Tailings Report on our website.

SUSTAINABILITY REPORT (CONTINUED)

Rehabilitation and closure management

Ramelius strives to revegetate our disturbances in a manner that promotes biological diversity and ecological integrity.

All our operations work to keep land clearing and disturbed ground to an absolute minimum. In order to develop the knowledge and capabilities to meet stakeholder expectations on mine rehabilitation and closure, we work to progressively rehabilitate mining disturbances as effectively as possible during the lifetime of our operations.

In FY21, each operation reviewed their approved Mine Closure Plan and Ramelius conducted a review of our closure cost provisioning in order to refine and improve our methodology, address closure knowledge gaps and replace cost assumptions with up-to-date rates. An independent external review of closure cost provisioning will be undertaken in FY22.

During FY21, Ramelius had a total tenement land holding package of 341,321 hectares, of which land disturbed by mining totalled just 1,960 hectares (0.57%). The amount of land currently under rehabilitation, which includes land that has been fully rehabilitated and relinquished, is 687 hectares which equates to 35% of disturbed land restored.

Biodiversity

Ramelius adheres to environmental objectives and regulations that seek to protect fauna, flora and vegetation so that biological diversity and ecological integrity are maintained. Each new greenfield project and proposed operational expansion is subjected to rigorous environmental baseline and impact assessment studies, undertaken to a standard consistent with best practice guidance to ensure our projects avoid and minimise impacts to biodiversity.

Occasionally, significant fauna, flora and vegetation are encountered during surveys and additional levels of planning are required to manage and mitigate unacceptable potential impacts.

All Ramelius baseline biodiversity study reports are submitted to environmental regulators during the mining project permit application process. The information contributes to the Western Australian environmental and biodiversity datasets which provide a broader decision-making base for regulators, an expanded knowledge base of the State flora and fauna, and improved availability of environmental information for the community to create better environmental outcomes for the State.



Rows of *Eucalyptus salmonophloia* (Salmon Gum) seedlings before being planted at Edna May Gold Mine.



Ramelius General Manager Edna May Gold Mine, Tim Blyth planting a *Eremophila* seedling for rehabilitation.

SUSTAINABILITY REPORT (CONTINUED)

PERFORMANCE DATA

Safety

Safety performance

	FY20	FY21	Change
Employee fatalities	-	-	-
Contractor fatalities	-	-	-
Total Recordable Incident Frequency Rate (TRIFR)	18.61	14.98	- 20%
Lost Time Injury Frequency (LTIF)	7.24	4.08	- 44%
Lost Time Injuries	14	10	- 29%
Restricted work	22	23	5%
Medical treatment injuries	21	18	- 14%

Unless specified, all classifications above include contractors.

Emergency Rescue Teams (ERT)

Number of ERT members	Mt Magnet	Edna May	Viven	Marda	Tampia	Penny
Total	32	14	18	5	6	2

People

Diversity

Organisational Level FY21	Board		Executive/ GM		Senior Managers/ Managers		Professional		Trade		Operator/ Technicians		Admin		Graduate/ Apprentice		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number #	4	1	6	1	66	16	45	11	39	-	77	8	-	14	8	5	245	56
Percentage %	80%	20%	86%	14%	80%	20%	80%	20%	100%	-	91%	9%	-	100%	62%	38%	81%	19%
Site profile FY21	Corporate		Mt Magnet		Edna May		Vivien		Marda		Tampia		Penny		Exploration		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number #	26	13	84	19	85	9	6	5	10	1	10	4	5	2	19	3	245	56
Percentage %	68%	32%	82%	18%	90%	10%	55%	45%	91%	9%	71%	29%	71%	29%	87%	13%	81%	19%
New Employees FY21	Corporate		Mt Magnet		Edna May		Vivien		Marda		Tampia		Penny		Exploration		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number #	13	6	20	8	12	4	2	1	2	1	7	3	5	1	11	-	72	24
Percentage %	68%	32%	71%	29%	75%	25%	67%	33%	67%	33%	70%	30%	83%	17%	100%	-	75%	25%
Turnover FY21																		
Total (12 month rolling average) - voluntary exits only	14.90%																	

Environment

Environmental compliance and incidents

Monetary value of significant fines (\$A)	-
FY21 environmental Incidents	-
Total volume of significant spills (ML)	-

SUSTAINABILITY REPORT (CONTINUED)

PERFORMANCE DATA (continued)

Energy

Energy consumption (GJ)	FY20	FY21	Change
Energy consumed	2,073,976	2,253,720	9%
Net energy consumed	1,847,953	1,995,582	8%
Energy produced	226,023	258,138	14%
Total energy intensity (GJ per ounce of gold produced)	9.00	8.28	-8%

Emissions

Total direct and indirect emissions	FY20	FY21	Change
Greenhouse gas emissions Scope 1 (t CO ₂ -e) ⁽¹⁾	105,215	112,501	7%
Greenhouse gas emissions Scope 2 (t CO ₂ -e) ⁽²⁾	35,227	40,865	16%
Total of Scope 1 and Scope 2 (t CO ₂ -e)	140,442	153,365	9%
Total emissions intensity (t CO ₂ -e per ounce of gold produced)	0.61	0.56	-8%

The energy and emissions boundary is based on operational control as defined by the National Greenhouse and Energy Reporting (NGER) Act 2007.

The applied global warming potential (GWP) rates and emission factors are based on the NGER Act (2007) and the National Pollutant Inventory.

(1) Scope 1 refers to emissions produced directly by operations, primarily resulting from combustion of various fuels and includes CO₂-equivalent values for greenhouse gases such as CH₄, N₂O and SF₆.

(2) Scope 2 refers to indirect emissions resulting from the import of electricity from external parties; commonly the electricity grid.

Water

Water withdrawal Surface (ML) water	FY20	FY21	Change
Bore water - saline (ML)	3,551	6,009	69%
Total water withdrawal	3,551	6,009	69%
Recycled (ML)	677	934	38%
% Total reused	19%	16%	-18%

Waste

Mineral waste	FY20	FY21	Change
Waste material mined (kt)	20,568	28,869	40%
Total ore processed (kt)	4,235	4,629	9%

Tailings

Asset	Mt Magnet	Edna May
Number of active TSF	1	1
Number of inactive TSF	4	-
Construction Type (eg Downstream, HDPE Lined, Upstream, IWL)	Upstream	IWL

Acid-generating seepage

Asset	All Sites
Predicted to occur	-
Actively mitigated	-
Under treatment or remediation	-

Rehabilitation and closure

Land management (ha)	FY20	FY21	Change
Land disturbed	1788	1960	10%
Land rehabilitated	583	687	18%
Sites with protected conservation status	-	-	-

SUSTAINABILITY REPORT (CONTINUED)

PERFORMANCE DATA (continued)

Social responsibility

Socioeconomic contribution

(A\$) million	Operations	Employees	Payments to providers of capital	Payments to financial	Payments to government			
Region	Supplier payments (Goods and services)	Wages	Dividend payments to share-holders	Interest	Taxes	Royalties	State and Shire Rent	Total contribution
Local suppliers, rates & employees	3.6	3.6	-	-	-	-	3.0	10.2
National economy (excluding local suppliers & employees)	396.1	46.6	16.2	0.4	37.2	23.1	-	519.6
Total	399.7	50.2	16.2	0.4	37.2	23.1	3.0	529.9

Economic contribution

	FY20	FY21
Contributed into Australian Economy (A\$) million	476.1	529.9
Direct spend with community organisations (A\$) million	8.2	10.2

Reconciliation to income tax payable*	30 Jun 2021 (A\$) million
Profit before income tax expense	174.7
Permanent differences	1.1
Temporary differences:	
– Accounting and tax depreciation differences	(4.5)
– Mine development	(13.9)
– Exploration and evaluation expenditure	(8.0)
– Provisions	0.8
– Other	(11.0)
Taxable income before utilisation of carried forward tax losses	139.1
Australian income tax payable	41.7
Corporate income tax paid during the year ended June 2020	(3.9)
Utilisation of carried forward losses	(7.5)
Net income tax payable/(receivable)	30.3

Community and cultural heritage

	FY20	FY21
Material Cultural Heritage incidents	-	-
Material Community Impact incidents	-	-

