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# 2022 ACHIEVEMENTS



## OUR BUSINESS

### REGULATORY AND COMPLIANCE:

**ZERO** REGULATORY **BREACHES**  
AND NON-COMPLIANCE  
**INCIDENTS** ACROSS ALL  
OPERATIONS IN FY22

### ECONOMIC PERFORMANCE:

PRODUCED **258,625 OZ** AT  
\$1,523/OZ. MAINTAINED A SALES/AISC  
**MARGIN OF 37%**

### ORGANISATIONAL GOVERNANCE:

**UPDATED** ALL GOVERNANCE  
AND SUSTAINABILITY **POLICIES**



## OUR PEOPLE

### EMPLOYEES AND CONTRACTORS:

**40%** OF OUR BOARD OF  
DIRECTORS ARE FEMALE

### HEALTH, SAFETY, AND WELLBEING:

**20% LESS LOST TIME**  
**INJURIES**

### TALENT ATTRACTION, DEVELOPMENT, AND RETENTION:

**22%** OF FY22 GRADUATE  
STUDENTS WERE FEMALE





## OUR COMMUNITIES

### COMMUNITY RELATIONS AND INVESTMENT:

**A\$550,000** IN DONATIONS  
TO SUPPORT COMMUNITY  
INITIATIVES AND GROUPS

### FIRST NATIONS PEOPLES:

**A\$420,000** IN GRANTS TO  
SUPPORT FIRST NATIONS COMMUNITY  
GROUPS OVER THE LAST SEVEN YEARS

### TAXES, ROYALTIES, AND SUPPLIER PAYMENTS:

**A\$622M** CONTRIBUTED TO  
AUSTRALIAN ECONOMY



## OUR ENVIRONMENT

### EMISSIONS AND ENERGY:

**9%** BELOW AUSTRALIAN AVERAGE  
OF EMISSIONS INTENSITY PER OUNCES  
PRODUCED\*

## COMPLETED

CLIMATE RISK ASSESSMENT AS PART OF  
CONTINUED TCFD ALIGNMENT

### WATER AND WASTEWATER MANAGEMENT:

**934ML** OF OUR WASTEWATER  
WAS RECOVERED FROM OUR  
TSFs AND REUSED IN OUR  
PROCESSING PLANTS

\*S&P Global Market Intelligence, 20 Sep, 2021,  
"Greenhouse gas and gold mines - Emissions  
intensities unaffected by lockdowns"

# THE CEO ON SUSTAINABILITY AT RAMELIUS

## Dear Stakeholders,

This marks the third standalone annual Sustainability Report produced by Ramelius, and I am pleased to share that this is the first to be aligned with the Sustainability Accounting Standards Board's (SASB) Metals and Mining Industry Standard framework. In addition, we are pleased to confirm our official participation in the United Nations Global Compact. Since our maiden report, we have continued to make significant strides towards our goal of becoming a sustainable gold miner that focuses on delivering superior returns for our stakeholders.

Over the past three reporting periods, we have continually built upon our sustainability progress by gathering further information on best practice in the mining industry, expanding our governance policies and procedures, and embedding sustainable values into our business strategy. With a strong foundation firmly in place, we will continue to improve our performance in all Environmental, Social, and Governance (ESG) areas. We monitor our sustainability performance by participating in ESG benchmarking assessments such as S&P's Corporate Sustainability Assessment and global rating agencies MSCI and Sustainalytics.

Led by Non-Executive Director Natalia Streltsova, the Company's Risk & Sustainability Committee continues to work alongside the Board in overseeing risk, governance, and sustainability issues such as climate change. In FY22 the Committee developed a formalised Environmental Policy that was approved by the Board. The Policy sets out our commitments to minimising harm wherever possible, while at all times acting as a responsible custodian of the environment. The financial year also saw Ramelius begin development of its decarbonisation roadmap and complete a climate risk assessment as part of our continued alignment with the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations.

Our pursuit of sustainability continues to be aided by the ongoing financial health of the Company. In financial year 2022, we contributed over \$622 million to the Australian economy including approximately \$11.3 million spent with local businesses, employees and community organisations. Our ongoing sponsorships and engagements ensure that we give back to communities in which we operate, strengthening our relationship with local stakeholders. We strive to provide benefits to our communities well beyond the life of our mines.

In finishing, I would like to thank all our employees and contractors for their ongoing efforts in ensuring our sustainability mission is achieved. I continue to urge them to embrace our Company values as we strive for continued improvement and excellence.

Yours sincerely,



**Mark Zeptner**  
Managing Director

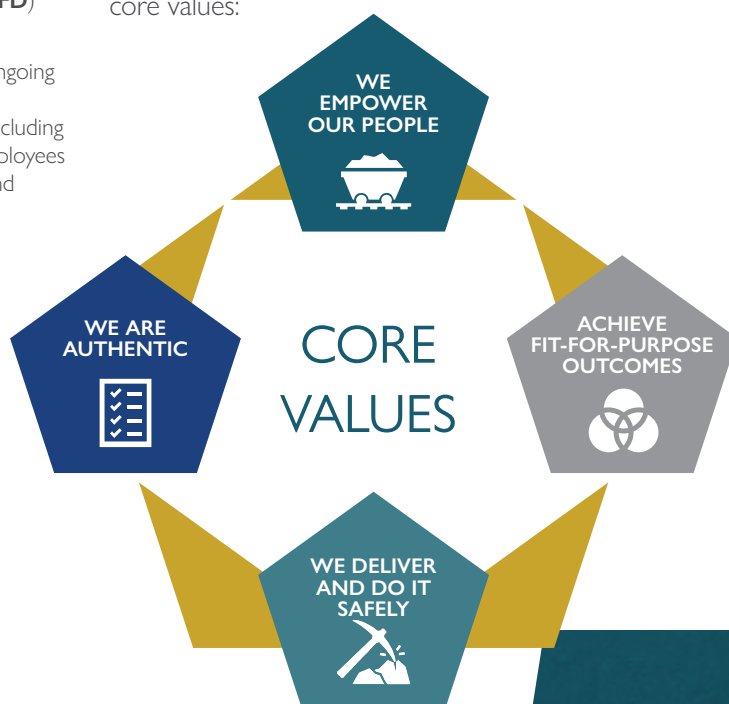
## ABOUT RAMELIUS

## 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:



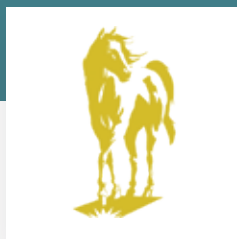


## SUSTAINABILITY STATEMENT

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**



OUR CULTURE IS DEFINED BY A 'FIT-FOR PURPOSE' AND 'CAN-DO' ATTITUDE.

### Sustainability pillars

#### OUR BUSINESS

- Economic performance
- Regulatory and compliance
- Organisational governance



#### OUR PEOPLE

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



#### OUR COMMUNITIES

- First Nations peoples
- Taxes, royalties, and supplier payments
- Community relations and investment



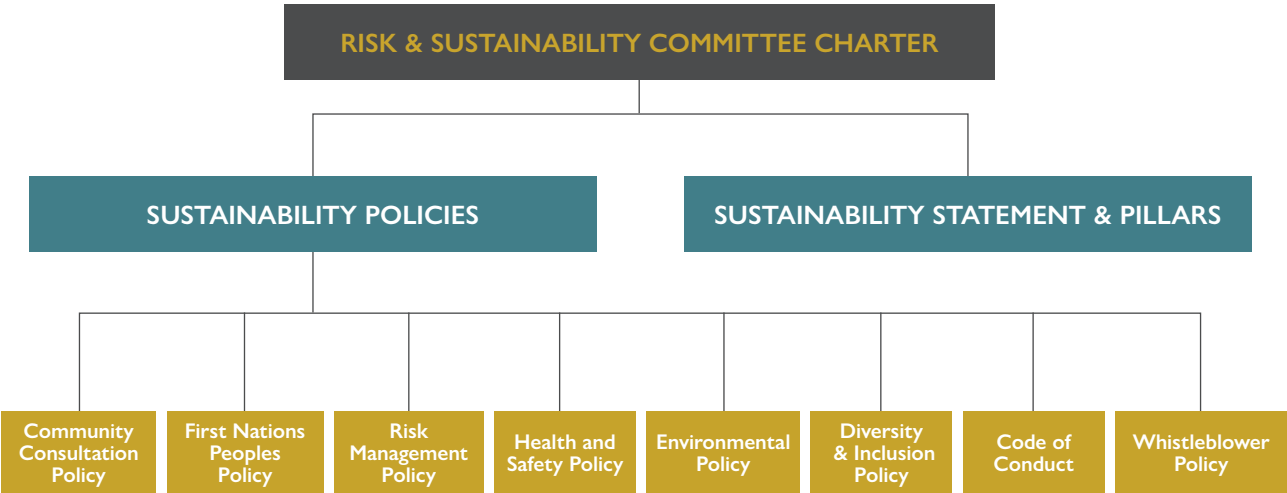
#### OUR ENVIRONMENT

- Greenhouse gas emissions and energy
- Water and wastewater management
- Biodiversity
- Mine closure and rehabilitation
- Waste and tailings management



# 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:



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 risks. 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 Chair, 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, health and safety, environment and sustainability activities. The Committee periodically reviews company-wide policies relating to these topics. The Committee also oversees the management of specific climate-related risks and opportunities through regular review of global and industry best practice, internal compliance programs and relevant sustainability frameworks.

At a management level, the Ramelius Executive 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. Senior function managers provide central coordination through to the Executive 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.



## ABOUT THIS REPORT

This Sustainability Report, approved for release by our Board of Directors, covers the period from 1 July 2021 to 30 June 2022 (**FY22**). The information and data includes all of Ramelius' current active operations, including producing mines, development sites and exploration assets. The Report forms part of our annual corporate reporting suite. It offers an account of our interaction with our stakeholders and complements Ramelius' FY22 Annual Report. The currency used throughout this report is Australian Dollars (**A\$**). The Company's geographical definition of 'local' refers to those within Western Australia, surrounding our operations. We are proud to announce that this FY22 *Sustainability Report* is our first against the Sustainability Accounting Standards Board (**SASB**) requirements.

Ramelius has continued its participation in ESG benchmarking assessments undertaken by organisations such as S&P Corporate Sustainability Assessment and MSCI and through membership of leading industry bodies. 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.



## GROUP INFORMATION

Ramelius Resources Limited (**Ramelius**) is a Western Australian gold producer headquartered in East Perth with approximately 350 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. In FY22 the Company produced a total of 258,625oz of gold.



# ACTIVE OPERATIONS



## EDNA MAY GOLD MINE



*Location:* Westonia Greenstone Belt, within the Southern Cross Province of Western Australia's Archaean Yilgarn Craton.



*Acquired:* October 2017 from Evolution Mining Ltd, as an operating open pit gold operation.



*Operations:* Annual production since 2011 has ranged from 66koz to 99koz.



*Processing:* 2.9 million tonne per annum (**Mtpa**) conventional carbon-in-leach (**CIL**) gold plant comprising of two stage crushing, semi-autogenous grinding (**SAG**) and Ball mill, gravity circuit and leach.



## MARDA GOLD MINE (NORTH YILGARN)



*Location:* 130km north of the town of Southern Cross and 400km north-east of Perth, WA.



*Acquired:* February 2019.



*Operations:* Consists of several shallow unmined gold deposits. Mining commenced in November 2019 at the Dugite Pit. Road train ore haulage commenced in March 2020.





### MT MAGNET GOLD MINE



*Location:* 500km north-east of Perth in the Murchison Goldfield of the Western Australian Yilgarn Craton.



*Acquired:* 2010 from Harmony Gold, restarted operations in 2011.



*Operations:* Numerous open pit and underground mines plus exploration targets with a total area covering 225km<sup>2</sup>. During 2021, gold produced since operations were restarted passed 1,000,000 oz.



*Processing:* Milling occurs at the Checkers Gold Mill, a 1.9Mtpa conventional gold mill.



### TAMPIA GOLD MINE (NAREMBEEN)



*Location:* 12km south-east of the town of Narembeen in the Western Australia wheatbelt and 250km east of Perth.



*Acquired:* Via takeover of Explaurum Limited in late 2018 to early 2019.



*Operations:* Mining commenced in May 2021 and ore processing commenced in July 2021.



*Processing:* Ore processing is carried out at the Edna May mill utilising standard gravity and CIL processes.



### VIVIEN GOLD MINE



*Location:* Near the Agnew Gold Mine, 15km west of the town of Leinster in Western Australia.



*Acquired:* Exploration drilling, feasibility studies, and statutory approval was completed in 2013.



*Operations:* The underground gold mine commenced operations in May 2015. Mined ore is taken to the Mt Magnet processing facility.



### PENNY GOLD MINE



*Location:* 150km south-east of our Mt Magnet operations and approximately 550km north-east of Perth in Western Australia.



*Acquired:* In 2020 via off-market takeover offer of Spectrum Metals Limited.



*Operations:* After completion of site infrastructure and camp construction, operations will commence.

## DEVELOPMENT PROJECTS



### SYMES' FIND



*Location:* 60km south of the township of Moorine Rock, within the Holleaton Greenstone belt in the Southern Cross Province of the Eastern Goldfields.



*Operations:* Drilling to date has defined two moderately south-east plunging shoots of supergene and hypogene gold mineralisation associated with quartz veinlets within the host rock.

## EXPLORATION PROJECTS

Ramelius also has ongoing gold exploration projects as part of existing Mt Magnet and Edna May Gold Mines.



### REBECCA GOLD PROJECT



*Location:* 153km east of Kalgoorlie, covering a greenstone belt on the eastern margin of the Norseman-Wiluna Greenstone Belt.



*Acquired:* In January 2022 via off-market takeover of Apollo Consolidated Limited.



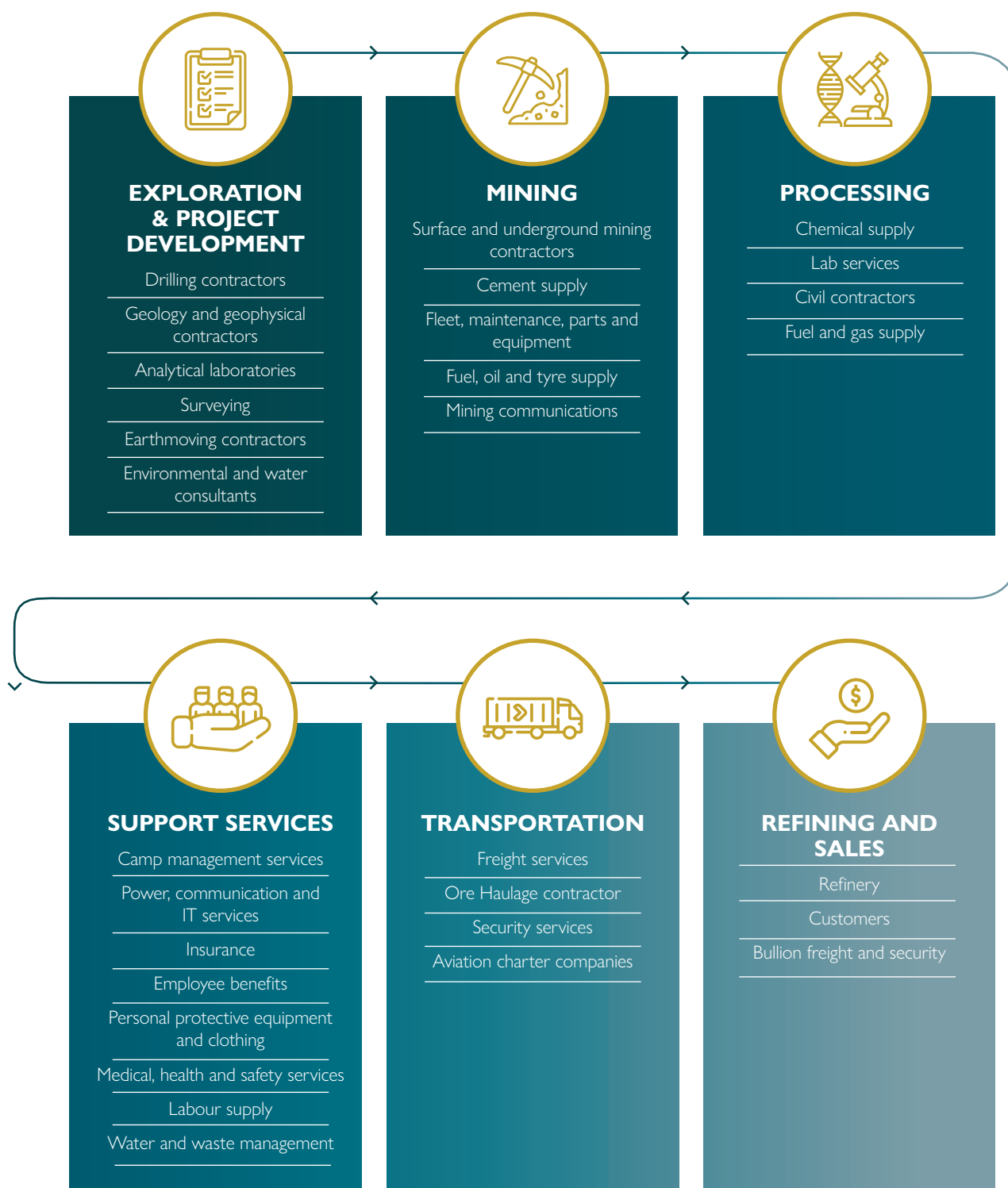
*Operations:* Contains three advanced and growing gold discoveries – Rebecca, Duke, and Duchess, in which gold mineralisation is hosted by broad zones of disseminated sulphides in gneiss. Drilling will test a pipeline of new exploration targets as well as working through ongoing resource delineation and step-out drilling.



## SUPPLY CHAIN

Contractors and suppliers are a critical part of our business and are relied upon to ensure that we deliver on our strategy. In FY22 we acquired \$495M of goods and services directly from Australian suppliers, though some components of goods may be sourced from overseas by these suppliers.

The supply chain at Ramelius includes:



# MEGATRENDS AND ESG RISKS

As society continues to evolve, certain megatrends emerge that can have a significant impact on how the business operates. Our aim is to embed sustainable actions into our Company strategy so we can mitigate future risks and take advantage of arising opportunities.

## CLIMATE CHANGE

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.

ASSOCIATED RISKS	ASSOCIATED OPPORTUNITIES	NEGATIVE IMPACTS TO BUSINESS	POSITIVE IMPACTS TO BUSINESS
<ul style="list-style-type: none"><li>• Extreme weather events</li><li>• Increasing global temperatures</li><li>• Water stress</li><li>• Changing regulations</li><li>• Increasing price of natural resources</li></ul>	<ul style="list-style-type: none"><li>• Decarbonisation</li><li>• Improved Reputation</li></ul>	<ul style="list-style-type: none"><li>• Increased operational and capital costs</li><li>• Damaged infrastructure</li><li>• Increased health and safety incidents</li><li>• Longer approval times</li></ul>	<ul style="list-style-type: none"><li>• Reduced costs in the long-term</li><li>• Strong social licence</li><li>• Resilient share price</li></ul>
RESPONSES FROM RAMELIUS			
<ul style="list-style-type: none"><li>• Continued alignment with TCFD – ensuring climate-risks are included into the overall risk register</li><li>• Reporting in line with National Greenhouse and Energy Reporting (NGER) initiative</li><li>• Continued use of saline water over freshwater</li><li>• Exploring renewable and low-emission energy alternatives</li></ul>			
<i>More information on our responses can be found within the Climate Change section of this report.</i>			



## ESCALATING HEALTH IMPERATIVE

The post-pandemic world has exacerbated existing health challenges posed by ageing populations and growing chronic disease. 1 in 5 Australians report high or very high levels of psychological distress and there is heightened risk of infectious diseases resistant to modern antibiotics. There is now an urgent need to respond to health risks and improve health outcomes.

ASSOCIATED RISKS	ASSOCIATED OPPORTUNITIES	NEGATIVE IMPACTS TO BUSINESS	POSITIVE IMPACTS TO BUSINESS
<ul style="list-style-type: none"> <li>Labour shortages</li> <li>Ageing population</li> <li>Increasing illnesses among populations</li> </ul>	<ul style="list-style-type: none"> <li>Greater focus on employee wellbeing</li> <li>Flexible working hours</li> <li>More employee benefits/leave</li> <li>Become an employer of choice</li> </ul>	<ul style="list-style-type: none"> <li>Unable to fill positions</li> <li>Lowered employee wellbeing</li> <li>More days missed by employees</li> <li>Reduced operational efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Talent retention</li> <li>More engaged and satisfied workforce</li> <li>Higher operational efficiency</li> </ul>

### RESPONSES FROM RAMELIUS

- Comprehensive health services through OccuMed
- Following State and Federal COVID-19 measures
- Remuneration and benefits initiatives
- Created a further eight Job Role Profiles

For more information please see the Health, Safety, and Wellbeing section of this Report

## CYBER SECURITY

Governments, societies, and companies increasingly rely on technology to manage everything from public services to business processes. Converging technological platforms, tools and interfaces connected via an increasing decentralised internet is creating a more complex cyber threat landscape and a growing number of critical failure points.

ASSOCIATED RISKS	ASSOCIATED OPPORTUNITIES	NEGATIVE IMPACTS TO BUSINESS	POSITIVE IMPACTS TO BUSINESS
<ul style="list-style-type: none"> <li>Cyber security vulnerabilities</li> <li>Privacy breaches</li> </ul>	<ul style="list-style-type: none"> <li>Building further cyber security capabilities</li> <li>Employing expert staff</li> <li>Exploring cutting-edge technology and innovation e.g. blockchain and AI</li> </ul>	<ul style="list-style-type: none"> <li>Interruption to operations</li> <li>Loss of critical data</li> <li>Private information exposed</li> <li>Enormous costs to cover damages</li> </ul>	<ul style="list-style-type: none"> <li>Data and private information are protected</li> <li>Enhancing reputation</li> <li>Less technical outages and greater cyber resilience</li> </ul>

### RESPONSES FROM RAMELIUS

- Cybersecurity Policy internally available to all employees
- Conduct third-party vulnerability testing
- Extensive training
- Board member responsible for overseeing cyber security has relevant experience in the area

FY23 Focus:

- Further develop an approach on identifying and mitigating information security risks
- Implementation of formal procedure to ensure all employees are aware of threat issues
- IT infrastructure and security management system certification

## 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 9 most relevant SDGs that align to our business strategy and stakeholder priorities. Throughout this report, we utilise the relevant SDG icons to highlight where our activities contribute progress towards achieving the SDG goals and targets.



In addition to the SDGs, Ramelius is pleased to confirm its participation in the United Nations Global Compact and its Ten Principles in the areas of human rights, labour, environment, and anti-corruption. We will continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations, and report progress annually to the UN.

## 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 FY22 we have had regular meetings and correspondence with government departments, local government shires, pastoralists and native title groups.

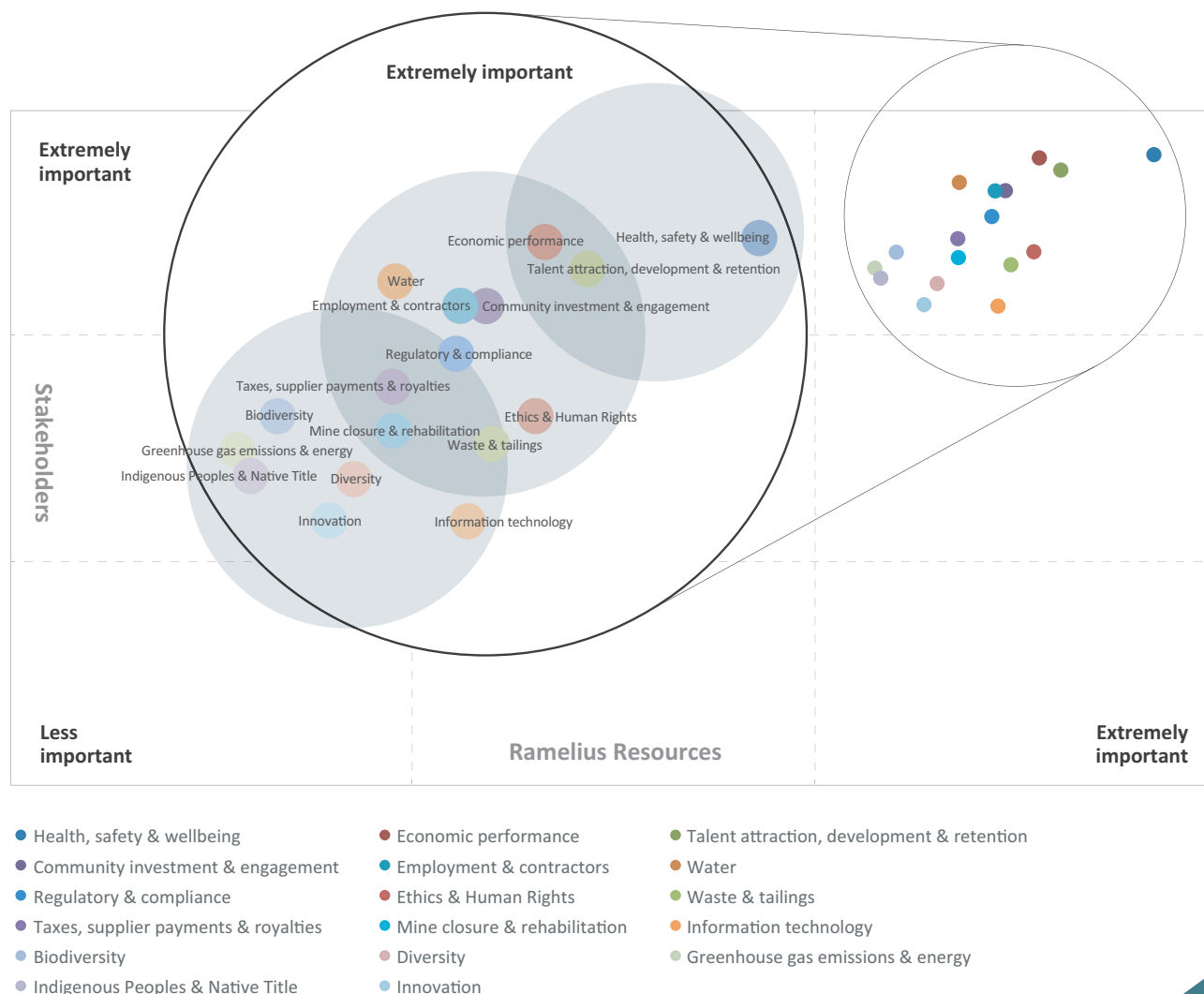
During FY22, Ramelius continued to align its ESG activities against the material topics identified in our materiality assessment conducted in FY21. Our material topics are prioritised according to the importance levels shared by the business and our stakeholders. Our stakeholder groups include:

- Shareholders, lenders, investment community and insurers;
- Suppliers, contractors, partners, and customers;
- Employees, unions, and the Board;
- Regulators and government;
- Local communities, shires, and landowners;
- First Nations Peoples and title holders;
- Media and non-governmental organisations (**NGO**); 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 FY22 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:



# FY23 TARGETS

## OUR BUSINESS

Information technology	All employees to complete online cybersecurity training
Economic performance	Meet all production targets

## OUR PEOPLE

Health, safety and wellbeing	Implement Principal Mining Hazard Standards Complete development of enhanced Safety Leadership training package
Talent attraction, development & retention	Reduce employee turnover from FY22
Employment & contractors	Launch paid parental leave and general benefits program
Diversity	Increase female representation in workforce
Ethics & human rights	All employees to receive further whistleblower and workplace behaviour awareness training

## OUR COMMUNITIES

Community Engagement & investment	Maintain contributions of up to \$2/oz towards community investment & engagement
Taxes, supplier payments & royalties	Improve year on year procurement spend within our regional areas

## OUR ENVIRONMENT

GHG emissions & energy	Completion of an Energy & Emissions Reduction Roadmap
Water	Reduce freshwater usage for operational processes
Waste and tailings	Generate zero acid mine drainage
Mine closure and rehabilitation	Successfully and responsibly close operations with no liabilities or legacy issues
Biodiversity	No impacts on any International Union for Conservation of Nature (IUCN) listed flora or fauna



## OUR BUSINESS

### REGULATORY AND COMPLIANCE:

**ZERO** REGULATORY BREACHES  
AND NON-COMPLIANCE INCIDENTS  
ACROSS ALL OPERATIONS IN FY22

### ECONOMIC PERFORMANCE:

PRODUCED **258,625 OZ** AT  
AISC OF **\$1,523/OZ**. MAINTAINED A  
SALES/AISC MARGIN OF **37%**

### ORGANISATIONAL GOVERNANCE:

**UPDATED** ALL GOVERNANCE  
AND SUSTAINABILITY POLICIES



#### 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.

- 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.

## 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.

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## REGULATORY AND COMPLIANCE

Ramelius acknowledges the range of governance, social and environmental 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 FY22.

Below are some of the key regulators we report under:

**ZERO  
REGULATORY  
BREACHES AND  
NON-COMPLIANCE  
INCIDENTS ACROSS  
ALL OPERATIONS**

**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.





## 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.

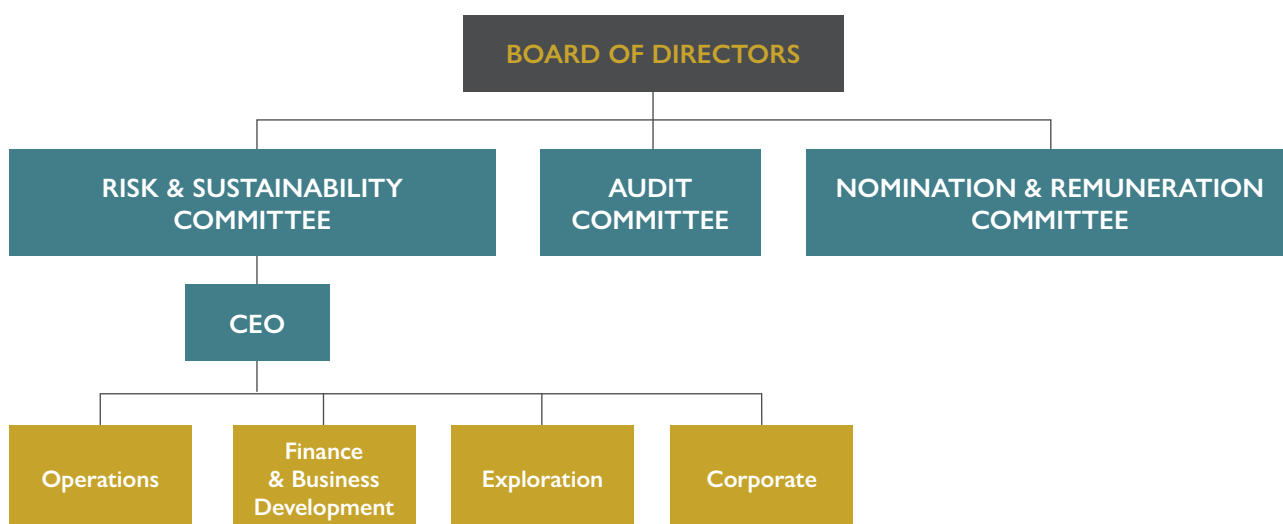
Through our Risk & Sustainability Committee, the Board oversees sustainability strategy, measures performance, and considers sustainability risks and opportunities. Day-to-day oversight of sustainability operations and administration is the responsibility of our CEO, who in turn delegates specific responsibilities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

Since FY21, we have adopted the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations: 4th Edition* which requires 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.

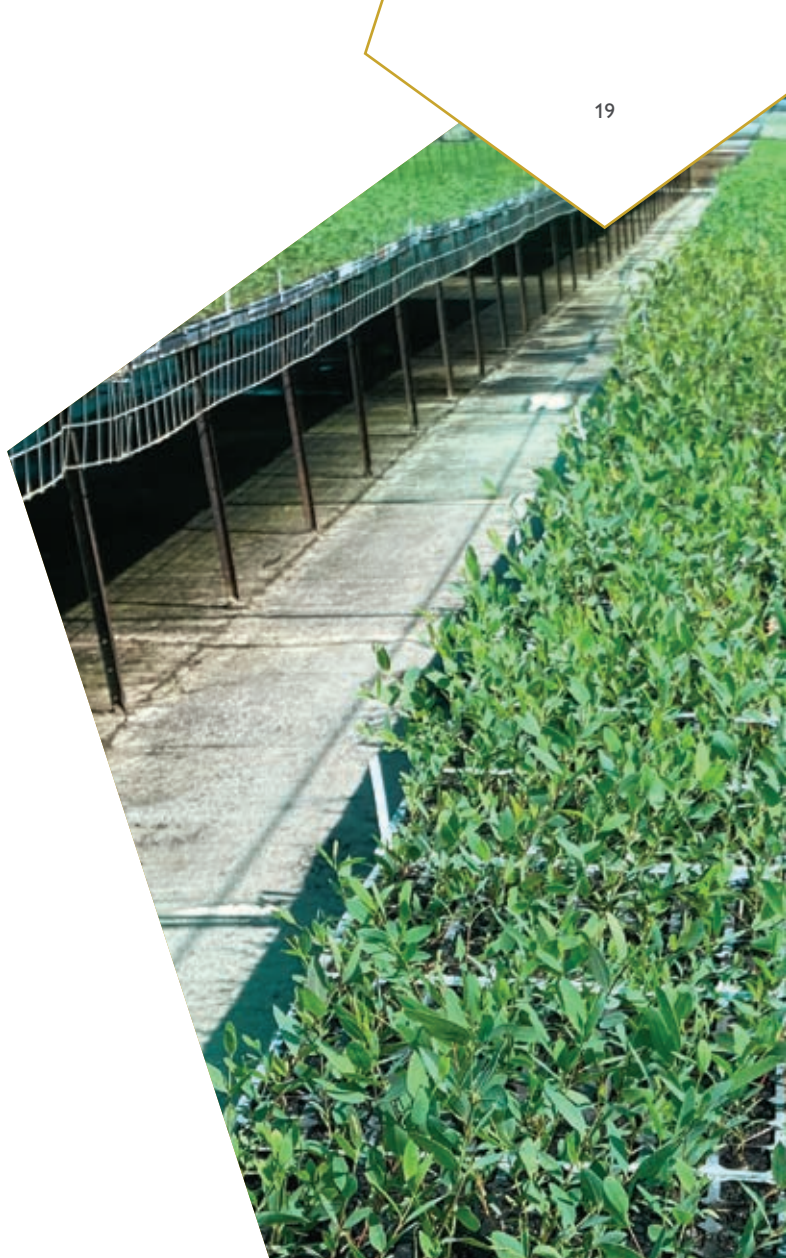
Our *Corporate Governance Statement* is released in October each year. The statement discloses the extent to which Ramelius has followed the recommendations set by the ASX Corporate Governance Council's recommendations during the reporting period.

Our sustainability governance structure is as follows:



We updated all our governance and sustainability policies in FY22, including our Risk Appetite Statement and our Values Statement, and issued our second Modern Slavery Statement, which outlines our approach and management of the risk of modern slavery across our operations.

Further details of our corporate governance framework, policies and practices are available on our website.



## 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. Following on from its launch in FY21, we continued our work on the development and implementation of a best practice risk management framework, called Ramelius Essentials. It is a multi-year endeavour, and we are pleased that significant 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; and
- Constantly monitor and review our activities and performance.

In FY22 a *Sustainability Procedure* was developed to embed our approach to managing ESG across the business. The Procedure sets objectives, organisation for sustainability, roles and responsibilities, key activities, and expectations for assurance on our practices.

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. A risk manager's responsibility is to coordinate the development and maintenance of registers of material risks and opportunities. They must monitor control and improvement activities, as well as report to key stakeholders on material risks. 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. In FY22 a climate risk review was conducted with outcomes incorporated into the sustainability risk register. Further information on risk management can be found in the *Risk & Sustainability Committee Charter* and *Risk Management Policy*.

## SUPPLY CHAIN RISKS

At Ramelius we consider the potential for modern slavery risks within our supply chain by engaging with suppliers during the screening process. This formal and informal contact, which includes the completion of a specific modern slavery risk questionnaire by our suppliers, allows us to consider all aspects of a supplier's business and to identify matters that may need further attention or remediation. Our standard supplier contracts contain anti-corruption and modern slavery clauses, which require suppliers not to engage in conduct inconsistent with Australian and international laws and standards. We have the right to terminate a supplier contract for breaches of these provisions.

The potential for modern slavery in our business is considered low as our offices, operations, and suppliers during FY22 were Australian-based and therefore subject to a strong regulatory environment. The most relevant risk areas within our supply chains with potential for modern slavery practices to exist are



First Nations peoples and remote communities in which we operate, procurement of certain goods and services (part of which may be sourced overseas), and labour conditions. All personnel, whether Ramelius or contractor-engaged, are subject to Australian employment law and undertake various induction, other training, and qualification programs. We are also guided by the UN Guiding Principles on Business and Human Rights.

Ramelius plans to conduct further mapping of our supply chain risks and consider the implementation of a formal supplier code of conduct.

## 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.



## CASE STUDY 1

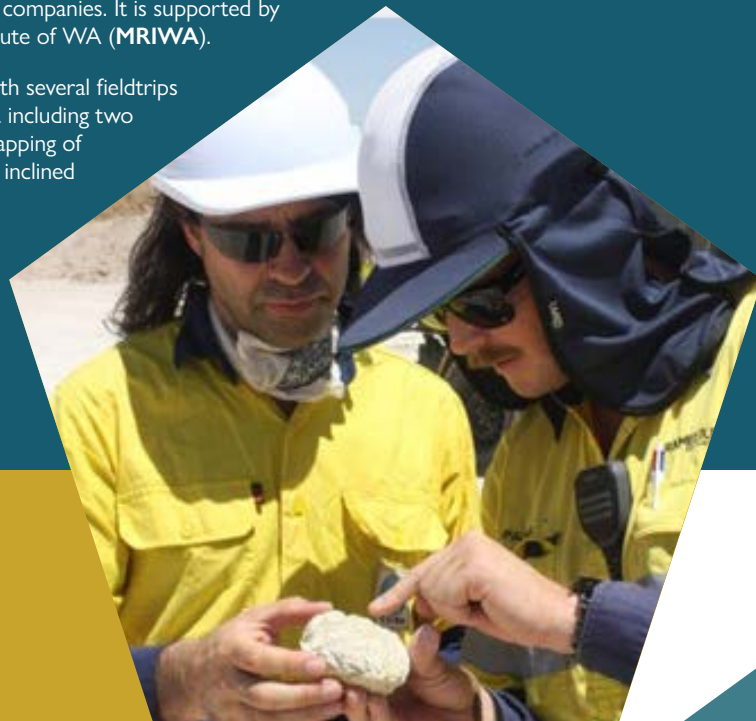


### CSIRO RESEARCH

Ramelius is continuing to support innovative research into mineral exploration being undertaken by Australia's national science agency the Commonwealth Scientific and Industrial Research Organisation (**CSIRO**). The research project, *Distal Footprints in the South West Yilgarn* is a collaboration between CSIRO, Ramelius, Geological Survey of WA (**GSWA**), and other industry companies. It is supported by the Western Australian Government through the Minerals Research Institute of WA (**MRIWA**).

Almost a year into the project and substantial progress has been made with several fieldtrips by CSIRO and GSWA research personnel into the Southwest Yilgarn area including two field trips to the Tampia mine site in March and May this year. Detailed mapping of the Tampia pits was carried out and included high resolution, double-grid, inclined photogrammetry drone surveys.

Samples were collected and are undergoing petrophysics assessment including mineral chemistry fingerprinting of both alluvial (Mace) and bedrock (Tampia) gold. Mineral mapping, geochemical analyses and passive seismic surveys are all underway. This first phase of the project forms part of the overall objective of providing fundamental knowledge and datasets that reduce exploration risk.



Field trip to Tampia – March 2022. Dr Ignacio Gonzalez-Alvarez (CSIRO) and Alex Palma (Ramelius)

## OUR PEOPLE

### EMPLOYEES AND CONTRACTORS:

**40%** OF OUR **BOARD OF DIRECTORS** ARE **FEMALE**

### HEALTH, SAFETY, AND WELLBEING:

**20%** LESS **LOST TIME INJURIES** IN FY22

### TALENT ATTRACTION, DEVELOPMENT, AND RETENTION:

**22%** OF FY22 GRADUATE STUDENTS WERE **FEMALE**



#### 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.

- 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.

- 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.

- 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.



## HEALTH, SAFETY AND WELLBEING

### SAFETY

At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors to our workplace is an essential consideration in everything we do.

We are committed to minimising the risk of harm and supporting physical and mental health and wellbeing by:

- Reducing workplace hazards as low as reasonably practical;
- Maintaining a safety management system that enables a safe and healthy workplace;
- Providing training on health and safety standards and procedures;
- Fully complying with relevant legislation, regulations and standards relating to occupational health and safety in our workplace;
- Openly communicating, receiving, and acting on feedback to continually improve safety, health and wellbeing;
- Understanding and adopting good industry practice;
- Being prepared to respond to an incident or emergency;
- Maintaining measurable safety and health targets aimed at minimising work related injury or illness; and
- Ongoing audit, review and improvement of our safety management system and high impact activities within our organisation.

We recognise that we work in a higher risk industry and that we must prioritise best practices in health and safety as fundamental to our licence to operate. We have a very low risk appetite for failing to comply with our safety management system and causing any harm to any person.

It is expected that all directors, executives, employees, and contractors (**Ramelius Personnel**) contribute to a culture which prioritises an injury free and healthy workplace by:

- Valuing safe work practices through leadership, supervision and by demonstrating the priority of a safe and healthy workplace through action;
- Taking personal responsibility for your own safety, health and wellbeing including;
- Being fit for work and able to carry out required activities;

- Using personal protective equipment when required;
- Immediately stopping any activity that appears unsafe;
- Fully complying with the requirements of our safety management system;
- Proactively participating in relevant training, education and acting on instruction;
- Understanding and acting to reduce risks to health and safety before undertaking activities; and
- Immediately reporting any hazard, or incident or near miss relating to the health safety or wellbeing of staff, contractors or visitors for investigation and remedial action.

In FY22, Ramelius achieved safety frequency rates of 11.86 for Total Recordable Injury Frequency Rate (**TRIFR**) and 3.06 for Lost Time Injury Frequency Rate (**LTIFR**). Whilst both are significantly reduced from FY21, we know we still have a lot of work to do, and remain committed to achieving a high standard of health and safety performance.

RECORDED A  
LOWER TRIFR OF  
11.86 AND LTIFR  
OF 3.06 IN FY22

In FY23, we will focus further 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.

The Ramelius Safety Management System is the primary means of providing processes and methods to everyone involved at our operations. Health and safety are 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 existing systems and process for new sites.

Ramelius uses the INX system for management of health and safety data including all onboarding compliances, incident reporting, investigation actions and outcomes and training records. The Learning Management System (**LMS**) module, added to Ramelius' INX system in 2020 has improved the onboarding processes and site access compliances. The overall use of the INX system continues to be a work in progress with more online learning for compliances, competencies and procedures being introduced where appropriate.

## 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. All of the Ramelius operations have been able to set up the 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 (**PEM**);
- Occupational physician reviews of contractors;
- Periodical medicals;
- Fitness-for-work testing;
- Workers compensation and injury management services;
- Tele-health service;
- Remote medical support; and
- Poisons Permit Licence Holder.

To ensure our personnel are fit for the role that they are employed to do, in FY22 we also created a further 8 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 process 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 FY22 we had 338 people test positive to COVID-19 and a further 127 personnel were identified as close contacts. 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.





## EMERGENCY RESPONSE TEAM (ERT)

Each site has a core group of ERT volunteers who support the fulltime safety 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. There were 77 active ERT members spread across 6 sites at the end of the FY22 with numbers growing at a steady rate.

During FY22 we conducted three Certificate III in Mine Emergency Response and Rescue courses with a total of 61 people from five

of our operational sites attending 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.

Ramelius had an emergency response team attend the Mining Emergency Response Competition (**MERC**) held in Perth for the first time in November 2021 and the team gained a lot of knowledge and experience out of the event and are looking forward to attending again at the close of 2022.

61 EMPLOYEES  
COMPLETED  
CERTIFICATE III  
IN MINE EMERGENCY  
RESPONSE AND  
RESCUE IN FY22

77 ACTIVE ERT  
MEMBERS SPREAD  
ACROSS 6 SITES





## EMPLOYMENT AND CONTRACTORS

Ramelius 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.

### DIVERSITY AND EQUAL OPPORTUNITY

Ramelius supports and promotes a working environment which values equity, diversity, and inclusivity. Our *Diversity and Inclusion Policy* together with our *Code of Conduct Policy* and the recently developed *Workplace Behaviour Procedure*, 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, Procedure and Code set out the expectations of our leaders 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. An enhanced monthly People Report was rolled out in FY22 to the Executive and Board to ensure key diversity metrics for gender, First Nation Peoples engagement and community engagement were regularly measured. An overall gender pay gap and like for like remuneration analysis is also regularly conducted as part of all new appointments, change of conditions, salary review and reporting.

Further information is provided in our *Diversity and Inclusion Policy* and *2022 Workplace Gender Equality Public Report*.

### KEY DIVERSITY METRICS IN FY22

**40%**  
OF OUR BOARD OF  
DIRECTORS ARE FEMALE

IN FY22 **22%**  
OF NEW PERMANENT  
HIRES WERE FEMALE

**17%**  
OF LEADERSHIP ROLES  
ARE FILLED BY FEMALES



## ETHICS AND HUMAN RIGHTS

### 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*. Human rights due diligence is conducted to ensure the Company monitors the effectiveness of our 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*.

The potential human rights risks covered in our due diligence process include forced labour, human trafficking, child labour, and discrimination. The groups at risk of these issues include our own employees, women, First Nations peoples, and local communities. We continue to review existing and new operations to identify, avoid and manage issues and potential human rights and modern slavery risks. All our investment agreements and contracts include human rights clauses.



## 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.

The *Anti-Bribery and Corruption Policy* ensures that all employees act in good faith and engage in lawful and ethical business practices in all our dealings. Unethical, dishonest, and corrupt conduct will not be tolerated. We are committed to managing risks and maintaining controls to prevent, detect and respond to activities which involve or might involve unethical practice, bribery and/or corruption. Ramelius personnel found to have engaged in an act of bribery or corruption will be subject to disciplinary action including potential prosecution. The Policy also ensures that we only conduct business with partners who also engage in ethical and lawful practices. In FY22 there were no cases of bribery or corruption recorded.

At Ramelius, we consider sexual harassment as a critical issue that demands robust and immediate intervention. The impacts of sexual harassment are profound and long-lasting, harming individuals both physically and psychologically. The Australian Human Rights

Commission inquiry into sexual harassment in 2020 revealed that 74% of women in the Australian mining industry had experienced some form of sexual harassment in the past five years.

A Western Australian parliamentary inquiry into sexual harassment against women in the FIFO mining industry was also conducted between August 2021 and June 2022. A final report titled *Enough is Enough* was published in June 2022 which also uncovered unacceptable findings.

As an Australian mining industry member, we were extremely disappointed by these intolerable statistics. It is our responsibility as an employer and as an organisation that upholds the values of human decency, to ensure this behaviour does not in any way exist within our workplace. The Company has in place a formal policy and strategy to prevent sexual harassment and impose grievance processes when necessary. All employees are provided training on sexual harassment prevention upon induction. We are also currently rolling out a workplace behaviour campaign with online, and face-to-face training packages. This will also be incorporated into our Safety Leadership training package which we are designing with modules for leaders.

## CODE OF CONDUCT POLICY EXPECTATIONS:

- Honesty and fairness in all dealings with stakeholders, 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

## WHISTLEBLOWING

In FY21, Ramelius 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. During FY22, companywide training was rolled out on our Whistleblower Policy & Procedure.

The training aims to ensure all personnel are aware of the *Whistleblower Policy & Procedure*, engage in lawful, moral, and ethical behaviour at all times as well as understand the process to report any improper, unethical or illegal conduct.

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**). Further information is available in our *Whistleblower Policy & Procedure*.





## 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. In FY22, an Employee Referral Program was established to support attraction and existing employee benefits.

Annual performance reviews were conducted for all employees in FY22. Additional training, including mines rescue training, was also offered to enhance employee performance and effectiveness.

Employee remuneration is 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. At Ramelius, we are determined to ensure no discrimination occurs at any point in the remuneration review process. Within the last twelve months we have undertaken a gender remuneration gap analysis and corrected like-for-like gaps. Periodic reviews of remuneration with gender analysis will continue to occur within the Company.

All Ramelius employees are integral in ensuring the Company's sustainability performance continues to be successful. For FY23, the Company will introduce an ESG Key Performance Indicator (KPI) to its short-term incentive (STI) program. This KPI accounts for 10% of an eligible employee's total potential STI and is determined by the Company's performance against its ESG Targets (see page 14 of the 2022 Ramelius Annual Report). The KPI will aim to drive accountability and ensure the whole Company is involved in achieving our sustainability objectives collectively.

### 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 FY22, we had four apprentices and nine graduate students, two of whom are female. These programs are designed to support, challenge and reward participants in a work environment that will foster and develop them into future leaders and technical experts.

Ramelius are proud sponsors of SHINE who are a complementary education program that support and empower young girls and women who are at risk of disengaging from the mainstream education system. In 2019 three community focused women, Liz Jones General Manager of Mt Magnet Gold, Carole Whitby of WA Centre for Rural Health and Cecilia Kelly from Geraldton Aboriginal Sporting Corporation, contacted SHINE as they wanted to see local girls in the Mt Magnet region have bright futures. As a result, SHIMMER was created as an extension of SHINE to offer support in primary schools.

Through Ramelius' support, the young women in SHIMMER & SHINE experience different social activities such as an annual sleepover, a day at the town pool, and dinner from the Black Cat Mess. The young women also gain insight into mining industry, including the working environment and options for pathways to employment. During the 2022 site visit, fourteen students visited the village and toured the Mt Magnet site. The participants visited the open pit, received first-hand experience on a dump truck, and took a tour of the processing mill. The tour was supported by the Site Administrator, Maude Ryder, who was herself a SHINE graduate in 2021. Maude joined Ramelius as a result of her hard work through SHINE and the ongoing collaboration with Ramelius.

Ramelius also regularly supply local primary school children a healthy morning tea and vegetables for their Sip & Crunch. A Department of Education initiative, Sip & Crunch offers students healthy food alternatives, such as fresh fruit and vegetables, to help them refuel and rehydrate for the day's learning.

Ramelius also sponsor 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.



13 GRADUATES  
AND APPRENTICES  
IN FY22, TWO  
OF WHOM ARE  
FEMALE



For the past three years, Ramelius have offered an annual scholarship to support students in realising their full potential. More information can be found in the case study below.

## CASE STUDY 2

### BOB KENNEDY SCHOLARSHIP

In memory of former Chairman, Robert (Bob) Kennedy, Ramelius offer a \$10,000 scholarship that contributes to direct costs of study. The scholarship aims to help those in need of financial support to enable students to realise their full potential. In FY22, we expanded the eligibility criteria, extending the scholarship to high schools in the communities in which we operate, including Narembeen, Merredin and Mount Magnet high schools.

In January 2022 we were pleased to announce the successful candidate for the Scholarship was Kye Stirrat (Bachelor of Engineering [Civil & Construction Engineering] at Curtin University).

*"I applied for this scholarship as I went to school in Narembeen and had to move to Perth to attend University. Ramelius' financial support has helped massively as I had to move away from the family farm and live independently.*

*My future direction is to fulfil my aspirations of building a career in the civil engineering industry and ultimately succeeding in a job that I enjoy working in. This scholarship will allow me to give back to my parents who have sacrificed so much, especially financially, and who continue to prioritise my education. I am very grateful."*



## OUR COMMUNITIES

### COMMUNITY RELATIONS AND INVESTMENT:

**\$550,000** IN DONATIONS TO SUPPORT COMMUNITY INITIATIVES AND GROUPS IN FY22

### TAXES, ROYALTIES, AND SUPPLIER PAYMENTS:

**\$622M** CONTRIBUTED TO AUSTRALIAN ECONOMY IN FY22

### FIRST NATIONS PEOPLES:

**\$420,000** IN GRANTS TO SUPPORT FIRST NATIONS COMMUNITY GROUPS OVER THE LAST SEVEN YEARS



#### 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.

- We consider native title holders/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.

#### Goal 11: Sustainable Cities and Communities



11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

- As outlined in our First Nations Peoples Policy, we work with Aboriginal representatives to improve communication and to better understand the views and beliefs of local First Nations communities. We aim to ensure that employees and contractors approach local sites with respect and a clear understanding of importance of the land to First Nations communities.

#### 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.

- 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.

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 which ensures that we:

- Establish appropriate levels of consultation and involvement at all stages of operations;
- Provide information that is easily understood and accessible;
- Establish a clear process for engagement appropriate for each community stakeholder;
- Proactively engage with and respond to community views in a balanced way; and
- Document actions, address complaints, and provide feedback that is transparent.

## FIRST NATIONS PEOPLES

### FIRST NATIONS COMMUNITIES

First Nations Peoples communities are a major stakeholder group for Ramelius. We are committed to engage from a position of respect for the culture, traditions and cultural sites that are cherished. We endeavour to foster a spirit of cooperation, with the aim of creating support, mutual awareness and understanding.

As defined in our First Nations Peoples Policy, we engage with representatives of First Nations Peoples to build stronger communication channels so we can better understand the views and beliefs of the First Nations communities local to our operations.

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

In order to increase our understanding of First Nations Peoples culture and enhance our connections with communities, we have been involved in a number of educational, cultural and sporting initiatives, examples of which are provided in the case studies below.

### CASE STUDY 3



## FIRST NATIONS PEOPLES CULTURAL CONTRIBUTION THROUGH THE MOUNT MAGNET COMMUNITY BENEFIT FUND

Since 2015, the Ramelius Resources Community Benefit Fund (RRCBF) has helped support First Nations Australians 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 \$420,000 over the last 7 years. In FY22, 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](http://badimia.org.au)
- **Shine Inspire Achieve Belong Inc (SHINE):** collaborates with WA 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: [shinetoday.com.au](http://shinetoday.com.au)



School children from the Mt Magnet Shine Program.  
Photo sourced: Shine Facebook page



## 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 FY22, we contributed over \$622.1 million to the Australian economy through the following mechanisms:

- Goods & services: \$495 million;
- Wages: \$55.8 million;
- Taxes: \$26.4 million;
- Royalties: \$19.9 million;
- Dividends: \$20.4 million;
- Interest: \$0.3 million;
- State and shire rent: \$4.2 million; and
- Community contributions and donations: \$550,000.

## COMMUNITY RELATIONS AND INVESTMENT

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

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 FY22, we donated approximately \$550,000 to support initiatives and groups seeking to build lasting, positive community impact. We also made \$12,000 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, Shire of Narembeen Community Benefit Fund, CoRE Foundation Merredin Program, 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 community-related projects in which Ramelius has been involved through our membership of GIG is provided in the Case Study which includes a snapshot of grants provided to local community groups.

**\$550,000 IN  
SUPPORT OF  
COMMUNITY  
INITIATIVES AND  
GROUPS**



## CASE STUDY 4

### GOLD INDUSTRY GROUP COMMUNITY INITIATIVES

Ramelius provides ongoing support to a wide range of initiatives covering communities, education, youth sport, diversity, tourism, First Nations Australians advancement, health & safety, environment, and economic growth, through our membership of the Gold Industry Group (GIG). These include:

- 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**;
- GIG's annual Great Diversity Debate 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;
- Educational and sporting pathways for women and First Nations 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 First Nations players develop their leadership qualities, prioritise health and well-being and improve their netball skills; and
- 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.



## NAREMBEEN COMMUNITY BENEFIT FUND

Ramelius strive to engages local community stakeholders throughout the local Shire's in which we operate. This financial year saw the launch of the Ramelius Resources & Shire of Narembreen Community Benefit Fund (**CBF**). The purpose of the fund is to provide grants to Narembreen community groups for programs and/or community infrastructure. This fund represents a future-focused partnership between the Shire of Narembreen, Ramelius Resources, and the Go Narembreen Progress Association.

### ROLL ON 2022 RUCKUS (MT WALKER SPORTS CLUB)

Roll on 2022 Ruckus, hosted by Mt Walker Sports Club, took place in February 2022. The primary goal of the event was to provide the opportunity to members to communicate with one another and provide relief for locals impacts by environmental conditions, fostering a social and community benefit.

### AUSTRALIA DAY MEN'S FOUR'S (NAREMBEEN BOWLING CLUB)

Australia Day Men's Four's, hosted by Narembreen Bowling Club, took place in January 2022. The two-day event has been a great success in previous years, drawing in hundreds of players from throughout the wheatbelt. The event showcases what the town has to offer and brings significant community and economic benefit.

### WYLAS TIMING SYSTEM (NAREMBEEN SWIMMING CLUB)

The Wylas Timing System is a system utilised by Narembreen Swimming Club, which records swimming times to measure improvements throughout the swimming season, provide the club base times to pass onto other club meet events, and award points to club members which go towards their annual club trophy.

### DRINKING STATIONS FOR ANIMALS (WADDERIN WILDLIFE SANCTUARY)

Wadderin Wildlife Sanctuary consists of fenced bushland, home to re-introduced native species, without the threat of feral cats and foxes. Some of these species include owls, kangaroos, and bandicoots. Ramelius provided environmental benefit by contributing funds to the building of wildlife drinking stations.

## CASE STUDY 5

### CoRE FOUNDATION WHEATBELT HUB

Ramelius is proud to sponsor the CoRE program at Merredin College, a program which is based 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.

FY22 saw significant participation amongst schools. Merredin College had 64 year 5 & 6 students, with 72 students from years 7 & 10. Bencubbin Primary School had 12 students from years 3 to 6 participate.





## CASE STUDY 6

### MACA CANCER RIDE 200

In October 2021, Ramelius team members participated in the MACA Cancer 200 Bike Ride, a 200km journey, raising vital funds for cancer research.

The Harry Perkins Institute of Medical Research is WA's largest medical research institute which has made major discoveries around diseases including heart disease, diabetes, and cancer. The team comprises of over 200 researchers, who work between three locations in Perth.

The Ramelius team raised approximately \$12,000 for the Institute's cancer research, of which Ramelius matched.



## CASE STUDY 7

### ROYAL FLYING DOCTOR SERVICE

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.

FY22 was the third year in which Ramelius sponsored the Royal Flying Doctor Service WA. Our three-year commitment has seen 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.



## OUR ENVIRONMENT

IMPLEMENTED A STANDALONE:

### ENVIRONMENTAL POLICY

EMISSIONS AND ENERGY:

**9% BELOW** AUSTRALIAN AVERAGE OF  
EMISSIONS INTENSITY PER OUNCES PRODUCED

**COMPLETED** CLIMATE-RELATED RISK  
ASSESSMENT AS PART OF CONTINUED TCFD ALIGNMENT



REHABILITATION:

**680HA** HAVE BEEN FULLY REHABILITATED  
AND RELINQUISHED

WATER AND WASTEWATER MANAGEMENT:

**934ML** OF OUR WASTEWATER WAS  
RECOVERED FROM OUR TSF'S AND REUSED IN  
OUR PROCESSING PLANTS



<p><b>Goal 12:</b> Responsible Consumption and Production</p> 	<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> <li>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.</li> </ul>
<p><b>Goal 13:</b> Climate Action</p> 	<p>13.1 Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>

Ramelius is dedicated to achieving an outstanding level of environmental performance across all our operations. We have a social responsibility to not only achieve all legislative compliance expectations but also to strive for best practice in meeting the environmental expectations of the communities in which we operate.

During 2022, Ramelius reviewed Company Policies and created a standalone *Environmental Policy* which instructs our environmental activities across the business. The Policy 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. This ensures 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, GHG emissions and energy, wastewater management, waste management, mine closure and rehabilitation, and biodiversity are collated annually across our operations. Much of the data are independently collected and reported on by third party consultants. 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.

## CLIMATE CHANGE

### GREENHOUSE GAS 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 and commitment to reduce our emissions. We continue to collate and report annual GHG emissions, energy production and energy consumption data and improvement initiatives in line with National Greenhouse and Energy Reporting (**NGER**). We believe the implementation of chosen decarbonisation initiatives will achieve an overall reduction of our emissions.

Ramelius has processes and systems in place to manage air quality and reduce GHG emissions. Our short-medium-term strategy to manage Scope 1 and Scope 2 emissions is to preferentially utilise grid electricity to power our sites instead of burning diesel. We have achieved this at our sites that are located in close proximity to WA's electricity grid. This is especially applicable to the energy-intensive processing hubs at Mt Magnet and Edna May located near the grids of the Westonia and Mount Magnet townships. Our remote regional sites currently need to use diesel for electricity provision which is closely monitored and rationalised where possible.

This year, we sourced a total 2,278,998 GJ of electricity from the grid and diesel generation (a 14% increase on last year). During the same period, our total Scope 1 and 2 emissions was 173,603 tCO<sub>2</sub>-e (a 13% increase on last year). These increases are in line with the growth of the company expansion activities at existing sites. Our FY22 emissions intensity for ounces of gold produced was 0.67 tCO<sub>2</sub>-e/oz. This falls below S&P's Global estimated 2020 emissions intensity average for Australian gold miners of 0.73 tCO<sub>2</sub>-e/oz. In FY23, we will focus on improving efficiencies in consumption rate across all of our operations. Annual energy and GHG emissions can be found in the performance data section at the end of this Report.

In FY22 Ramelius engaged Partners in Performance to assist with the construction of an Energy & Emissions Reduction Roadmap, with initial work focusing on validating a baseline from currently forecasted mine plans. Work is currently ongoing, assessing the natural trend of the mine plan in terms of energy usage and emissions and then to critically assess opportunities to reduce these utilising both current and future technologies. Ultimately an emissions target for 2030 will be set and this is targeted to be communicated with appropriate supporting data in the 2023 Sustainability Report.

RENEW	Increase use of low-emission renewable energy	Shift usage outside peaks	Replace fossil fuels with electricity
REDUCE	Improve energy productivity and efficiency	Capture and reuse	Shift consumption behaviours
MITIGATE	Offset emissions	Mitigate key risks and pitfalls	Create new opportunities and adopt innovation

Ramelius continues to review the feasibility, effectiveness, and availability of alternate technologies such as the use renewable energy sources or low emission vehicles and trucks as a way of reducing emissions in the future. During the reporting year, a decarbonisation strategy study was commenced into the options of installing renewable power generation at our Mt Magnet operations. The study examined optimal configurations of a solar photovoltaic system combined with a Battery Energy Storage Systems (**BESS**) and its feasibility over a multi-year timeframe.

In addition to a renewables assessment, Mt Magnet operations is examining the option of installing variable drive fan starters in their underground mines which can save significant volumes of diesel per fan. Using liquid natural gas (**LNG**) as an alternative to lower emission fuel supply is also being considered to reduce overall carbon emissions from the operations. More work will be completed on these studies over the next financial year.

133,398 T(CO<sub>2</sub>-e) TOTAL  
SCOPE 1 EMISSIONS  
IN FY22

40,206 T(CO<sub>2</sub>-e) TOTAL  
SCOPE 2 EMISSIONS  
IN FY22



## DECARBONISATION ACTIVITIES ASSESSED



### CONSUMPTION MONITORING

- Mine-specific emissions reporting
- Equipment-specific emissions reporting
- Installing timers on industrial fans



### ALTERNATIVE POWER

- Maximising proportion of power generation from gas rather than diesel at Mt Magnet
- Exploring feasibility of solar generation at Mt Magnet



### FLEET EFFICIENCY

- Modifying pits to allow larger load-bearing trucks for greater fuel efficiency
- Upgrade existing triple road trains to quad road trains
- Examining alternatives to diesel powered trucks
- Vehicle-specific emissions reporting

Recommendations on these activities and other initiatives will be detailed in the Energy & Emissions Reduction Roadmap currently being developed.

Each year, Ramelius aims to improve the air quality across all its sites by collection, analysing and reporting estimates of materials moved (usages), emissions to air (fugitive) as well as transfers of National Pollutant Inventory (NPI) substances in our waste streams including atmospheric pollutants. This information can be found in the Performance Data section of this report. Emissions are managed through cleaner production activities and pollution control equipment such as dust suppression

(water sprays/chemical suppression), breaks/covered/enclosed stockpiles, continued inspection and monitoring programmes for potential spills or leak sources, improved maintenance scheduling, record keeping, and procedures, and installed overflow alarms and automatic shutoff valves on reagent and waste discharge lines.

We recognise that dust pollution from mining and trucking activities can also 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. There have been no air quality non-compliances in the report period.

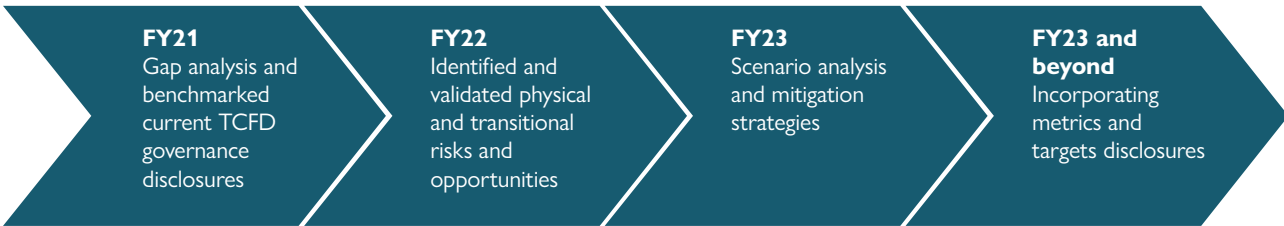
**ZERO INCIDENTS OF  
NON-COMPLIANCE  
REPORTED FOR AIR  
QUALITY IN FY22**

## CLIMATE RISK AND THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

One of the key topics for both Ramelius and relevant stakeholders is climate-related risk and the transition to a low-carbon economy. In addressing this topic, Ramelius has continued its journey to report against the Task Force on Climate-Related Financial Disclosures (TCFD) framework. With the help of specialist ESG and climate consultants, Futureproof, the Company has built upon FY21 progress by addressing the strategy and risk management components of the TCFD framework in FY22.



## TCFD ROADMAP



## STRATEGY

In January 2022 the Company's Sustainability Working Group carried out a climate risk assessment to compile the draft list of short, medium, and long-term climate risks and opportunities. Climate risks were categorised as either transitional or physical with potential causes and impacts determined. Each risk and opportunity was then given a rating according to three different areas: likelihood, consequence, and control. Likelihood refers to the probability of the risk occurring within a particular timeframe. Consequence deals with the potential outcome of a risk event that affects a firm's operations. The control aspect refers to any actions or processes a company has in place that can reduce the likelihood of risk events occurring or minimise risk impacts. These factors were combined to produce an overall risk rating of either extreme, high, moderate, or low. A list of the risks and opportunities considered can be found on page 39.

Climate related risks and opportunities are considered in annual strategic planning with the Board and executives. The strategic planning process includes a comprehensive scan of changes and emerging issues associated with Ramelius' internal and external business environment. The issues and their implications are analysed, with actions to mitigate risks and capture opportunities incorporated into an annual strategic initiatives plan. The 2022 scan revealed several issues specifically relating to climate related risks and opportunities. These relate to stakeholder requirements, investor and community attitudes, emerging technologies, competitor activity and changes to the natural environment. In addition, specific TCFD initiatives are incorporated in the annual Essentials workplan.

Risks	Cause	Lines of Business Impacted	Short	Medium	Long
Increasing fuel & electricity costs	<ul style="list-style-type: none"> <li>Reduced fuel supply</li> <li>Carbon taxes</li> </ul>	Finance – increased costs Supply chain – access to capital	✓	✓	✓
Capital expenditure on alternative power generation	<ul style="list-style-type: none"> <li>Investor &amp; stakeholder pressure</li> <li>Emerging technologies</li> </ul>	Finance – increased operational expenditure Operations – integration challenges & complexity	✓	✓	✓
Attracting & retaining talent	<ul style="list-style-type: none"> <li>Employee preferences</li> <li>Competition with peers</li> <li>Diminishing labour pool</li> </ul>	Workforce – can't fill required roles, increased turnover, errors, Finance – increased recruitment costs			✓
Water stress	<ul style="list-style-type: none"> <li>Extreme climate events</li> <li>Hotter temperatures</li> <li>Erratic rainfall</li> </ul>	Finance – increased costs to access water Operations – processing capacity limits	✓	✓	✓
Severe weather events	<ul style="list-style-type: none"> <li>Changing climate &amp; weather</li> </ul>	Finance – replacing damaged infrastructure, higher construction costs Operations – site access difficulties	✓	✓	✓
Opportunity	Cause	Lines of Business Impacted	Short	Medium	Long
Electrification & decarbonisation	<ul style="list-style-type: none"> <li>Global trends</li> <li>Cheaper technology</li> <li>Social expectations</li> </ul>	Finance – Reduced operational costs Operations – lower emissions			✓

### SHORT-TERM RISKS

Risks that may impact near-term financial results, including those that may materialise within the current annual reporting cycle.

### MEDIUM-TERM RISKS

Risks that may materially impact financial results due to longer-term manifestation of climate-related impacts that may require significant adjustment of strategy, including those that may materialise over a 2-5 year timeframe.

### LONG-TERM RISKS

Risks that may fundamentally impact the viability of our long-term strategy and business model, including those that may materialize over a 5-10 year timeframe.



TCFD Recommendation	Ramelius Approach	Our Progress
<b>GOVERNANCE</b> <i>Disclose the organisation's governance around climate-related risks and opportunities</i>		
<b>Describe the Board's oversight of climate-related risks and opportunities</b>	<p>The Ramelius Board ensures that climate-related risks and opportunities are incorporated into the strategic direction and objectives they set out. Climate risk topics are included on board agendas where examination and discussion take place. The Board is committed to disclose climate-related strategies consistently and transparently to stakeholders. To help carry out this work, the Board has delegated responsibility to oversee the Company's risk management systems, sustainability programs and mitigating controls to the Risk &amp; Sustainability Committee. This Committee is comprised of Independent Non-Executive Directors, including the Chair, and the CEO, and is appointed by the Board on whose behalf it acts.</p> <p>In accordance with the <a href="#">Risk &amp; Sustainability Committee Charter</a>, the Committee is responsible for making recommendations to the Board regarding the Company's sustainability objectives, including its climate change strategy. The climate change strategy ensures both physical and transitional climate related risks and opportunities which affect the Company's ability to achieve its objectives are identified, assessed and where relevant, mitigated. This includes oversight of Ramelius' pathway towards decarbonisation and emissions reductions. The Committee also oversees the management of specific climate-related risks and opportunities through regular review of global best practice, internal compliance programs and relevant sustainability frameworks. The Committee reports to the Board a minimum four times per year.</p> <p>Risk tolerance is determined by the Leadership Team, considered by the Committee and approved by the Board.</p>	<p>☑ Four Risk and Sustainability Committee meetings held during FY22.</p> <p>☑ On recommendation from the Committee, the Board endorsed the development of an Energy &amp; Emissions Reduction Roadmap.</p> <p>☑ Committed to continuing TCFD alignment by conducting scenario analyses and resilience testing in FY23.</p> <p>☑ Completed a peer benchmarking review to set a baseline reference point for actions and disclosures in relation to climate-related risks and opportunities.</p> <p>☑ Enhanced Board climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof.</p> <p>☑ Inclusion of climate change risks within <a href="#">Environmental Policy</a></p>
<b>Describe management's role in assessing and managing climate-related risks and opportunities</b>	<p>At management level, the Ramelius Executive Team, led by the CEO, is responsible for fulfilling Board-approved strategies, policies, and associated risk management plans which include climate-related issues. Management, via the CEO, reports progress and activities to the Risk &amp; Sustainability Committee at each meeting. The Group Environment Manager provides central coordination through to the Leadership Team and CEO.</p> <p>At site level, Risk Registers include risks and mitigation plans at all operations. Senior Managers prepare an annual Sustainability Report for endorsement by the Risk &amp; Sustainability Committee and approval by the Board. The Company's risk management program, Ramelius Essentials, supports the objective of being a sustainable gold producer. Senior Managers across all functions are responsible for embedding strategic risk management in decision making at every level of the company.</p> <p>The Sustainability Working Group supports management's role in overseeing sustainability risks and opportunities, including those related to climate change. This Group consists of cross-functional members and contains representation from each of our business units. Climate-related risks and opportunities are discussed and escalated, when required, to the Committee.</p> <p>Ramelius management are responsible for reviewing and monitoring, and reporting to the Board where appropriate, on matters including:</p> <ul style="list-style-type: none"> <li>• The effectiveness of the Company's policies, systems and governance structure in identifying and managing material climate-related risks.</li> <li>• The coordination and review of climate-related risks, strategy, and reporting.</li> <li>• The development and implementation of initiatives regarding emissions reduction.</li> <li>• The policies and systems for ensuring compliance with applicable legal and regulatory requirements associated with climate-related matters.</li> </ul>	<p>☑ Mandated that climate-related risks and opportunities are a responsibility of all Senior Managers across all functions. These managers form the Sustainability Working Group that meets quarterly to discuss climate and other ESG risks and opportunities.</p> <p>☑ Working towards enhancing management's role in climate-related matters will continue during FY23.</p> <p>☑ Enhanced management climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof.</p> <p>☑ Management prepare an Annual Sustainability Report for endorsement by the Risk and Sustainability Committee and approval by the Board.</p>

TCFD Recommendation	Ramelius Approach	Our Progress
<b>STRATEGY</b> <i>Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning</i>		
<p><b>Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long-term</b></p> <p>Short-term = Impacts near-term financial results, or may materialise within the current reporting cycle</p> <p>Medium-term = Extended manifestation of impacts that may require significant strategy adjustment strategy, including those that may materialise over a 2-5 year timeframe</p> <p>Long-term = Fundamentally impacts the viability of our long-term strategy and business model, including those that may materialize over a 5-10 year timeframe.</p> <p><b>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning</b></p> <p><b>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</b></p>	<p>Emissions and climate is a material topic for Ramelius. Our comprehensive approach to sustainability is embedded in our corporate strategy and our sustainability statement to "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."</p> <p>In January 2022 the Company's Sustainability Working Group carried out a climate risk assessment to compile the draft list of short, medium, and long-term climate risks and opportunities. Climate risks were categorised as either transitional or physical with potential causes and impacts determined. Each risk and opportunity were then given a rating according to three different areas: likelihood, consequence, and control. Likelihood refers to the probability of the risk occurring within a particular timeframe. Consequence deals with the potential outcome of a risk event that affects a firm's operations. The control aspect refers to any actions or processes a company has in place that can reduce the likelihood of risk events occurring or minimise risk impacts. These factors were combined to produce an overall risk rating of either extreme, high, moderate, or low. A list of the risks and opportunities considered can be found below in the table titled 'Climate Risks and Opportunities'.</p> <p>Climate related risks and opportunities are considered in annual strategic planning with the Board and executives. The strategic planning process includes a comprehensive scan of changes and emerging issues associated with Ramelius' internal and external business environment. The issues and their implications are analysed, with actions to mitigate risks and capture opportunities, incorporated into an annual strategic initiatives plan. The 2022 scan revealed several issues specifically relating to climate related risks and opportunities. These relate to stakeholder requirements, investor and community attitudes, emerging technologies, competitor activity and changes to the natural environment. In addition, specific TCFD initiatives are incorporated in the annual Essentials workplan.</p> <p>Ramelius is committed to furthering our risk disclosure in the future. In FY23 we plan to conduct resilience testing and scenario analysis of the climate risks identified.</p>	<p>☑ Identified and validated physical and transitional climate risks and opportunities over the short, medium, and long-term.</p> <p>☑ Reviewed which business lines could be impacted by climate related risks and opportunities.</p> <p>☑ Working to towards addressing the financial impacts of climate related risks and conducting resilience testing and scenario analysis.</p>
<b>RISK MANAGEMENT</b> <i>Disclose how the organisation identifies, assesses and manages climate-related risks</i>		
<p><b>Describe the organisation's processes for identifying and assessing climate-related risks</b></p>	<p>In FY21 a Sustainability Risk Register was established relating to many ESG aspects such as safety, environment, community, and compliance. The register is subject to an annual risk and change review with ongoing monitoring of control activities. In FY22 a climate change risk review was conducted with the outcomes incorporated into the Sustainability Risk Register. Climate-related risks and opportunities are identified by the Risk and Sustainability Committee who then make recommendations to the Board for approval. Once the Board approves the climate risks as material, they are then placed into the Sustainability Risk Register which is an important component of the overall enterprise Risk Register. The risks and opportunities with an 'extreme' or 'high' rating were approved by the Board in FY22. Currently, climate-related risks are addressed on a longer-term basis, while other sustainability risks are shorter to medium-term.</p> <p>Emerging regulatory requirements is one risk example Ramelius is addressing as part of its long-term climate risk management. The Company participates in the WA Chamber of Minerals and Energy (CME) Climate and Energy Reference Group (CERG). The CERG is tasked with leading policy development on climate, greenhouse gases, and energy-related issues impacting the resource sector. As members, Ramelius contributes to developing legislation and reform by providing advice to the CME Environmental Committee. By being at the forefront of policy change, Ramelius will be prepared for emerging regulatory requirements for climate change action and contribute to industry initiatives to reduce impact.</p>	<p>☑ FY21 Sustainability Risk Register was established. The register is regularly reviewed by the Risk &amp; Sustainability Committee.</p> <p>☑ Conducted a climate change risk review in FY22 with material risks incorporated into the Company's overall Risk Register, on behalf of the Board's approval.</p>
<b>METRICS AND TARGETS</b> <i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</i>		
<p><b>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</b></p> <p><b>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</b></p> <p><b>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</b></p>	<p>At Ramelius, we recognise the importance of utilising data metrics to assess and manage our climate-related risks and opportunities. We ensure our data metrics are useful for decision making, clear and understandable, and consistent over time. For the past three years we have disclosed our annual Scope 1 and 2 greenhouse gas emissions in accordance with NGER methodologies (found within Performance Data section). Reporting consistent and historical data allows us to track our emissions performance and progress. In FY22, we disclosed our emissions data at a site level to provide a clearer picture of our carbon footprint.</p> <p>The TCFD recommendations encourage companies to set and disclose targets for their climate-related metrics. Ramelius is committed to further our alignment with TCFD recommendations in FY23. We plan to continue refining our data metrics and begin recording Scope 3 emissions. We also plan to begin adopting science-based targets with appropriate timeframes. Setting targets will help to galvanise climate-action efforts and identify any gaps in our current operations.</p>	<p>☑ Measured and disclosed Scope 1 and 2 emissions for the past 3 years.</p> <p>☑ This year we disclosed emissions at a site level.</p> <p>☑ Measurements are made using GHG Protocol and Australian government NGER methodologies by specialist carbon accounts Greenbase</p> <p>☑ Disclosed emissions intensity for tonnes of emissions per oz of gold produced.</p>

Climate related risks and opportunities are considered in annual strategic planning with the Board and executives. The strategic planning process includes a comprehensive scan of changes and emerging issues associated with Ramelius internal and external business environment. The issues and their implications are analysed, with actions to mitigate risks and capture opportunities, incorporated into an annual strategic initiatives plan. The 2022 scan revealed several issues specifically relating to climate related risks and opportunities. These relate to stakeholder requirements, investor and community attitudes, emerging technologies, competitor activity and changes to the natural environment. In addition, specific TCFD initiatives are incorporated in the annual Essentials workplan.

## CLIMATE RISK MANAGEMENT

In FY21 a Sustainability Risk Register was established relating to many ESG aspects such as safety, environment, community, and compliance. The register is subject to an annual risk and change review with ongoing monitoring of control activities. In FY22 a climate change risk review was conducted with the outcomes incorporated into the Sustainability Risk Register. Climate-related risks and opportunities are identified by the Risk and Sustainability Committee who then make recommendations to the Board for approval. Once the Board approves the climate risks as material, they are then placed into the Sustainability Risk Register which is

an important component of the overall enterprise risk register. The risks and opportunities with an 'extreme' or 'high' rating were approved by the Board in FY22. Currently, climate-related risks are addressed on a longer-term basis, while other sustainability risks are shorter to medium-term.

## FY23 FOCUS

In FY23 we will be focusing on continuing our alignment with TCFD by conducting scenario analyses, addressing mitigation strategies, and resilience testing. The Company also plans to complete an Energy and Emissions Reduction Roadmap while identifying opportunities for innovation in the context of decarbonisation.



## WATER AND WASTEWATER MANAGEMENT

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.

Our standard is 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 freshwater.

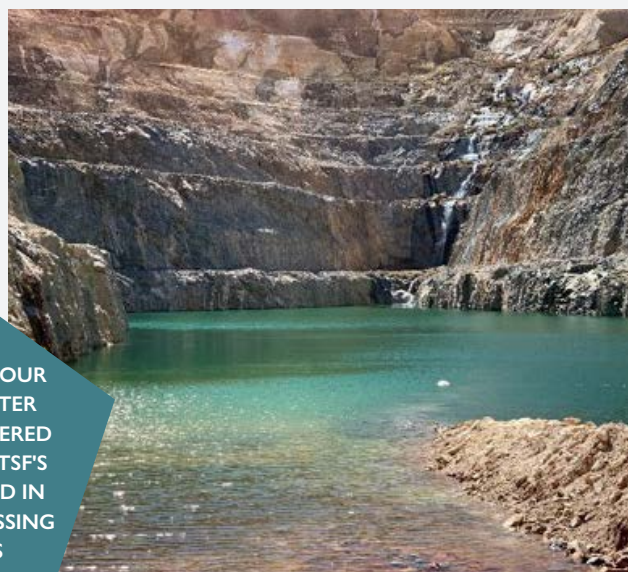
Each of our sites complies with stringent water licensing conditions which have been placed on the mines to ensure our operational impacts are ecologically sustainable, environmentally acceptable, not prejudicial to other current and future needs for water and unlikely to have a detrimental effect on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

No freshwater (<1000 mg/L Total Dissolved Solids) is abstracted at any of the Ramelius operations. During FY22, we abstracted a total 6,009ML of raw saline water for all our sites which increased from last years' abstraction volume of 3,551ML due to the growth of our operations. Volumes of groundwater abstracted as well as recycled process water are continually monitored at the sites, with water quality testing undertaken in accordance with groundwater licence conditions.

An additional 934ML of wastewater was reused at Ramelius' two processing plants; sourced from the Tailings Storage Facilities (TSF). 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 the disposal and recycling management of wastewater at the operations, Ramelius is constantly monitoring and measuring any impacts this wastewater may have on natural background surface and groundwater resources. There has been no contamination of these resources and Ramelius remains in compliance with water quality permits, standards, and regulations of the granted Environmental licenses and groundwater licenses. Furthermore, there are no legacy issues with regard to water resources that need to be remediated.

In FY23, we will continue accessing sources of saline water for our operations in preference to freshwater in order to free up more potable water for the communities in which we operate.

**934ML OF OUR  
WASTEWATER  
WAS RECOVERED  
FROM OUR TSF'S  
AND REUSED IN  
OUR PROCESSING  
PLANTS**



*Mt Magnet – Milky Way Pit*

*Photo Competition Finalist: Joshua Dudgeon-Wacker*

## BIODIVERSITY

Ramelius recognises that our activities have the potential to cause harm to the natural environment and that we must act upon the opportunities to make a positive environmental impact. We seek, wherever possible, to minimise harm, while always acting as a responsible custodian of the environment. During the reporting year, Ramelius developed a stand-alone Environment Policy to guide our operations and commit the company to conserving, and not wasting, all natural resources, managing risks and minimising environmental impacts in the design, operation, closure, and rehabilitation of our operations, and understanding, planning, and acting on long-term threats to the sustainability of our operations, including climate change.

We abide by the permits and approvals provided to us by regulators and follow our systems to comply with all environmental laws, regulations, and commitments we have made. By understanding the natural environment in which we operate, we are minimising harm and managing risks by conserving biodiversity values and the viability of species, maintaining the quality and quantity of water and land resources, and ensuring that we leave a positive environmental legacy at the conclusion of our operations.

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 and other environmental values. Occasionally, significant fauna, flora and vegetation are encountered during surveys and additional levels of planning are required to manage and mitigate unacceptable potential impacts. None of Ramelius' operations are near protected areas or areas of high conservation value.

**MAINTAINED ZERO  
ARD ISSUES AT  
ALL SITES**

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

Of particular importance to the mining industry is the management of potential Acid Rock Drainage (**ARD**). Ramelius sites have no ARD issues or the potential to create ARD in the future. Detailed geochemical investigation undertaken prior to a deposit being mined ensures that such potential is identified early, and management of problematic waste is considered. Regulators assessing the geochemical data and reports on ARD approve projects on the basis that this work is thoroughly completed and the risks are either eliminated or minimised.

## MINE CLOSURE AND REHABILITATION

Ramelius understands the importance of mine closure, rehabilitation and eventual tenement relinquishment needing to incorporate successful delivery of a defined post-mining land use at all its sites, not just closure and "walk away" when the operating mine ceases. Ramelius practices mine closure as a disciplined and integrated approach with a process of early planning, progressive rehabilitation during operations, and final decommissioning, rehabilitation and relinquishment at the end to achieve this. Consideration is given to environmental, social and economic factors from an early stage of mine development and throughout the life of our projects, and we use a risk and opportunity-based process to guide decision-making in planning and implementing closure-related activities.

The closure outcomes we strive to achieve are a balanced result of health, safety, social, environmental, legal, governance and human resources considerations. As all of our sites are in remote regions of WA, revegetation targets are primarily on restoring the disturbance land in a manner that promotes biological diversity and ecological integrity and we work on consistent and transparent engagement with all relevant stakeholders to achieve this.

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 FY22, Ramelius reviewed the approved Mine Closure Plans for all of our project sites and also completed an independent external 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. As a result, the closure cost provision that the company accounts allow for continue to remain accurate and transparent.

During FY22, Ramelius had a total tenement land holding package of 341,321 hectares, of which land disturbed by mining totalled just 2,145 hectares (0.57%). The amount of land currently under rehabilitation, which includes land that has been fully rehabilitated and relinquished, is 680 hectares which equates to 32% of disturbed land restored.

**0.57% OF LAND  
DISTURBED BY  
MINING IN FY22  
680HA HAVE BEEN FULLY  
REHABILITATED AND  
RELINQUISHED**

## WASTE AND TAILINGS MANAGEMENT

### GENERAL WASTES

Mining operations have the potential to generate significant streams of hazardous and non-hazardous waste. Our priority in managing wastes at all sites is to ensure our purchasing processes contractually oblige suppliers to provide products with minimal packaging where possible to reduce the burden of these waste streams in the first instance. With regard to managing non-hazardous and putrescible waste all of the Ramelius sites look to segregate these waste streams as efficiently and cost-effectively as possible. Where sites have licensed landfills in operation, scrap food and other putrescible wastes are buried. Recyclable wastes are separated, temporarily stored, and then trucked off site when economic quantities are reached. Such wastes include tyres, batteries, scraps, metals, cardboard, glass, plastic, and aluminium. The remote, isolated locations of our regional mine sites often mean recycling these wastes can sometimes be costly and impractical for the business. To counter this, Ramelius continually aims to find new and efficient waste disposal activities.

Waste oils, grease and other hydrocarbon-contaminated wastes are taken to a dedicated licensed management facility for disposal or recycling and use licensed waste transport companies to transport these hydrocarbons. Several of our sites have licensed hydrocarbon bioremediation farms where these wastes can be rendered inert using biological processes. Other waste products include effluent from wastewater treatment plants which is also treated biologically, and the treated wastewater disposed or recycled on parks and gardens in accordance with licensed standards.

Due to the relatively small-scale of our operations and the minimal quantities of waste produced, Ramelius does not currently weigh the waste generated or compiles data on the breakdown of the total by composition of the waste.

### HAZARDOUS MATERIALS

A formal Hazardous Materials procedure is in place detailing requirements for the purchase, transport, storage, use and disposal of hazardous substances and dangerous goods at Ramelius' exploration sites. The Health, Safety, and Environment Advisor is responsible to assist each site to achieve compliance with state regulations and the Company policy.

A hazardous substance register is developed and maintained consisting of an index of chemicals used for each site with all personnel having access to this register. Prior to commencing use of any new chemical a Job Hazard Analysis (**JHA**) will be conducted. Based on the outcome of this JHA, and the nature and hazards associated with the chemical, a site procedure may be required which should be developed using the JHA control measures. All personnel who use or handle chemicals will be provided with the Material Safety Data Sheet (**MSDS**) for each chemical and be trained in the use of the MSDS.

When disposing of hazardous chemicals, each chemical undergoes a risk assessment. This addresses required storage facilities, necessary segregation measures, transport methods, disposal equipment, and emergency response procedures. This process is documented, and relevant personnel are trained in the waste chemical disposal procedure.

Ramelius undertakes internal audits of its waste management operations to ensure compliance and conformance with waste and hazardous material

management policies, procedures, and environmental licenses. During the reporting year, there has been no significant incidents associated with handling, storage, transportation, or disposal of hazardous materials used in mineral processing activities and hazardous waste generated.

## TAILINGS

Ramelius builds, owns, and operates Tailings Storage Facilities (TSF) at our two processing hubs: the Mt Magnet and Edna May 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 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; and
- 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 *Tailings Report* on our website.

During the reporting period, there were no incidents of seepage from the tailings facilities that contain any meaningful concentration of hazardous raw materials, or significant spills or releases that occurred during handling, storage, transportation, use, and/or disposal of raw hazardous materials that had impacts on the environment, employees, and/or surrounding communities. All limits within the TSF's operating licenses were complied with. It is Ramelius' focus and continued target in FY23 to remain compliant with operational permits and licenses.





# PERFORMANCE DATA

Economic contribution			
	FY22	FY21	FY20
Contributed into Australian Economy (A\$) million	622.1	529.9	476.1
Direct spend with community organisations (A\$) million	11.3	10.2	8.2
Reconciliation to income tax payable (A\$) million			
Profit before income tax expense	22.5	174.7	149.5
Permanent differences	15.1	1.1	4.4
Temporary differences:			
– Accounting and tax depreciation differences	3.8	4.5	0.43
– Mine development	39.9	13.9	(23.2)
– Exploration and evaluation expenditure	(18.4)	8	(35.1)
– Provisions	(1.1)	0.8	(3.2)
– Other	(1.5)	11	2.3
Taxable income before utilisation of carried forward tax losses	60.3	139.1	95.2
Australian income tax payable	18.1	41.7	28.6
Corporate income tax paid during the year ended	(20.7)	3.9	(1.2)
Utilisation of carried forward losses	(2.6)	7.5	(6.1)
Net income tax (receivable) / payable	(5.2)	30.3	21.3

FY22	Supplier payments (Goods & services)	Wages	Dividends	Interest	Taxes	Royalties	State and Shire Rent	Total contribution
Local suppliers, shire rates & local employees (A\$) million	3.1	4.0	0.0	0.0	0.0	0.0	4.2	11.3
National economy (excluding local suppliers & employees) (A\$) million	492.1	51.8	20.4	0.3	26.4	26.4	0.0	610.8
Total (A\$) million	495.2	55.8	20.4	0.3	26.4	26.4	4.2	622.1

Metric	Unit	FY22	FY21
Production of metal ores	Metric tons (t) saleable	7.33	7.71
Production of finished metal products	Metric tons (t) saleable	0	0

Production Data	Units	FY22	FY21	FY20	FY19	FY18
Edna May						
Gold Produced	oz	132,114	110,950	63,297	81,839	72,521
Mt Magnet						
Gold Produced	oz	126,511	161,159	167,129	114,840	83,191
Total						
Gold Produced	oz	258,625	272,109	230,426	196,679	208,118

## COMMUNITY AND CULTURAL HERITAGE

		Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca	Total
Metric	Unit	FY22	FY22	FY22	FY22	FY22	FY22	FY22	FY22
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	%	0	0	0	0	0	0	0	0
Percentage of (1) proved reserves in or near indigenous land	%	NA	NA	NA	NA	NA	NA	NA	NA
Percentage of (2) probable reserves in or near indigenous land	%	NA	NA	NA	NA	NA	NA	NA	NA
Number and duration of non-technical delays	Number, Days	0	0	0	0	0	0	0	0

*\*All of our operations fall on land recognised under Indigenous Native Title. The Native Title Act 1993, ensures the co-existence of land management with the recognition and protection of Native Title.*

Emissions	Unit	Edna May		Mt Magnet		Marda		Penny		Tampia		Vivien		Rebecca		Ramelius Total		
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY20
Gross global Scope 1 emissions and percentage covered under emissions-limiting regulations or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control.*	Metric tons (t) CO <sub>2</sub> -e	29,600	30,854	68,227	64,190	7,076	6,770	5,163	193	14,363	1,989	8,341	8,499	628	1	133,398	112,496	105,215
	Percentage (%)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Scope 1 emissions*	Metric tons (t) CO <sub>2</sub> -e	29,600	30,854	68,227	64,190	7,076	6,770	5,163	193	14,363	1,989	8,341	8,499	628	1	133,398	112,496	105,215
Total Scope 2 emissions*	Metric tons (t) CO <sub>2</sub> -e	40,181	40,805	0	0	0	0	0	0	0	0	0	0	25	0	40,206	40,805	35,277
Total Scope 1&2*	Metric tons (t) CO <sub>2</sub> -e	69,780	71,659	68,227	64,190	7,076	6,771	5,163	193	14,363	1,989	8,341	8,499	653	1	173,603	153,302	140,442
Emission intensity (t CO <sub>2</sub> -e/oz of gold produced)*	t CO <sub>2</sub> -e/oz															0.67	0.56	0.61
GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent*	Metric tons (t) CO <sub>2</sub> -e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\* The percentage shall be calculated as the total amount of gross global Scope 1 GHG emissions (CO<sub>2</sub>-e) that are covered under emissions-limiting regulations divided by the total amount of gross global Scope 1 GHG emissions (CO<sub>2</sub>-e).  
GHG Emissions included in Scope 1: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>



## GHG EMISSIONS & ENERGY

Energy Unit	Unit	Edna May			Mt Magnet			Marda			Penny		
		FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20
Total energy consumed at each site	Gigajoules (GJ)	685,120	663,170	447,753	1,346,994	1,310,372	1,389,391	102,086	96,793	75,259	74,147	2,752	0
Net energy consumed	Gigajoules (GJ)	639,865	663,170	447,166	1,131,055	1,082,331	1,191,291	102,086	96,793	75,259	73,528	2,752	0
Energy Produced	Gigajoules (GJ)	45,255	0	588	215,938	228,041	198,100	0	0	0	619	0	0
% of grid electricity	%	31%	32%	27%	0	0	0	0	0	0	0	0	0
% of renewable electricity	%	0	0	0	0	0	0	0	0	0	0	0	0
Energy intensity of gold produced	GJ/oz												

Energy Unit	Unit	Tampia			Vivien			Rebecca			Ramelius Total		
		FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20
Total energy consumed at each site	Gigajoules (GJ)	204,577	29,098	0	149,602	151,153	137,275	9,082	20	0	2,571,608	2,253,720	2,073,976
Net energy consumed	Gigajoules (GJ)	204,577	29,098	0	118,805	121,056	109,939	9,082	20	0	2,278,998	1,995,582	1,847,953
Energy Produced	Gigajoules (GJ)	0	0	0	30,797	30,097	27,336	0	0	0	292,609	258,138	226,023
% of grid electricity	%	0	0	0	0	0	0	0	0	0	8.2%	9.4%	5.8%
% of renewable electricity	%	0	0	0	0	0	0	0	0	0	0	0	0
Energy intensity of gold produced	GJ/oz										9.94	8.28	9

The entity shall apply conversion factors consistently for all data reported under this disclosure, such as the conversion of kilowatt hours (kWh) to GJ (for energy data including electricity from solar or wind energy).

# GHG EMISSIONS & ENERGY

Air pollution	Unit	Edna May		Mt Magnet		Marda		Penny	
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21
Air emissions of the following pollutants:									
(1) CO	Metric tons (t)	89,692	141,418	323,868	312,286	36,436	44,644	26,651	0
2) NOx (excluding N <sub>2</sub> O)	Metric tons (t)	180,058	346,018	534,601	499,936	67,942	66,761	108,538	0
(3) Sox	Metric tons (t)	0.119	0.152	0.322	0.299	0.041	0.042	0.031	0
(4) particulate matter (PM10)	Metric tons (t)	976,006	983,862	1,456,237	1,280,509	371,301	307,699	775,695	0
(5) mercury (Hg)	Metric tons (t)	0	0	0	0	0	0	0	0
(6) lead (Pb)	Metric tons (t)	0.126	0.106	0.043	0.044	0.003	0.004	0	0
(7) volatile organic compounds (VOCs)	Metric tons (t)	11,428	24,378	46,812	48,163	4,492	3,869	7,954	0

Air polution	Unit	Tampia		Vivien		Rebecca		Ramelius Total	
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21
Air emissions of the following pollutants:									
(1) CO	Metric tons (t)	109,483	14,304	42,044	45,373	0	0	628,174	558,025
2) NOx (excluding N <sub>2</sub> O)	Metric tons (t)	128,329	18,465	87,714	88,083	0	0	1,107,182	1,019,263
(3) Sox	Metric tons (t)	0.085	0.011	0.051	0.053	0	0	0.649	0.557
(4) particulate matter (PM10)	Metric tons (t)	493,675	350,428	95,949	110,627	0	0	4,168,863	3,033,125
(5) mercury (Hg)	Metric tons (t)	0	0	0	0	0	0	0	0
(6) lead (Pb)	Metric tons (t)	0.037	0	0.001	0.001	0	0	0.21	0.155
(7) volatile organic compounds (VOCs)	Metric tons (t)	7,116	0.924	4,459	4,486	0	0	82,261	81.82

## BIODIVERSITY

		Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca	Ramelius Total
Metric	Unit	FY22	FY22	FY22	FY22	FY22	FY22	FY22	FY22
Acid rock drainage									
"Percentage of mine sites where acid rock drainage is: (1) predicted to occur, "	%	0	0	0	0	0	0	0	0
"Percentage of mine sites where acid rock drainage is: (2) actively mitigated, "	%	0	0	0	0	0	0	0	0
"Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation"	%	0	0	0	0	0	0	0	0

Conservation status or endangered species habitat									
Percentage of (1) proved reserves* in or near sites with protected conservation status or endangered species habitat	%	0	0	0	0	0	0	0	0
Percentage of (2) probable reserves in or near sites with protected conservation status or endangered species habitat	%	0	0	0	0	0	0	0	0

\*The percentage of proved reserves shall be calculated as the amount of proved reserves located in areas either with protected conservation status or in areas of endangered species habitat divided by the total amount of proved and probable reserves.

The entity shall provide a breakdown of the calculations by grade (in percentage metal content) of proved and probable reserves.  
If totals are only available, that will be sufficient

Rehabilitation and closure			
Land Management (ha)	FY22	FY21	FY20
Land disturbed	2145	1960	1788
Land rehabilitated	680	687	583
Sites with protected conservation status	0	0	0



# WASTE & TAILINGS MANAGEMENT

Waste	Unit	Edna May		Mt Magnet		Marda		Penny	
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc )	kilo tons (kt),	NR	NR	NR	NR	NR	NR	NR	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	kilo tons (kt),	15,757	14,910	5,983	9,600	3,953	3,683	1,571	0
Total ore processed	kilo tons (kt),	2,641	2,488	1,732	1,885	0	0	0	0
Total weight of hazardous waste generated	kilo tons (kt),	-	-	-	-	-	-	-	-
Total weight of hazardous waste recycled	kilo tons (kt),	-	-	-	-	-	-	-	-
Number of significant incidents associated with hazardous materials and waste management	Number	0	0	0	0	0	0	0	0

Waste	Unit	Tampia		Vivien		Rebecca		Ramelius Total	
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc )	kilo tons (kt),	NR	NR	NR	NR	NR	NR	NR	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	kilo tons (kt),	10,538	558	0	0	0	0	37,802	28,751
Total ore processed	kilo tons (kt),	0	0	0	0	0	0	4,373	4,373
Total weight of hazardous waste generated	kilo tons (kt),	-	-	-	-	-	-	NR	NR
Total weight of hazardous waste recycled	kilo tons (kt),	-	-	-	-	-	-	NR	NR
Number of significant incidents associated with hazardous materials and waste management	Number	0	0	0	0	0	0	0	0

If totals are only available, that will be sufficient

NR = Data not recorded at this time

## WASTE & TAILINGS MANAGEMENT

Tailings		Edna May	Mt Magnet	Ramelius Total
Metric	Unit	FY22	FY22	FY22
Total weight of tailings produced	Metric tons (t),	2,699,354	1,736,071	4,435,425
Tailings storage facility inventory table – see table below				
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	The audits and reviews were carried out in general accordance with the requirements of the Department of Mines, Industry Regulation and Safety (DMIRS) (formerly DMP) (2013) 'Code of practice: tailings storage facilities in Western Australia' and DMIRS (2015) 'Guide to Departmental requirements for the management and closure of tailings storage facilities (TSFs)'			
Number and nature of significant incidents/ non compliance/infringements/fines		0	0	0

(a) Tailings facility name	(b) Location	(c) Ownership status		(d) Operational status		(e) Construction method		(f) Maximum permitted storage capacity					
EMO TSF	EMO	Owned	Operational	downstream	32.5 x 106m3	151,153	137,275	9,082	20	0	2,571,608	2,253,720	2,073,976
MMG TSF 1	MMG	Owned	Operational	upstream	9.40 x 106m3	121,056	109,939	9,082	20	0	2,278,998	1,995,582	1,847,953
MMG TSF 2	MMG	Owned	Operational	upstream	14.19 x 106m3	30,097	27,336	0	0	0	292,609	258,138	226,023
MMG TSF 3	MMG	Owned	Operational	upstream	25.33 x 106m3	0	0	0	0	0			
MMG Yuleide In-pit TSF	MMG	Owned	disused	n/a	1,012 x 106m3								

(g) Current amount of tailings stored	(h) Consequence classification	(i) Date of most recent independent technical review	(j) Material findings	(k) Mitigation measures	(l) Site-specific EPRPs	
23.9 x 106m3	High Category 1	25-Jan-22	It is assessed from the audit and management review of the IWL TSF that ongoing safe operation of the facility is feasible	nil	yes	
7.74 x 106m3	Significant Category 1	8-Jul-22		nil	yes	
9.44 x 106m3	Significant Category 1	8-Jul-22		The TSFs were adequately managed, generally as specified in the Operating Manuals. The facilities were in adequate condition. The stability analyses for the TSFs indicated adequate factors of safety against embankment failure.	nil	yes
22.80 x 106m3	Significant Category 1	8-Jul-22			nil	yes
0.47 x 106m3	Low Category 3	8-Jul-22		nil	n/a	



## WATER & WASTEWATER MANAGEMENT

Metric	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca	Ramelius Total
		FY22	FY22	FY22	FY22	FY22	FY22	FY22	FY22
Total water withdrawn from freshwater sources: • fresh = (<1000 mg/L TDS)	Thousand cubic metres (m <sup>3</sup> )	0	0	0	0	0	0	0	0
Total purchased water	Thousand cubic metres (m <sup>3</sup> )	0	0	0	0	0	0	0	0
Total water consumed*	Thousand cubic metres (m <sup>3</sup> )	366,654	1,966,006	408,884	204,841 <sup>^</sup>	354,000	665,763	0	3,966,148
Bore Water - saline withdrawn	Thousand cubic metres (m <sup>3</sup> )	2,246,308	251,672	408,884	0	354,000	665,763	0	3,926,627
Total water recycled	Thousand cubic metres (m <sup>3</sup> )	240,549	701,487	0	0	0	0	0	942,036
% Total reused	%	11	36	0	0	0	0	0	24
Total freshwater consumed from areas with water stress – see link below <sup>[1]</sup>	Thousand cubic metres (m <sup>3</sup> )	0	0	0	0	0	0	0	0
Percentage of freshwater consumed in regions with High or Extremely High Baseline Water Stress– see link below.	%	0	0	0	0	0	0	0	0
Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Number	0	0	0	0	0	0	0	0

<sup>\*\*\*</sup>Water consumption is defined as:

2.1.1 Water that evaporates during withdrawal, usage, and discharge;

2.1.2 Water that is directly or indirectly incorporated into the entity's product or service;

2.1.3 Water that does not otherwise return to the same catchment area from which it was withdrawn, such as water returned to another catchment area or the sea."

<sup>^</sup>There was a large pre-existing combination of saline groundwater and rainwater in the pit on acquisition, no water has been withdrawn.

[1] [https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=bws\\_cat&lat=-8.494104537551882&lng=0.703125&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimist-ic&scope=baseline&threshold&timeScale=annual&year=baseline&zoom=3](https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=bws_cat&lat=-8.494104537551882&lng=0.703125&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimist-ic&scope=baseline&threshold&timeScale=annual&year=baseline&zoom=3)

## EMPLOYMENT & CONTRACTORS

Percentage of active workforce covered under collective bargaining agreements *	Percentage (%)	13%
Number and duration of strikes and lockouts**	Number,	0
	Days	0
Total number of employees	Number	320
Total number of contractors	Number	706
Percentage contractors	Percentage (%)	68%
	Number	3
Total number and percentage of indigenous employees***	Percentage (%)	1.2%
	Number	30
Total number and percentage of local employees***	Percentage (%)	12.1%
	Number	

\*Collective bargaining agreements are defined as a mechanism or tool of negotiation by which a union has a collective interest in negotiations to the benefit of several employees.

\*\*The entity shall disclose the number of work stoppages and total duration, in worker days idle, of work stoppages involving 1,000 or more workers lasting one full shift or longer"

\*\*\*Employees belonging to both indigenous and local demographic groups must be counted in each

## ETHICAL BEHAVIOUR

Metric	Unit	FY22
Total percentage of governance body members, employees, contractors and business partners who have received training on ethics, conduct and anti-corruption policies and procedures	Percentage (%)	93
Production metrics are required if your sites are in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index -	Metric tons (t) saleable	NA

## EMPLOYMENT & CONTRACTORS

Employment trends	Units	Edna May FY22	Mt Magnet FY22	Marda FY22	Penny FY22	Tampia FY22	Vivien FY22	Exploration FY22	Corporate FY22	Ramelius Total FY22
Total number of employees and contractors	Number	166	428	63	102	124	58	41	44	1,034
Total number of employees	Number	89	107	13	13	16	9	30	43	320
Total number of contractors	Number	77	321	50	89	108	49	11	1	706
Percentage contractors	Percentage (%)	54%	75%	79%	87%	87%	84%	27%	2%	68%
Total number of Nationals	Number									1,021
Total number of Expats	Number									13

The below does not include contractors

Organisational Level FY22	Board		Executive/GM		Senior Managers/ Managers		Senior/Supts		Professional		Trade	
	M	F	M	F	M	F	M	F	M	F	M	F
Number #	3	2	7	1	23	3	47	12	52	16	43	0
Percentage %	60%	40%	88%	13%	88%	12%	80%	20%	76%	24%	100%	0%

Organisational Level FY22	Operator/Technicians		Administration		Graduate/Apprentice		Other		Ramelius Total	
	M	F	M	F	M	F	M	F	M	F
Number #	67	6	0	18	11	2	7	0	260	60
Percentage %	92%	8%	0%	100%	85%	15%	100%	0%	83%	19%



EMPLOYMENT & CONTRACTORS

Age Groups FY22	<36		36-55		>55		Total		Ramelius Total	
	M	F	M	F	M	F	M	F	M	F
Number #	73	31	133	24	54	5	260	60	260	60
Percentage %	70%	30%	85%	15%	92%	8%	81%	19%	83%	19%

Site profile FY22	Corporate		Mt Magnet		Edna May		Vivien		Marda	
	M	F	M	F	M	F	M	F	M	F
Number #	24	19	92	15	79	10	7	2	11	2
Percentage %	56%	44%	86%	14%	89%	11%	78%	22%	85%	15%

Site profile FY22	Tampia		Penny		Exploration		Ramelius Total	
	M	F	M	F	M	F	M	F
Number #	12	4	10	3	25	5	260	60
Percentage %	75%	25%	77%	23%	83%	17%	81%	19%

## EMPLOYMENT & CONTRACTORS

New Employees FY22	Corporate		Mt Magnet		Edna May		Vivien		Marda	
	M	F	M	F	M	F	M	F	M	F
Number #	4	7	29	6	18	4	3		8	1
Percentage %	36%	64%	83%	17%	82%	18%	100%	0%	89%	11%

New Employees FY22	Tampia		Contractors		Penny		Exploration		Ramelius Total	
	M	F	M	F	M	F	M	F	M	F
Number #	8	1	6	1	11	2	87	22	260	60
Percentage %	89%	11%	86%	14%	85%	15%	80%	20%	83%	19%

Turnover FY22	
Total (12 month rolling average) - voluntary exits only	21%

# HEALTH, SAFETY & WELLBEING

Metric	Unit	Edna May		Mt Magnet		Marda		Penny	
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21
Near miss frequency rate (NMFR)	Rate	19.8	14.3	26.2	38.8	86.3	22.7	50.5	0
Average hours of health, safety, and emergency response training for (a) full-time employees	Hours	-	-	-	-	-	-	-	-
Average hours of health, safety, and emergency response training for (b) contractors	Hours	-	-	-	-	-	-	-	-
Average hours of health, safety, and emergency response training for full-time employees and contractors (combined)	Hours	-	-	-	-	-	-	-	-
Number of Fatalities (Employees)	Number	0	0	0	0	0	0	0	0
Number of Fatalities (Contractors)	Number	0	0	0	0	0	0	0	0
Lost time injury (LTI)	Number	1	2	2	1	3	3	0	0
Medical treatment injury (MTI)	Number	2	9	5	2	2	2	1	0
Restricted work	Number	7	6	8	9	1	4	0	0
Fatality rate	Rate	0	0	0	0	0	0	0	0
Lost time injury frequency rates (LTIFR)	Rate	1.66	2.87	2.10	1.11	17.26	22.76	0.00	0.00
Total recordable injury frequency rate (TRIFR)	Rate	13.26	11.46	10.51	11.09	23.02	39.84	0.00	0.00

## HEALTH, SAFETY & WELLBEING

Metric	Unit	Tampia		Vivien		Rebecca		Ramelius Total		
		FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY20
Near miss frequency rate (NMFR)	Rate	5.6	14.5	13.2	0	16.4	10.1	25.6	23.6	28.9
Average hours of health, safety, and emergency response training for full-time employees	Average hours	-	-	-	-	-	-	NR	NR	NR
Average hours of health, safety, and emergency response training for contractors	Average hours	-	-	-	-	-	-	NR	NR	NR
Average hours of health, safety, and emergency response training for full-time employees and contractors (combined)	Average hours	-	-	-	-	-	-	NR	NR	NR
Number of Fatalities (Employees)	Number	0	0	0	0	0	0	0	0	0
Number of Fatalities (Contractors)	Number	0	0	0	0	0	0	0	0	0
Lost time injury (LTI)	Number	0	0	1	1	1	1	8	10	14
Medical treatment injury (MTI)	Number	1	0	1	3	3	0	15	18	21
Restricted work	Number	0	0	3	2	1	3	23	23	22
Fatality rate	Rate	0	0	0	0	0	0	0	0	0
Lost time injury frequency rates (LTIFR)	Rate	0.00	0.00	6.63	11.62	8.21	10.13	3.06	4.08	7.24
Total recordable injury frequency rate (TRIFR)	Rate	2.80	0.00	26.52	23.24	32.84	40.54	11.86	14.98	18.61

Replace with: Ramelius calculates this by: number of events divided by the number of man-hours worked, then multiplied by 1,000,000.

NR = Data not recorded at this time.



## HEALTH, SAFETY & WELLBEING

Emergency Rescue Teams (ERT)							
Number of ERT members	Mt Magnet	Edna May	Viven	Marda	Tampia	Penny	Total
FY21	32	14	18	5	6	2	77
FY22	22	11	17	6	13	8	77

## REGULATORY AND COMPLIANCE

	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca	Total
<b>FY22 Environmental compliance and incidents</b>								
Monetary value of significant fines (\$A)	0	0	0	0	0	0	0	0
Material environmental incidents*	0	0	0	0	0	0	0	0
Non-material environmental incidents**	0	21	4	0	6	4	1	36
Total volume of significant spills (ML)	0	0	0	0	0	0	0	0

\*Material environmental incidents are instances of non-compliance with laws and regulations resulting in fines or non-monetary sanctions. No such incidents occurred.

\*\*None of these environmental incidents were material in nature but must be reported (regardless of size/severity) as it is a requirement of DMIRS.

## SASB METALS & MINING INDEX

SASB Standard	SASB code	Report Section	Page Number
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Greenhouse gas emissions and energy Performance data	49
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.	EM-MM-110a.2	Greenhouse gas emissions and energy	37
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Greenhouse gas emissions and energy Performance data	51
Total energy consumed	EM-MM-130a.1	Greenhouse gas emissions and energy Performance data	50
% Of grid electricity	EM-MM-130a.1	Performance data	50
% Of renewable electricity	EM-MM-130a.1	Performance data	50
Total fresh water withdrawn	EM-MM-140a.1	Water and wastewater management Performance Data	56
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Water and wastewater management Performance data	56
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Water and wastewater management	44
Total weight of non-mineral waste generated	EM-MM-150a.4	Performance Data	53
Total weight of tailings produced	EM-MM-150a.5	Performance Data	53
Total weight of waste rock generated	EM-MM-150a.6	Performance Data	53
Total weight of hazardous waste generated	EM-MM-150a.7	Performance Data	53
Total weight of hazardous waste recycled	EM-MM-150a.8	Performance Data	53
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Waste and tailings management	53
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Waste and tailings management	45
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Biodiversity	37
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	Biodiversity	52
Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Biodiversity	52
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	N/A - all of our operations are located in Australia where there is no conflict	48
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	All of our operations fall on land recognised under Indigenous Native Title. The Native Title Act 1993, ensures the co-existence of land management with the recognition and protection of Native Title	48

## SASB METALS & MINING INDEX

SASB Standard	SASB code	Report Section	Page Number
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Our Communities First Nations Peoples Ethics and human rights	26,31
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Risk Management Our Communities First Nations Peoples	26,31,32
Number and duration of non-technical delays	EM-MM-210b.2	Performance data	48
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees*	EM-MM-310a.1	Performance Data <i>*N/A - does not apply to Australian operations</i>	57
Number and duration of strikes and lockouts	EM-MM-310a.2	Performance data	48
MSHA all-incidence rate	EM-MM-320a.1	N/A - does not apply to Australian operations	58-59
Fatality rate	EM-MM-320a.1	Performance data	58-59
Near miss frequency rate (NMFR)	EM-MM-320a.1	Performance data	58-59
Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Health, safety, and wellbeing Performance data	58-59
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Ethical behaviour	28
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	N/A - all of our operations are located in Australia	NA
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Waste and tailings management Performance data	54-55
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Waste and tailings management	46
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Waste and tailings management Health, safety, and wellbeing	46
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Performance data	48
Total number of employees, percentage contractors	EM-MM-000.B	Performance data	57



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