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WILUNA MINING

Sustainability

ENVIRONMENTAL, SOCIAL & GOVERNANCE

2021

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Executive Chair's Letter

It gives me great pleasure to be able to present to you our inaugural Sustainability Report for 2021.

As you can see from the report, Wiluna Mining has significantly progressed it's ESG platform over the past 18 months.

During that time, we have appointed an ESG Forum headed by Director Sara Kelly, and a charter to oversee the design, framework and implementation of the Wiluna Mining ESG platform; appointed a full time ESG Specialist, to drive our program as well as appointing an Indigenous Liaison Officer, who is responsible for advancing our liaison with the local community, especially with the Martu people, the Traditional Owners and Custodians of the land Wiluna Mining operates on.

We are proud of achievements in this area to date. We believe we are as advanced in the area of ESG as any mid-tier mining company listed on the ASX. We want to lead in this area, not follow. We will continue to strive to progress in this area in the future.

Wiluna Mining understands the importance of ESG and our goal is to develop good industry practise in ESG which will help Wiluna Mining achieve its goals and values.

I want to thank Ms Sara Kelly who has contributed significantly to this program and has led the ESG team for the past 18 months. Unfortunately Sara has

resigned from the Board of Wiluna Mining effective 31 October to pursue other business opportunities and I would like to thank her for her contribution to this part of our business and wish her all the very best for her career going forward.

I would urge you to read this report and look forward to reporting to you on the continued growth and development of our ESG platform and its execution each year.

Regards,

Milan Jerkovic
Executive Chair
Wiluna Mining Corporation Limited

	Executive Chair's Letter	**1**
	ESG Framework	**2**
	Our Values	**2**
1	**Ethical Conduct**	**5**
2	**Understanding Impacts**	**6**
3	**Supply Chain**	**8**
4	**Safety and Health**	**10**
5	**Human Rights and Conflict**	**12**
6	**Labour Rights**	**13**
7	**Working with Communities**	**14**
8	**Environmental Stewardship**	**17**
9	**Biodiversity, Land Use and Mine Closure**	**21**
10	**Water, Energy, and Climate Change**	**23**

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ESG Framework

Our Vision is to build a respected mining company that provides superior earnings and sustainable capital growth by arranging both skill and capital in manner that compliments the risk reward profile of our shareholders.

Our Goals

Striving towards good industry practice in Environmental, Social and Governance (ESG) will help Wiluna Mining align with its Values to:

- Reduce costs
- Preserve resources (regenerative capacity)
- Enhance reputation & trust
- Differentiate from others
- Attract quality employees
- Satisfy customer needs
- Meet stakeholder expectations (incl. civil society)
- Collaborative engagement with Regulators
- Attract capital investment
- Capitalise on new opportunities
- Demonstrate transparency.

Our Values

Figure 1: Wiluna Mining Values.

Wiluna Mining refers to the Responsible Gold Mining Principles (RGMP) of the World Gold Council as a framework which guides the industry towards Good International Industry Practice (GIIP) in ESG.

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We have evaluated the RGMP and prioritised our efforts to align with the it. Not all of the matters prescribed by these principles are relevant to Wiluna Mining, nor do we strive towards comprehensive alignment. Instead, we refer to the RGMP and other industry codes for insight into our application of GIIP.

By way of example, Wiluna Mining has developed standards and protocols which align to the requirements of ISO, the International Organisation for Standardisation. However, the company is not pursuing certification against ISO standards at present.

ESG matters are integrated within our management of the business and some are cross referenced or detailed elsewhere in this report. Wiluna Mining reports on ESG and its performance in general alignment with the 10 Responsible Gold Mining Principles. Like other codes for the resources sector, the RGMP refers to good practice which may contribute to the Sustainable Development Goals (SDG) of the United Nations.

Some companies in the resources sector, undertake public reporting on ESG performance, with reference to the Global Reporting Initiative, or GRI. The World Economic Forum (WEF) has adapted the GRI and performance indicators from other bodies to develop generic indicators. Wiluna Mining has detailed its performance in alignment to some of these performance indicators and where these may also support the UN - SDGs.

> Our trained emergency responders personify WMC values of courage, tenacity, perseverance, innovation, teamwork, transparency and compassion.

The ESG matters detailed in this report will be of interest to our employees, customers, supply chain and partners, local communities, government and civil society. We also recognise the importance of detailing ESG matters which may be material to our creation of value.

Part of our rationale to align our ESG reporting framework to the RGMP is in consideration of 'Material Topics' outlined by the GRI.

Sections and Commitments of the RGMP accommodate material topics of interest to gold-mining stakeholders. More is said on this in Understanding Impacts.

Material topics may also have 'boundaries' in area; in cause; or involvement. Our report provides some boundaries, or context for the material topics and stakeholders related to :

- Communities of Interest in 'Lands' or the environment
- Shareholding
- Social Licence to Operate
- Customers or supply chain
- Mining industry peers
- ESG Information integrity/control
- Permitting
- Operational interruption/Project continuity
- Minor recurring issues

This is our first report to systematically cover ESG (material topics) as the building of our ESG framework progresses. We have presented the data as records avail and with practicality of effort. In our future reports we will strive to present targets and other KPIs.

Figure 2: Expecting the unexpected.

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Figure 3: Responsible Gold Mining Principles (WGC) - Generalised

1. Ethical conduct	Conduct business with integrity and absolute opposition to corruption.
2. Understanding impacts	Engage with stakeholders and implement management systems to understand and manage impacts, realise opportunities and provide redress.
3. Supply chain	Suppliers to conduct businesses ethically and responsibly.
4. Safety and health	Protect and promote OHS of employees and contractors as the highest priority and encourage reporting of unsafe work.
5. Human rights and conflict	Respect human rights of the workforce and Communities of Interest.
6. Labour rights	Employees and contractors treated with respect, free of discrimination or abusive labour practices.
7. Working with communities	Advance socio-economics in Communities of Interest with dignity and respect.
8. Environmental stewardship	Ensure environmental responsibility is core to the business.
9. Biodiversity, land use and mine closure	Protect fragile ecosystems, critical habitats and endangered species from damage and plan for responsible mine closure.
10. Water, energy, and climate change	Improve efficiency of water and energy use, recognising the climate change and water constraints may risk the Social Licence.

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1. Ethical Conduct

The 2021-Corporate Governance Statement is found on our website and details the committees and competencies of the members of the WMC Board and executives with respect to ESG.
An incentive scheme is in place (short and long-term) for the leadership team and with KPIs including safety performance.

During the reporting period, Non-Executive Director, Sara Kelly and executives, convened a Forum and Charter to report to the Board, on company developments in ESG.

We revised the Code of Conduct (Code). We sought to accommodate the matters prescribed by the RGMP and cross matched our approach to other companies which mine gold.

The Code remains unchanged in reflecting our vision to build a respected mining company and commits us to conduct business with integrity and absolute opposition to corruption. During the reporting period no incidents of corruption were reported.

We refreshed our company leaders on the Code at our Strategy Workshop in April 2021. Teams at the Wiluna Mining Operation have also been reacquainted with the Code and policies found on our website, intranet and General Induction.

Table 1: Wiluna Mining – Economic Contributions

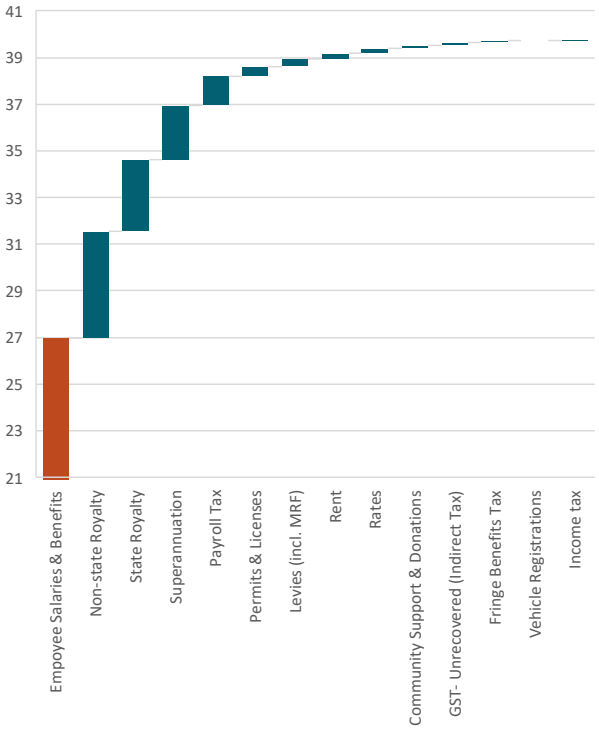
Indictor/Metric	2021 A$'000	2020 A$'000
Total Economic Contribution	214,312	191,668
Income tax	-	-
Witholding tax	-	-
Fringe Benefits Tax	79	40
Payroll Tax	1,222	1,184
GST-Unrecovered (Indirect Tax)	94	89
State Royalty	3,061	3,546
Non-state Royalty	4,564	5,079
Employee Salaries & Benefits	26,978	19,864
Superannuation	2,350	1,780
Rates	217	348
Rent	219	267
Levies (incl. MRF)	324	5
Community Support & Donations	153	151
Permits & Licences	452	531
Vehicle Registrations	17	7
Goods & Services in country	174,581	158,778

The Code applies to all directors, officers, employees, consultants, and contractors of Wiluna Mining (personnel).

This Code also applies, as far as is reasonably achievable, to our service providers, suppliers, and third-party contractors. To this end it serves as a Code of Conduct for our supply chain.

The Code overarches and integrates the Polices, Management Systems and Procedures ('Protocols')

Figure 4: Economic Contributions 2020-2021



of Wiluna Mining. Human Rights; and Social Responsibility Policies have also been rolled out and are embraced by the Code.

As part of the training to all parties on the Code, accessibility to the Whistleblower process was reiterated. The Code notes the Whistleblower Policy may apply to matters ranging from allegations of corruption, human rights violations by the company or in its supply chain; and grievances from communities of interest, personnel, or about environmental management.

The economic contribution of Wiluna Mining is detailed in the table to the left and for 2021 above. It lists the contributions often reported in jurisdictions where the Extractive Industries Transparency Initiative (EITI) is adopted. WMC is a sole entity absent of parent or subsidiary bodies to which any transfer payments might be made.

Wiluna Mining is a member of AMEC, the Association of Mining and Exploration Companies. AMEC has an advocacy role on ESG, amongst other things.

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2. Understanding Impacts

WMC is progressing with staged development of its operation as we have detailed elsewhere:

- STAGE 1 is approved by government to build and operate a sulphide circuit for the comminution, flotation, shipment and export of gold concentrate:
  - Refurbishment and development of headings for underground mining are detailed in the Mining Proposal.
  - Leaching the 'flotation tail'; reprocessing earlier tailings ('Wiltails'); and increasing the capacity of TSF K, both pending government.
- STAGE 2 will increase capacity of the sulphide circuit as in the statutory Mining Proposal.
- Both Stages 1 and 2 will be co-located with existing facilities for mining and mineral-processing; and therefore, well within the existing disturbances to the landscape. As such, it is envisaged there will be no additional, nor material changes in discharges or environmental impacts from this development.
- The operation and development stages are about 1km from the nearest residence.
- Environmental surveys have continued in the reporting period. No critically endangered, nor rare species of flora or fauna, occur in the vicinity of existing or the staged development described here.

Operation and interactions with mobile equipment present high risks. Fitness for work and fatigue are also high risk factors.

We have yet to identify any ESG risks to the company or others, which might have a materially adverse impact on our continued operation.

At our Strategy Workshop in 2021 we asked the Management Team to rank ESG issues which they foresee being material topics for stakeholders and for comparison with our own priorities. These material topics in ESG align with the RGMP and are charted for environmental issues in Figure 5.

Near Wiluna, our 'Communities of Interest' or directly-involved stakeholders include land-connected people, i.e. the Martu, as traditional custodians of the land, pastoralists and residents in and near town.

Indirectly-involved stakeholders have varying interests and influence in our operations. These stakeholders might include our employees, investors, our supply chain and customers, government, civil society and the wider community.

Given our management team has gauged the interest and influence of our stakeholders, we plan

> Lightning is a familiar risk to us all but we must be prepared and precautionary.

2. Understanding Impacts (continued)

to next survey the views of our stakeholders to calibrate our priorities in ESG.

We will resolve grievances related to our work as arising, in a fair, accessible, effective, & timely manner. Anyone raising such grievances in good faith, will not face discrimination or retaliation, as a result of raising their concerns.

Any party with a grievance is free to contact us openly for the matter to be considered, action taken and feedback provided. At any point in this process, or from the outset, a grievance may be addressed in confidence or according to the Whistleblower Policy (WMC website).

The WMC Board has an Audit and Risk Sub-committee. It covers, sustainability risks:

- Effectiveness of community relationships
- Protection of cultural heritage
- Workplace safety
- Good practice in storage of tailings
- Management of hazardous chemicals
- Control of exploration, mining and mineral processing
- Use of explosives.

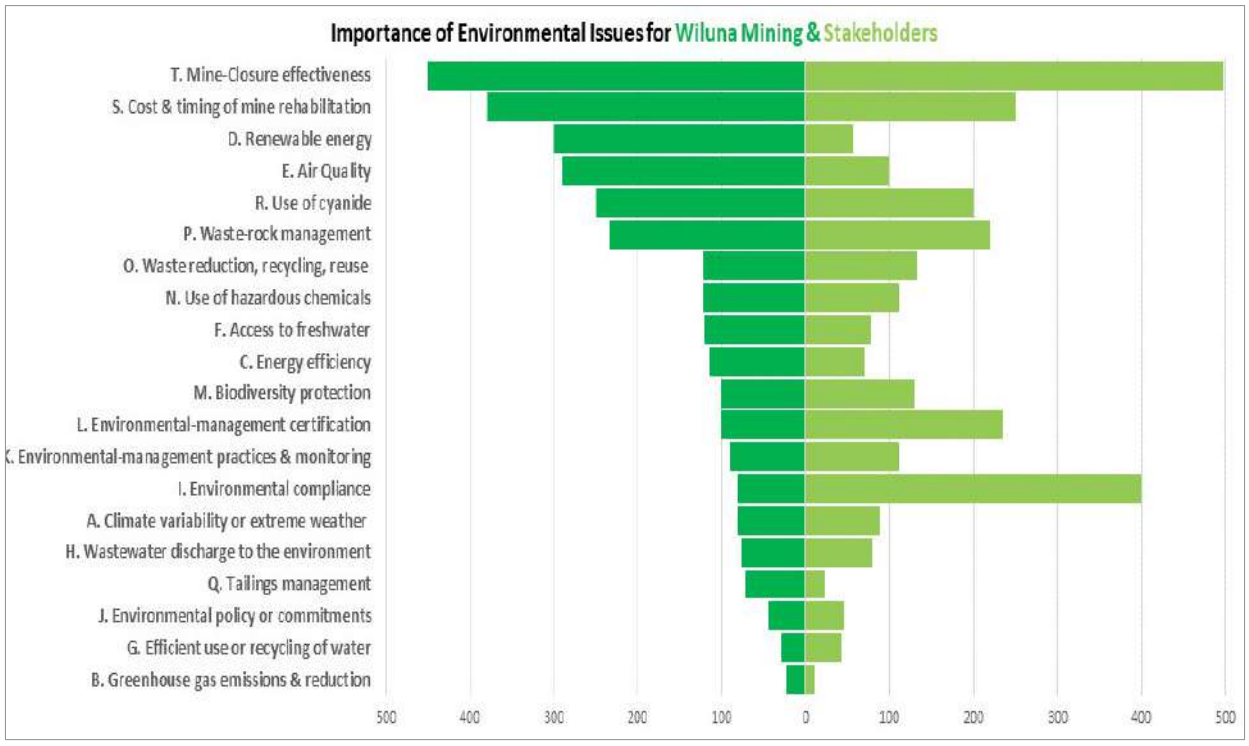

Figure 5: Our Priorities and Anticipated Views of Stakeholders on Environment

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Figure 6: Construction for Supply Certainty

> GRES leads the build of our concentrate plant and aligns well with our ESG goals.

3. Supply Chain

Supply-chain participants are required to follow the WMC Code of Conduct, in so far as it relates to their supply of goods, or services to the company.

We are reviewing the terms and conditions of supply-chain contracts, to improve our tracking and reporting of contract performance, notably with respect to ESG.

Some of our principal suppliers and service providers, which are state based and regionally focussed include:

- Drilling companies
- Underground mining contractors
- Construction contractors
- Suppliers of reagents e.g. sodium cyanide.

In our supply chain, there are, however, few small to medium enterprises (SMEs) at a local level. At present some of that work has focussed on building and maintenance of roads.

We recognise the benefits of helping SMEs to establish and build their capacity locally. We will describe our efforts to support this in our next public report. We aim to support meaningful employment for local Aboriginal people and build capacity for air and road logistics.

WMC has allowed a licenced 'Prospector' to recover gold from areas being sterilised for the placement and storage of mining wastes. Amateur prosecting is not allowed on WMC leaseholdings. Terms and conditions for the management of health, safety and environment form part of the contract template for this work. Other conditions have been included for:

- Respect of Human Rights and prevention of Modern Slavery.
- Notification and controls to protect Chance Finds of cultural heritage.

  Our mining contractor relies on responsible suppliers of explosives. We appreciate the initiative of these suppliers to raise awareness of their personnel to be precautionary in the use of their products. Notably this includes the protection of landscape features of cultural importance to Aboriginal people.
- Preventing the holding or use of mercury on site.
- Precautions on the mining or processing of ore which may contain harmful levels of mercury, arsenic or asbestiform minerals.

These standard terms and conditions will apply to new contracts for operational activities such as:

- The receival and Toll Treatment of ore.
- Exploration and excavation.

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4. Safety & Health

Our Health and Safety Policy is found on our website and intranet.
Wiluna Mining Corporation has a clear objective to continually improve its Workplace Health and Safety performance through risk management, training, supervision, and consultation with employees. These processes are described by our management plan.

Visible Leadership from our managers and supervisors occurs in daily and weekly meetings with teams or informally with people in their workplaces. Periodically our executives speak with teams on performance updates and ESG initiatives.

The operation maintains an emergency response plan and trains for scenarios that may impact us onsite or outside the operation. Our Awareness and Preparedness for Emergencies at a Local Level includes liaison and mutual aid agreements with:

- The Department of Fire and Emergency Services (DFES); and
- Other mining companies including Northern Star, ACAP Mining and Blue Cap Mining.

Our Employees and those of site contractors join in this training. Supply-chain providers also maintain preparedness for use of highways to and from site.

During the year our emergency responders and Contractors (MLG, MACA and Byrnecut) supported Government Emergency Services to assist people in accidents on public roads and for vehicle recovery.

Throughout the reporting period the challenges of COVID 19 for our workforce were shared with the mining fraternity across Western Australia.

We have raised awareness of all people coming to site to be of good health and precautionary of symptoms. As eventuated during the year, lock down and restrictions to travel or work occurred, and government directives were followed. These mostly related to testing, hygiene practices, social distancing, and wearing of masks.

Our contingency plans also balance the need for site-based personnel to be flexible with their work rosters and be restricted in their travel, but also help us maintain continuous operation as far as possible.

> In our work it is important to coach and care to reaffirm our headings and standards.

Figure 7: Visible Leadership

4. Safety & Health (continued)

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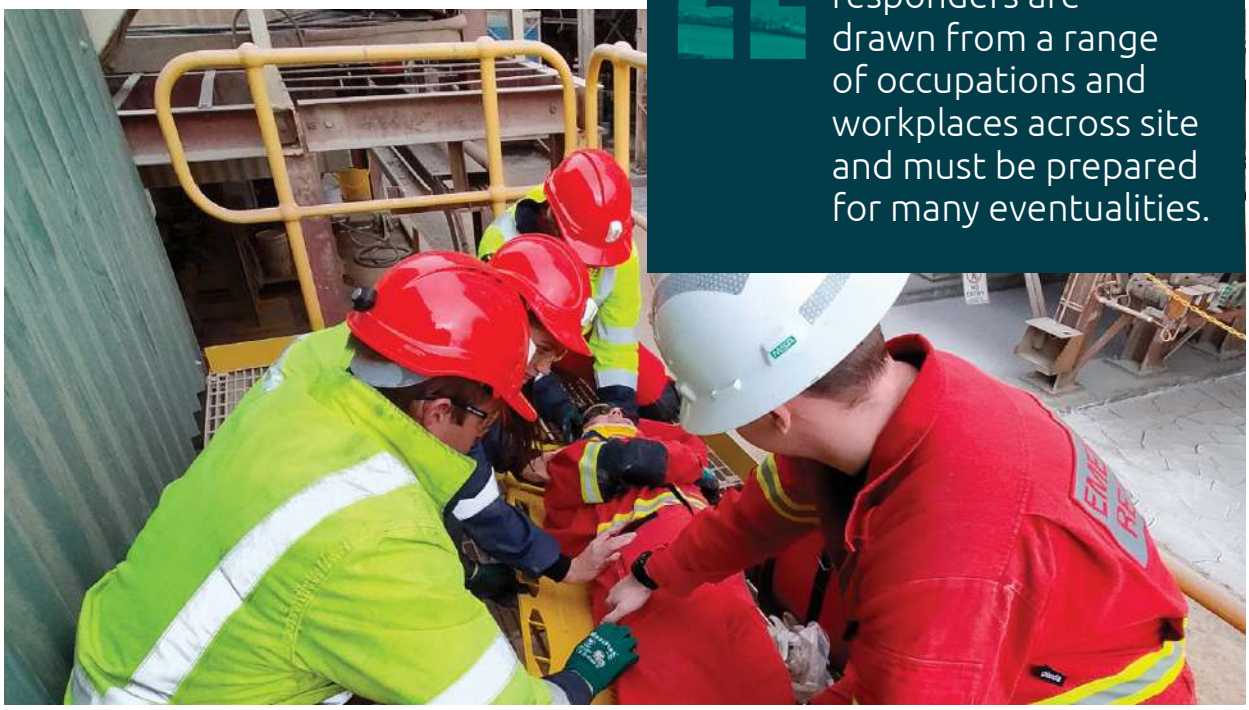
Figure 8: Emergency Responders in Training



> Our emergency responders are drawn from a range of occupations and workplaces across site and must be prepared for many eventualities.

No employees or supply-chain personnel brought COVID 19 to site nor to our nearby Communities of Interest. Our precautionary approach for the wellness of our employees and the disruption to their routines saw absenteeism rise from 1.7 to 3.4 days per employee per year. This compared well to a rate of about 8 days per employee per year for all industry sectors in a survey by Synergy Health.

Occupational health risks for our employees relate to dust and chemical exposures. Employees working in our 'Gold Room' and mineral testing laboratory are protected by ventilation systems, their use of personal protective equipment (PPE), regular monitoring of dust levels and health tests. No adverse health impacts were recorded during the year for these employees.

Our partnership with the Nganggawili Aboriginal Health Service (NAHS) in Wiluna helps us and the community have access to a range of medical services and treatment and in many cases return to work rather than needing travel to regional centres. In this way only three employees needed transport for medical aid with the Royal Flying Doctor Service (RFDS). WMC provided $100 K to support NAHS and $15K to the RFDS during the year.

Workers compensation insurance supported the costs of treatment and rehabilitation for six personnel injured during the year.

At the time of writing, three of them were rehabilitating. Their injuries included lower back pain, a strained shoulder and strained ankle ligaments. Two personnel injured in the 2019-2020 reporting period were completing their rehabilitation from injuries separately related to traversing uneven ground; and a rock fall.

No regulatory penalties were issued against the company for safety or health-related matters during the reporting period.

The ability to recognise and support people challenged in their emotional wellbeing or mental health is very much a concern for employees at remote mine sites and for local Aboriginal people who may be disadvantaged or marginalised.

A Government training initiative for responders to people with mental health challenges was supported by Wiluna Mining ($6,600), together with contributions from other companies. The awareness and skills learned will develop the capabilities of responders providing first aid.

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4. Safety & Health (continued)

The schedule of the training programme extended into the 2021-2022 reporting period.

Our participants came from all departments and our Underground Mining Contractor, Byrnecut. We immediately noticed the interest and care of the group in training sessions and plan to continue running the course. In our workplaces, awareness themes such as 'RUOK' day offer a further reminder of care for others.

Participants in the mental-health course included mine site employees, local police, respected community members and health workers. The course was run by Blackbird Culture. The course followed leaning objectives in the Aboriginal and Torres Strait Islander - Mental Health First Aid Manual.

To drive improvement in safety performance in the 2021-2022 the operation will focus on:

- Actions from High Potential incidents
- Visible Leadership contacts
- Shared Inspection of workplaces
- Training for Incident Investigations.

Safety Performance Indicators are compiled and used by Workplace Safety Representatives and workplace teams and in management reporting. Year on year performance is compared in the following table.

Table 2: Safety Performance Indicators

Indicator	2019-2020	2020-2021
Workplace Inspection - Managers / Supervisors	281	170
(Field Level Risk Assessments) Take 5	17620	20739
Workplace Hazards	159	183
Notifiable (High Potential) Incidents	20	23
Fitness for Work Tests (not including Blood Alcohol)	595	426
Fatalities	0	0
Recordable Injuries &/or occupational ill-health	2	5
Medical Evacuations	1	3
Absenteeism (days per employee)	1.7	3.3
*Total Recordable Injury Frequency Rate - TRIFR	2	5
Lost Time - LTIFR	2.04	4.8
Restricted Work - RWIFR	0	0
Medical Treatment - MTIFR	3.2	3.1

* Frequency Rates per million-man hours; 12 MMMA

No regulatory penalties were issued for safety or health during the reporting period.

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5. Human Rights & Conflict

5.1 Policy

During the reporting period, our Human Rights Policy was adopted by the Board of Directors and signed by the Executive Chair.

The Policy formalises our recognition of the 'Universal Declaration of Human Rights' (UDHR) and the International Labour Organisation – 'Declaration on Fundamental Principles and Rights at Work'.

Company executives spoke on the Policy and the prevention of Modern Slavery, at our Annual Strategy Workshop and brought these matters to the attention of workgroups. These matters are also referenced in our General Induction.

5.2 Prevention of Modern Slavery

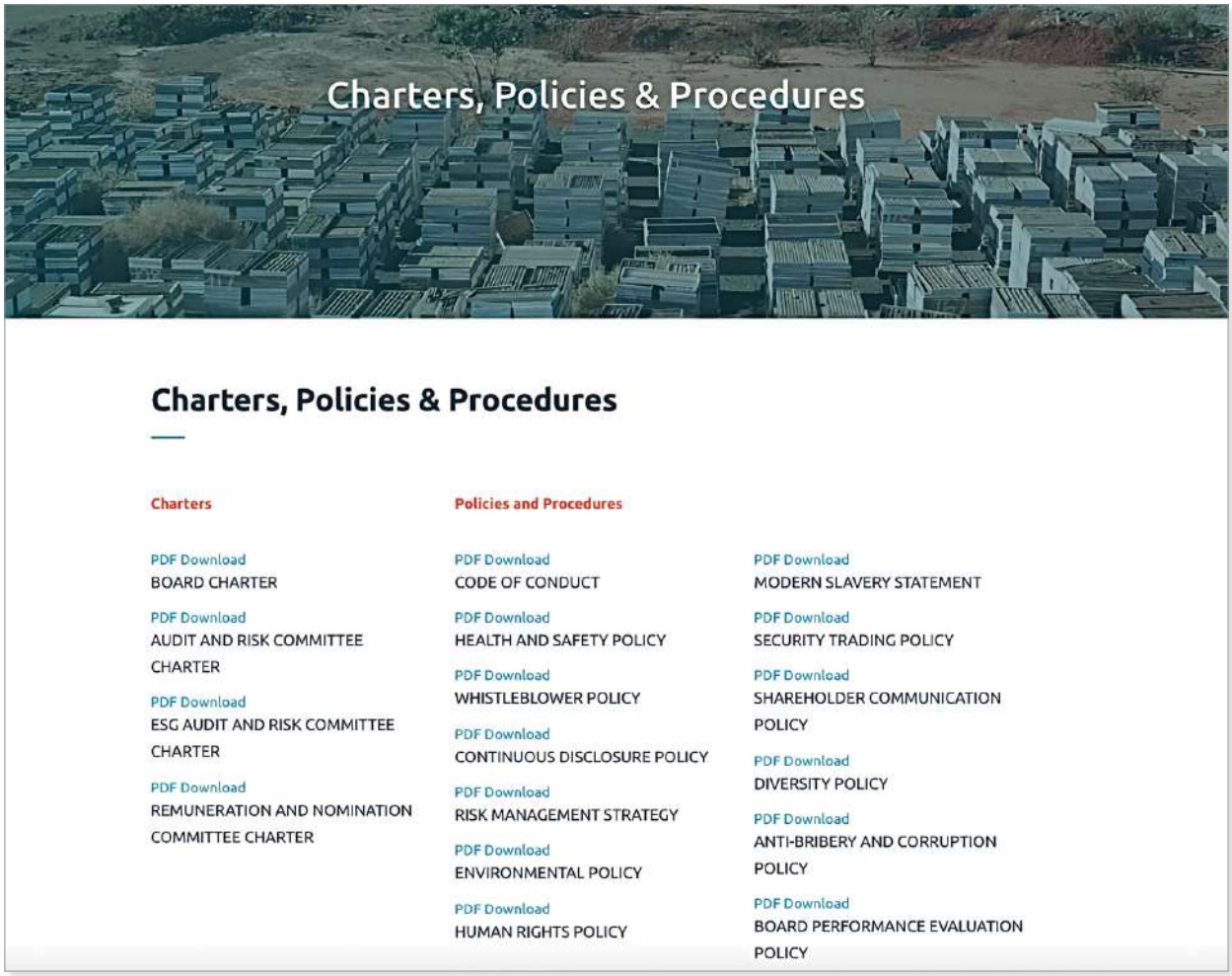
We have established processes and worked in accordance with the Commonwealth Modern Slavery Act (2018). Our Modern Slavery Statement for the reporting period 2020-2021 is on the register (www.modernslaveryregister.gov.au).

Our initial focus was on our major suppliers and service providers through questionnaires.

During the reporting period we did not discover any allegations, or incidents of Modern Slavery regarding our operation or in our supply chain.

Suppliers are chosen from a range of criteria, for provision of services or materials. Their risks are assessed for safety environment, capability and commerciality. Modern Slavery risks have been added to these criteria. We refer to the 'Global Slavery Index' which ranks the risk profiles of countries from which their goods or services may be supplied.

Figure 9: Whistleblower Policy at www.wilunamining.com.au /about / policies



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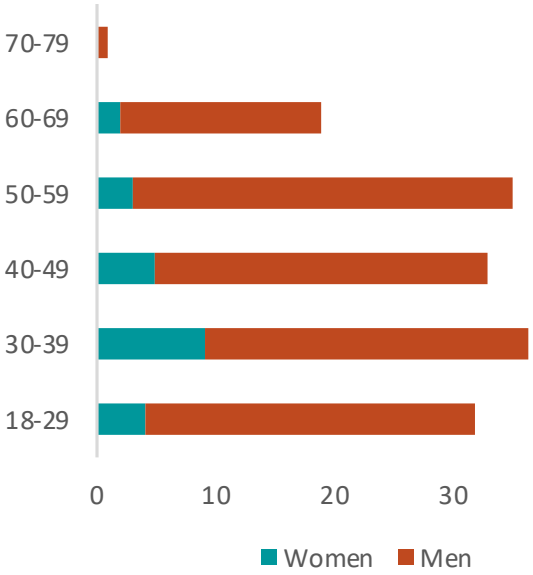
6. Labour Rights

6.1 Numbers and rate of employment

WMC reports as required, to the Workplace Gender Equality Agency, of the Australian Government, on composition of the workforce. Numbers of women and men in the age groups of employees at WMC are show in the following chart.

Figure 10: Gender of Employee Age Groups



6.2 Pay Equity

Our recruitment and remuneration are based on merit, qualifications and experience, without discrimination over gender.

We will consider more work on the gender balance in our workforce, potentially through flexible working arrangements and rosters.

6.3 Remuneration

Our Remuneration Policy and framework were endorsed by shareholders at the Annual General Meeting. Industry benchmarks are used to set remuneration for employees who are engaged under 'individual contracts'. The WMC - Human Rights Policy affirms the right of employees and contractors to associate and bargain collectively. All employees are paid above the basic (living) wage.

6.4 Preventing discrimination and bullying

Our Code of Conduct and our Diversity Policy prescribe acceptable behaviours and engagement with employees.

Employees are reminded through Induction and other workplace communications, they may raise grievances to management, in confidence or according to the Whistleblower Policy.

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Figure 11: Participatory Planning Tour.

> Our Community Liaison Officer provides orientation to young local people keen to work with us.

7. Working with Communities

7.1 Social Responsibility Policy

During the reporting period, our Social Responsibility Policy was adopted by the Board of Directors and signed by the Executive Chair.

This policy sets out the commitments to underpin the Social License of Wiluna Mining to explore and develop, operate, or close mines.

This policy is contextualised by our Social Responsibility Plan of which notable aspects include:

- Leadership, Governance & Collaboration
- Stakeholder Engagement
- Social Impact & Risk Assessment
- Cultural Heritage & Important Sites
- Employment, Procurement & Business Support
- Grievance Management.

We will train our employees with accountabilities for enacting the plan and raise awareness of the plan through our General Induction.

Indigenous Land Use Agreements are in place, importantly with Tarlka Matuwa Piarku Aboriginal Corporation (TMPAC). It is the Registered Native Title Body Corporate to hold the native title rights and interests of the Wiluna Native Title Holders.

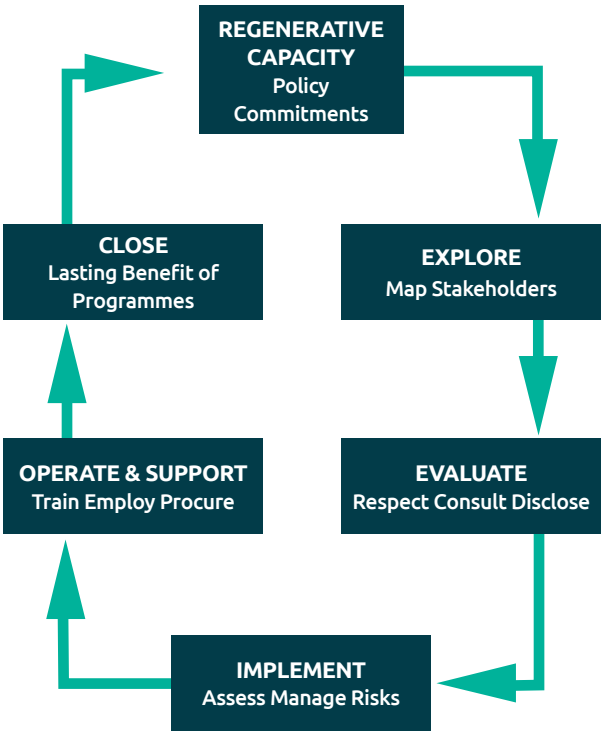

Figure 12: Social Responsibility Plan

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7. Working with Communities (continued)

We will continue to liaise with TMPAC on consent and making agreements for future exploration and mining activity. Opportunities for collaborative-environmental monitoring, financial support for community development and recruitment should complement this process.

The Relationship Committee between TMPAC and WMC representatives is a forum to respect community sentiment, resolve grievances and to make decisions. We briefed the committee on our environmental performance and updates on changes to mining and mineral processing at site.

Areas bounding cultural heritage sites as identified from prior consultation and surveys are flagged within our Geographical information System (GIS). Our protocol to permit ground disturbance requires work to be at safe respecful distance from these areas. Where items or evidence of unknown cultural heritage are encountered, Chance Finds should not be disturbed, until an assessment by competent professionals is made and actions taken.

Gold-ore bodies at site have been mined by several generations in the modern era. Mining will continue to focus underground and no existing communities are envisaged to be disrupted, nor need to relocate.

Our Community Liaison Officer Trish Botha, engages with local Martu people. This programme extends over respect for Traditional Owners, supporting the interests of women in participatory planning and building-capacity, for meaningful jobs, training and procurement.

Murlpirrmarra hosts Wiluna team

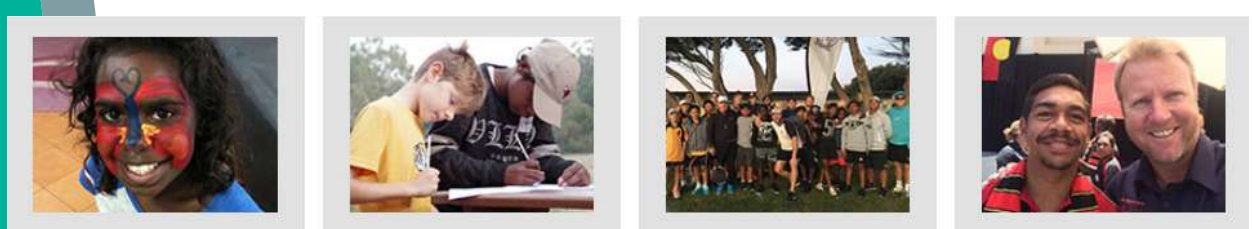

Figure 13: Murlpirrmarra Programmes.

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7. Working with Communities (continued)

As we build relationships in the local community we are listening actively to their interest in the operation and to provide feedback ensure we act on their requests, suggestions, concerns or complaints.

A challenge for us is in the employment of local-Aboriginal people. The Wiluna Training Centre is a Public Private Partnership supported by some regional mining companies and we provided funding of $18k.

We will continue our support for its vocational training effort to develop a group of local people who have skills to work at our operation. In turn we will need to fairly allow for their cultural commitments and orientation to the workplace.

WMC is proud to continue as a major sponsor of Murlpirrmarra Connection. As a not-for-profit organisation, Murlpirrmarra Connection provides support to Aboriginal youth in the remote communities of Wiluna, Leonora and surrounding regions in Western Australia.

Outcomes on support for the communities and education are found at www.murlpirrmarra.com.au. During the reporting period we hosted parents and young players from Perth in Wiluna for the cultural experience (sport carnival)organised by Murlpirrmarra Connection. The Wiluna students team was hosted in Perth for a reciprocal match and to attend the 'Indigenous Round' of national football.

WMC supported a range of community interests as shown in the table to the right.

WMC, Contractors and site employees raised $4,000 at a 'quiz night' for the school in Wiluna. A pizza oven was also donated to the school.

Both WMC and Byrnecut supported the training of trade apprentices at site. We will provide an update for the next reporting period on efforts to:

- Include Martu people in our support of small business enterprises and to diversify the local economy;
- Offer casual employment to university undergraduates for work experience; and
- Rebuild capacity of the Wiluna Training Centre and development of trainees to whom we can provide employment or work experience.

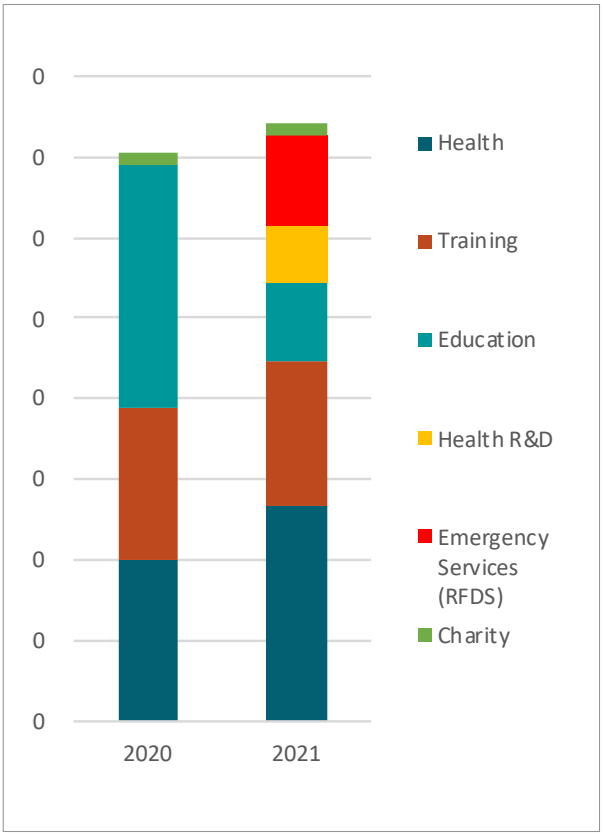

Figure 14: Support of Community Interests.

Figure 15: Support for the School at Wiluna.

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8. Environmental Stewardship

8.1 Monitor and manage impacts

Our Environmental Policy is found on the company website and intranet. We are committed to protection of the environment. The Operation maintains an Environmental Management Plan (EMP) to monitor, avoid, minimise or mitigate impacts on the environment. It takes into consideration the intent of ISO 14001:2015 Environmental Management Systems - Requirements with guidance for use. A risk-based approach is used to prioritise environmental aspects for attention. Certification is not a consideration.

The WA - Environmental Protection Authority provides 'Stewardship' on five Principles related to:

1. The Precautionary Principle
2. Intergenerational Equity
3. Biodiversity and Ecological Integrity
4. Incentive Mechanisms
5. Waste Minimisation.

Environmental risk assessment for our project designs and plans have been reinforced with regard to the Precautionary Principle to avoid serious or irreversible harm from our Operation. Where we have more definitive evaluations of risk and protection measures in our work, we will obtain both internal and regulatory approval. Stakeholder engagement is also envisaged.

The conservation of biological diversity and ecological integrity is built into our internal permitting for ground disturbance. It is also needed for regulatory perming of new areas, as we are obliged to protect critical habitats and show application of the mitigation hierarchy. Our Mine Closure Plan will strive to establish modified habitats on landforms for wildlife corridors and continuity of some endemic flora.

8.2 Management of Non-Mining Wastes

The EPA Principle regarding Waste Minimisation expects all reasonable and practicable measures be taken to minimise the generation of waste and discharge into the environment. To this end we have increased our efforts in the control of wastes and improved housekeeping in work areas.

Employees and contractors have joined in a major clean-up. Many recoverable wastes were found scattered across site.

A sustained effort is now in play having implemented a waste management plan which covers:

- Guidance, training and awareness
- Holding departments accountable
- Regular inspections and audit
- Signage and demarcation of transfer stations for waste segregation and recovery, prevention of spillage and diverting waste from landfill
- Revising contracts for transport and receival of waste for recycling or recovery.

Management has championed the waste management plan to success.

Waste-transfer stations encourage the re-use and re-purposing of materials, e.g. clean pallets and intermediate bulk containers. Pride in the workplace is now realised as the backlog of wastes has been cleaned up. Employees can now see obvious and disorderly placement of wastes that need attention.

Notable Inventories of wastes recovered include:

- Waste oil or grease drummed and wrapped
- Scrap high density polyethylene pipe (65.3t)
- Deregistered aluminium fire extinguishers

Employees also made a difference, collecting 'containers for change' (on drink containers at the site mess) to donate $2,300 to the RFDS.

In our next report we will provide an update on consolidating wastes at site for transport.

Single-use plastics remain a challenge for us. Disposable containers for meals remain in use. In this reporting period about 3,500 single-use containers per week were dispensed for meals. Single-use containers for beverages and plastic cutlery were also used. We will provide an update on single use plastics in our next report.

8. Environmental Stewardship
(continued)

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Figure 16: Clean-up and Recovery Campaign.

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8. Environmental Stewardship (continued)

8.3 Tailings and Mining-Waste Management

Large scale facilities at the Operation are mapped in our Geographical Information System and include:

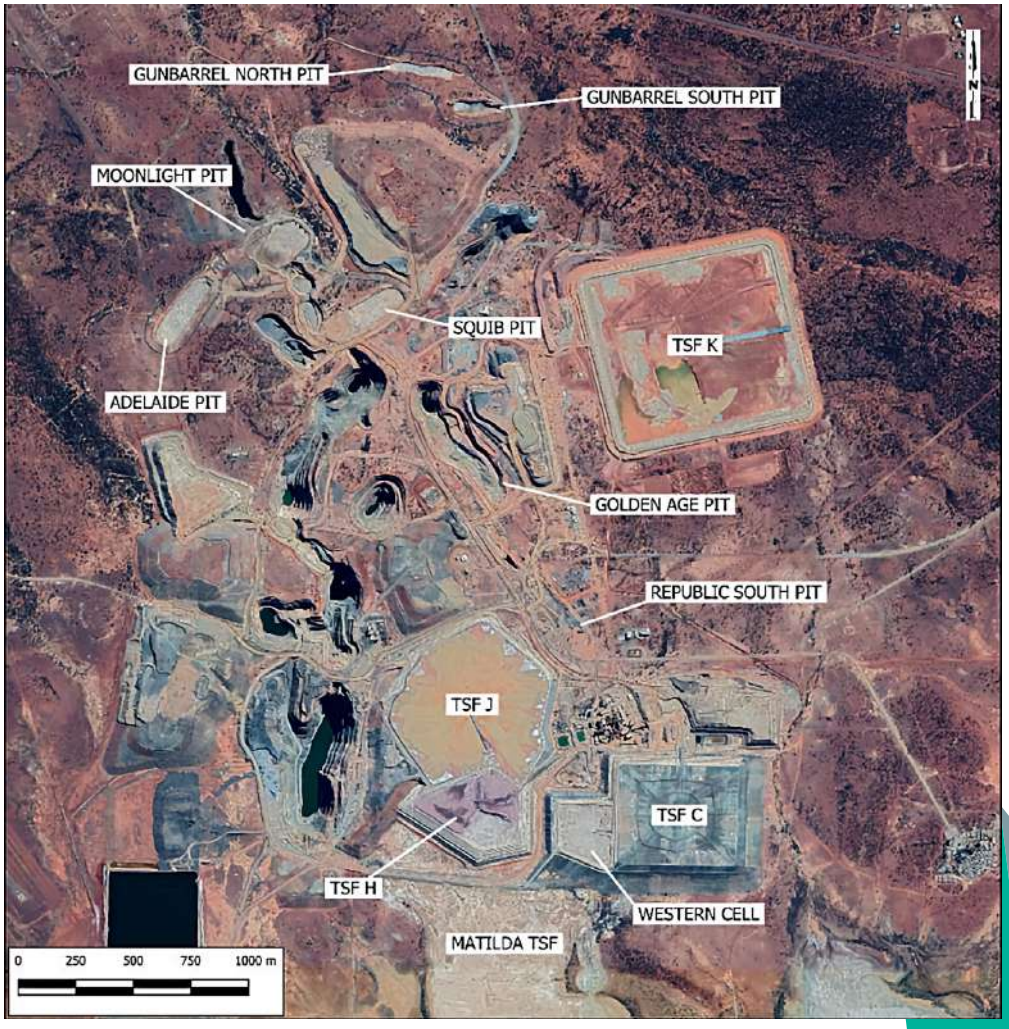
- Prominent landforms for open pit mining, placement of waste rock and storage of tailings. Some portals for underground mining are 'in pit' and less prominent.
- Infrastructure for fuel and reagent storage, power generation, mineral processing, mine services and accommodations.
- Tailings Storage Facilities (TSF) and waste rock landforms (WRL) that span the history of mining at Wiluna.

Some TSFs have been fully reclaimed for recovery of incremental gold value. These tailings were redeposited in newer facilities. Other storages are covered by extensive waste-rock landforms.

Tailings have been discharged to (inactive) open pits. Above-ground TSFs are larger and include the operational TSF K (Figure 17). All supernatant waters from operational TSFs are contained and returned to the mineral processing circuit.

We are compiling the reports and records of older TSFs. Our focus is on the above-ground TSFs. For the next reporting period we will present our reviews and efforts to better understand risks posed by these facilities to people or the environment.

Figure 17: Tailings Storage Facilities.



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8. Environmental Stewardship (continued)

Figure 18: Awareness and Preparedness at a Local Level.

The base and inner walls of TSF K have been reworked with lower-permeability materials to minimise seepage in the design approved by environmental and mining regulators. The signature of seepage water disperses naturally in the hypersaline groundwater of the underlying regolith. Supernatant water from TSF K is incorporated as 'make-up' water in mineral processing. Monitor bores around the Operation are sampled to check for potential impacts from the TSFs.

In our future reports we will provide updates on efforts to minimise the amount of waste rock brought to surface – to manage costs, GHG emissions and potential impacts of storage above ground. We will consider use of tailings for paste fill underground with the added benefit of optimising TSF storage capacity above ground.

8.4 Cyanide and Hazardous Materials

Reagent sodium cyanide is both manufactured and transported to site under ICMC certification. An internal standard is being prepared for the management of sodium cyanide at the Operation.

> Our supplier of reagent cyanide is competent, contingent and supportive in protection of people and the environment.

It will align to the Principles of the International Code for the Management of Cyanide (ICMC). Management may authorise operational conditions and facilities at variance to the ICMC based on risk to people and the environment.

8.5 Noise and Dust

With a nominal buffer zone of about 1 km from the Operation to Communities of Interest, there is a low risk of impact or nuisance to them from dust, noise or vibration related to underground blasting. During the reporting period, underground blasting occurred for exploration/development headings, however, no complaints were received from Communities of Interest.

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> Water monitoring near Lake Way is ongoing to check for impacts and to show compliance.

Figure 19: Surface Water Monitoring.

9. Biodiversity, Land Use and Mine Closure

9.1 Land use and ecological sensitivity

The current Mining Proposal for DMIRS, indicates critical habitats are not at risk, from the Operation. Priority species recorded in the region are not in areas of proposed disturbance. It has not been necessary to create environmental offsets for potential impacts on critical habitats.

Note for completeness, our exploration and mining activities are far and remote from World Heritage Sites in Western Australia, or the Northern Territory.

Future exploration and environmental studies are planned for groundwater supplies. Stygofauna may be recorded in aquifers and control of ecological risks will be undertaken as arising.

There is a closed loop between the Mineral-Processing Plant and TSFK for the re-use of water decanted from the TSF. An excess of saline water, from underground or open-pit mining voids, may be discharged to the salt-lake environment of Lake Way.

Lake sediments nearer the discharge zone show some elements are at variance to the levels in the broader environment. There are natural influences on water quality, as the lake waters dry out between rainfall/inundation events.

Aquatic invertebrates and diatoms are monitored and no clear relationship to discharge-water quality is evident. Fringing vegetation communities near the lake are also monitored and no operational impacts are discernible. Pronounced changes due to sporadic rainfall are evident. Threatened or Priority flora were not impacted by the discharge.

Previous ecological baseline studies have recorded migratory and nomadic-bird species after rainfall-inundation at Lake Way.

9.2 Mine Closure

The operation sits within a large array of exploration, mining and pending leases, in total 1591 km^2. Inside this array, 1003 ha are subject to operational activity, or were disturbed by past activity. Mine closure activities, such as the reshaping of landforms and revegetation are underway on a further 389 Ha.

The footprint areas of notable landforms, or 'domains' to be addressed for mine closure include:

- 180 ha – Waste Rock Landforms
- 277 ha – Tailings Storage Facilities

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9. Biodiversity, Land Use and Mine Closure (continued)

- 155 ha – Open Pits
- 189 ha - Trafficable areas
- 74 ha – Infrastructure
- 78 ha – Exploration.

The operation maintains a Mine Closure Plan (MCP) as required by comprehensive guidelines of DMIRS. Importantly this plan covers within its structure:

- Stakeholder consultation
- Land use and closure outcomes
- Risks to effective closure
- Implementation scenarios and activities
- Financial provision for closure.

Given the remoteness of the operation and the small population of Wiluna, stability of landforms; protection of stakeholders; and the environment will be key considerations in planning for closure.

As the mining plan develops it will enable stakeholders to consider definitive-post closure outcomes from which they may benefit.

The Operation is supported by GIS experts to map in detail, the areas where rehabilitation has begun. These areas have been tallied and agreed with DMIRS from which it sets the fee payable to the Mining Rehabilitation Fund (MRF).

Wiluna Mining also estimates the cost of an internal liability which aligns to the scheduling of rehabilitation activities before and after the end of mining and mineral processing.

All types of land disturbance are classified into 'domains', e.g. waste-rock landforms; or TSFs.

Land-reclamation experts support the Operation in determining chemical and physical properties of soils and mining-waste materials to determine:

- Suitability or hostility to plant growth
- Resistance to erosion
- Prevention of acid and metalliferous drainage (AMD)
- Slopes and drainage structures landforms.

Figure 20: Soil Erosion Tests.

> Erosion and rehabilitation experts tested mixtures of rock and soil to find the best combination for capping and revegetating landforms.

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10. Water, Energy and Climate Change

10.1 Water

The Operation is permitted to:

- Draw approximately 1.5 GL/yr of groundwater targeting low chloride content from the Eastern Borefield for use in mineral processing.
- Draw approximately 0.15 GL/yr of low-salinity water from the Caledonian open pit for specific demands in mineral processing, for accommodations and personnel. Water was not drawn from this source during the reporting period.
- Discharge approximately 2.1 GL of hypersaline water from dewatering open pits and underground mines in operational areas. The water is a blend of groundwater inflow and incident rainfall to the open pits. The water is discharged to Lake Way.
- Treat accommodations wastewaters in Facultative lagoons and allow infiltration to ground. A Bio-Reactor is being considered as an alternative for treatment of wastewater. Water quality of this discharge would then be suitable for its reuse in mineral processing.

Table 3: Water Draw and Discharge.

Water Movement (GL)	2019 - 2020	2020 - 2021
Eastern Borefield Abstraction (Fresh)	0.99	0.91
Dewatering Discharge to Lake Way	1.12	0.91

During the reporting period a hydrological assessment of the Operational footprint was completed. It showed areas at risk of flooding from extreme rainfall and the works or control measures to implement for protection of people and assets.

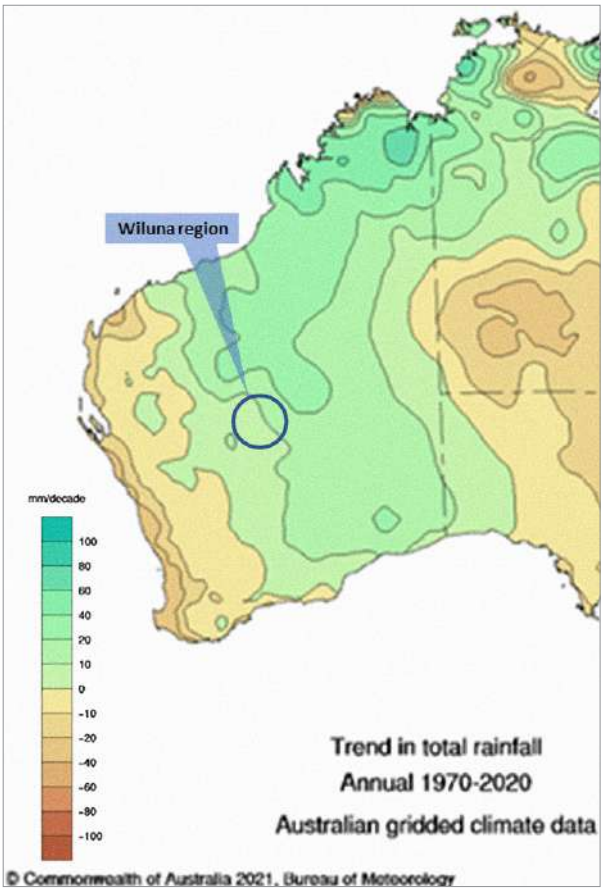
Water management structures were designed to divert rainfall runoff around and away from operational areas. These works have been implemented and help to reduce the sediment load in runoff leaving operational areas.

Groundwater at the Wiluna Operation occurs in the oxidised regolith of crystalline and metamorphic rocks. In the area, a more substantive aquifer is hosted by palaeo-river channel sediments, shallow overlapping alluvial fans and calcrete drainages.

At a regional scale, groundwater is predominantly saline to hypersaline. Fresh to marginal-salinity groundwater occurs in some alluvial fans and calcrete and is likely due to more pronounced recharge from rainfall and runoff.

A Hydrogeological review for the Operation indicated sporadic and high rainfall events likely enhanced recharge to local aquifers. However, lower-overall recharge occurred from 2019 to the end of the reporting period. Even though rainfall is sporadic, Bureau of Meteorology records indicate a very low but slight increase in rainfall in past decades. However, this is not a forecast of rainfall variability.

Figure 20: Decadic Rainfall Trend for WA.



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10. Water, Energy and Climate Change (continued)

Use of some thickened and cemented tailings for underground 'paste fill' is being investigated to partially offset future water demand and tailings discharged to above-ground TSFs.

In consideration of future water demand for the Operation, groundwater exploration is scheduled to occur in the next reporting period.

10. 2 Climate and Greenhouse Gas (GHG) Emissions

Wiluna Mining complies with the National Greenhouse and Energy Reporting Scheme (NGERS) to the Commonwealth Government. Scope 1 and Scope 2 greenhouse and energy figures for recent years are provided in Table 16.

Table 4: GHG Emissions and Energy Use.

Reporting Period	2018 - 2019	2019 - 2020
GHG Emissions (t CO2-e)		
Scope 1	51,713	54,562
Scope 2	51	32
Emission Intensity (tCO_2 e per Au oz)	0.79	0.88
Total Scope 1 & 2	51,764	54,594
Energy (GJ)		
Consumed	986,646	1,035,559
Net Consumed	853,957	888,881
Produced	132,689	146,678

Scope 1 – Greenhouse gas (GHG) emissions at the Operation, relate in the main, to combustion of diesel and gas fuels, for generation of electrical power, use of mining equipment, other vehicles and fugitive emissions.

Scope 2 GHG emissions principally relate to the consumption of purchased electricity at the Perth office. Scope 3 GHG emissions are beyond the tracking and accounting systems for the company at present. In many cases these emissions are reported by the relevant parties in our value chain.

NGERS estimates were in preparation at the time of printing this ESG report, but in 2020/21:

- manning levels at site increased.
- The Mineral Processing Plant continued to operate at a lower rate of throughput.
- Civil works to prepare site occurred, and construction began for the Mineral Processing Plant to extract gold concentrate from ore.
- Mining development underground and dewatering of open pits occurred.
- Exploration drilling was less active, open pit mining stopped, but the carting of ore to the Plant was ongoing.

The changes in emission intensity of GHG reported here, reflects both the overall emissions of GHG and the variability of gold production. Both factors were influenced by the transition from open pit mining, to processing of only stockpiled ore and then to underground development.

Oxides of nitrogen or sulphur and particulates are emitted from fuel combustion in mobile equipment and power generation. These are tallied for the National Pollutant Inventory. These emissions are likely to disperse sufficiently without impact on residents in the town of Wiluna or nearby residents.

The electrical-power station at site is not connected to a regional-electricity grid. Electrical power is provided and operated by Contract Power Group (CPG), a service provider to Wiluna Mining. The electrical generators are powered by natural gas or diesel.

In an arrangement with CPG, the power station will be reconfigured by 2023:

- Some of the diesel powered generation will be displaced by natural-gas powered units.
- Nominally 2 MW of Battery Energy Storage (BES) will be installed to reduce diesel-powered 'spinning reserve' (Figure 21).
- Reducing the intensity of GHG emissions per unit of electrical power generation.

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10. Water, Energy and Climate Change (continued)

Figure 21: Typical layout of a BES unit for site.

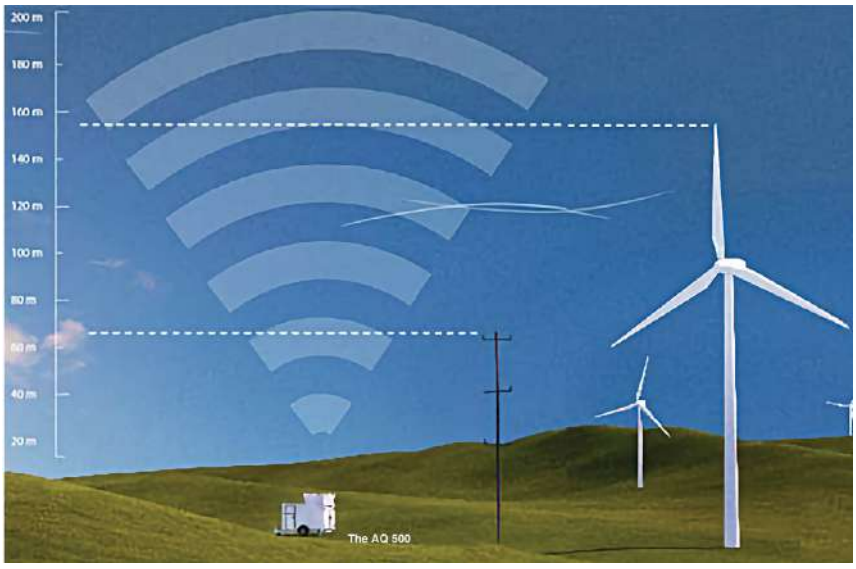

Figure 22: SODAR helps optimize design height for wind turbines.

Wiluna Mining is evaluating renewable-energy sources for the Operation. This will be input to feasibility studies for growth of the Operation. These studies and financial hurdles must be considered to forecast the partial decarbonisation of energy supply to the Operation.

Wind turbines are used to generate electrical power by other mining operations in the region. To estimate the potential application of wind turbines at Wiluna, we have begun to evaluate the annualised variability of wind speed and directions aloft. A SODAR as indicated by the setup shown in (Figure 52) is in place. SODAR, or in full-sonic detection and ranging, is a meteorological instrument which determines wind speed and direction by interpreting the reflection of sound in layers up to several hundred metres aloft.

Wiluna Mining is watching the trials and application of electrical power in mining equipment and particularly for underground operations. A reduction in exhaust-emissions underground, may reduce the energy demand for ventilation. The Operation is supporting trials by manufacturers of electrically-powered drills for use underground. The Operation might otherwise take a precautionary view which ranges from being an 'early adopter' or be part of the 'early majority.'

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WILUNA MINING

ENVIRONMENTAL, SOCIAL & GOVERNANCE

2021

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