

**PanAust 2018 Business Review and Sustainability Report - Global Reporting Initiative INDEX**  
**GRI STANDARDS - CORE OPTION**

GRI Standard	Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance																																																																																				
<b>General Disclosures</b>																																																																																									
GRI 102: General Disclosures 2016	102-1	Fully	3	Company Profile (PanAust Limited)	No																																																																																				
	102-2	Fully	3, 16-21, 30	Company Profile, Economic Performance, Governance (Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																				
	102-3	Fully	3	Company Profile	No																																																																																				
	102-4	Fully	3	Company Profile	No																																																																																				
	102-5	Fully	3, 97	Company Profile, Company Ownership Profile	No																																																																																				
	102-6	Fully	30, 43	Governance (Product Stewardship), Social Performance (PanAust's Stakeholder and Interested Parties table: Customers (smelters and refineries)) <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																				
	102-7	Fully	3-5, 6-9, 16-21, 86, 97	Company Profile, Materiality and Scope of this Report, Economic Performance, Our People, Company Ownership Profile	No																																																																																				
	102-8	Fully	86	<p align="center">Our People (Workplace Diversity)</p> <p><b>DISCLOSURE 102-8: INFORMATION ON EMPLOYEES AND OTHER WORKERS</b></p> <table border="1"> <thead> <tr> <th>GRI 102-8</th> <th>Group</th> <th>Laos</th> <th>Thailand</th> <th>Myanmar</th> <th>Australia</th> <th>PNG</th> </tr> </thead> <tbody> <tr> <td><b>Employment Type</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Male employees - full time</td> <td>2,761</td> <td>2,677</td> <td>0</td> <td>22</td> <td>27</td> <td>35</td> </tr> <tr> <td>Female employees - full time</td> <td>651</td> <td>615</td> <td>4</td> <td>7</td> <td>17</td> <td>8</td> </tr> <tr> <td>Male employees - part time</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Female employees - part time</td> <td>6</td> <td>0</td> <td>0</td> <td>0</td> <td>6</td> <td>0</td> </tr> <tr> <td><b>Total Employees</b></td> <td><b>3,418</b></td> <td><b>3,292</b></td> <td><b>4</b></td> <td><b>29</b></td> <td><b>50</b></td> <td><b>43</b></td> </tr> <tr> <td><b>Breakdown by employee category</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Male employees - permanent</td> <td>2,688</td> <td>2,628</td> <td>0</td> <td>2</td> <td>25</td> <td>33</td> </tr> <tr> <td>Female employees - permanent</td> <td>638</td> <td>607</td> <td>3</td> <td>0</td> <td>21</td> <td>7</td> </tr> <tr> <td>Male employees - fixed term</td> <td>73</td> <td>49</td> <td>0</td> <td>20</td> <td>2</td> <td>2</td> </tr> <tr> <td>Female employees - fixed term</td> <td>19</td> <td>8</td> <td>1</td> <td>7</td> <td>2</td> <td>1</td> </tr> </tbody> </table>	GRI 102-8	Group	Laos	Thailand	Myanmar	Australia	PNG	<b>Employment Type</b>							Male employees - full time	2,761	2,677	0	22	27	35	Female employees - full time	651	615	4	7	17	8	Male employees - part time	0	0	0	0	0	0	Female employees - part time	6	0	0	0	6	0	<b>Total Employees</b>	<b>3,418</b>	<b>3,292</b>	<b>4</b>	<b>29</b>	<b>50</b>	<b>43</b>	<b>Breakdown by employee category</b>							Male employees - permanent	2,688	2,628	0	2	25	33	Female employees - permanent	638	607	3	0	21	7	Male employees - fixed term	73	49	0	20	2	2	Female employees - fixed term	19	8	1	7	2	1	No
GRI 102-8	Group	Laos	Thailand	Myanmar	Australia	PNG																																																																																			
<b>Employment Type</b>																																																																																									
Male employees - full time	2,761	2,677	0	22	27	35																																																																																			
Female employees - full time	651	615	4	7	17	8																																																																																			
Male employees - part time	0	0	0	0	0	0																																																																																			
Female employees - part time	6	0	0	0	6	0																																																																																			
<b>Total Employees</b>	<b>3,418</b>	<b>3,292</b>	<b>4</b>	<b>29</b>	<b>50</b>	<b>43</b>																																																																																			
<b>Breakdown by employee category</b>																																																																																									
Male employees - permanent	2,688	2,628	0	2	25	33																																																																																			
Female employees - permanent	638	607	3	0	21	7																																																																																			
Male employees - fixed term	73	49	0	20	2	2																																																																																			
Female employees - fixed term	19	8	1	7	2	1																																																																																			
	102-9	Fully	30, 46-48, 50-52, 76	Governance (Business Conduct - Sustainability in the Supply Chain, Product Stewardship), Social Performance (Economic Value Generated, Community Development in Laos, Enterprise Development - Supporting Local Businesses), Health and Safety (Security Management), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																				
	102-10	Fully	3, 10-11, 12-13, 97	Company Profile, Executive Chairman's Review, Highlights and Future Challenges, Company Ownership Profile	No																																																																																				
	102-11	Fully	32	Governance (Risk Management)	No																																																																																				
	102-12	Fully	24-25, 27-29, 62-64, 76	Governance (External Standards, Principles and Guidelines - IFC Performance Standards on Environmental and Social Sustainability, MCA Enduring Value, ICMM Sustainable Development Framework, GRI Sustainability Reporting Standards), Governance (Business Conduct - Human Rights - Universal Declaration of Human Rights), Environmental Performance (Cyanide Management Code, Carbon Disclosure Project), Health and Safety (OHSAS18001, Security Management - Voluntary Principles on Security and Human Rights)	No																																																																																				
	102-13	Fully	24-25	Governance. PanAust does not hold positions in any governance bodies or committees and does not provide substantive funding beyond routine membership dues to any external organisation.	No																																																																																				
	102-14	Fully	10-11	Executive Chairman's Review	No																																																																																				
	102-15	Fully	6-9, 10-11, 12-13, 32-33	Materiality and Scope of this Report, Executive Chairman's Review, 2018 Highlights and Future Challenges, Governance (Risk Management)	No																																																																																				
	102-16	Fully	14-15, 24-28, 85	PanAust's Vision, Mission and Values, Governance (External Standards, Principles and Guidelines, Building a Sustainability Culture, Business Conduct), Our People	No																																																																																				

GRI Standard		Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance
	102-17	Mechanisms for advice and concerns about ethics	Fully	28, 85	Governance (Business Conduct - The Whistleblower Standard and Service), Our People - Aligning Employees with Company Policies and Business systems - Whistleblower Service in English, Lao and Spanish. - Employees receive information on this service via PanAust intranet. - External stakeholders receive information via web links - <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a> .	No
	102-18	Governance structure	Fully	24	Governance (Sustainability Structure)	No
	102-40	List of stakeholder groups	Fully	42-44	Social Performance (Stakeholder Engagement - PanAust's Stakeholders and Interested Parties table)	No
	102-41	Collective bargaining arrangements	Fully	n/a	No collective bargaining agreements in place.	No
	102-42	Identifying and selecting stakeholders	Fully	40-44	Social Performance (Stakeholder Engagement)	No
	102-43	Approach to stakeholder engagement	Fully	6-9, 42-44	Materiality and Scope of this Report, Social Performance (Stakeholder Engagement - PanAust's Stakeholders and Interested Parties table)	No
	102-44	Key topics and concerns raised	Fully	42-44	Social Performance (Stakeholder Engagement - PanAust's Stakeholders and Interested Parties table)	No
	102-45	Entities included in the consolidated financial statements	Fully	97	Company Ownership Profile	No
	102-46	Defining report content and topic Boundaries	Fully	6-9	Materiality and Scope of this Report	No
	102-47	List all material topics	Fully	6-9	Materiality and Scope of this Report	No
	102-48	Restatements of information	Fully	3	Company Profile	No
	102-49	Changes in reporting	Fully	3, 6-9	Company Profile, Materiality and Scope of this Report.	No
	102-50	Reporting period	Fully	9	Materiality and Scope of this Report	No
	102-51	Date of most recent previous report	Fully	9	Materiality and Scope of this Report	No
	102-52	Reporting cycle	Fully	9	Materiality and Scope of this Report	No
	102-53	Contact point for questions	Fully	9	Materiality and Scope of this Report	No
	102-54	Claims of reporting in accordance with the GRI Standards	Fully	7, 96	Materiality and Scope of this Report, Assurance Statement <a href="https://panaust.com.au/reports">https://panaust.com.au/reports</a>	Yes - limited assurance of the GRI Index within the assurance scope - see Assurance Statement on page 96
	102-55	GRI Content Index	Fully	96	Assurance Statement, <a href="https://panaust.com.au/reports">https://panaust.com.au/reports</a> (location of 2018 GRI index)	Yes - see Assurance Statement on page 96
	102-56	External Assurance	Fully	7, 96	Materiality and Scope of this Report, Assurance Statement <a href="https://panaust.com.au/reports">https://panaust.com.au/reports</a> Assurance report provided to General Manager - Corporate Development and Exploration	Yes - limited assurance of the GRI Index within the assurance scope - see Assurance Statement on page 96
<b>Material Topic - Economic Performance</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	16-21	Economic Performance	No
	103-2	The management approach and its components	Fully	16-21	Economic Performance	No
	103-3	Evaluation of the management approach	Fully	16-21	Economic Performance	No
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Fully	16-21, 46-54	Economic Performance, Social Performance (Economic Value Generated, Community Development)	No
	201-2	Financial implications and other risks and opportunities due to climate change	Fully	63-64	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response, <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	No

GRI Standard	Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance	
	201-3	Defined benefit plan obligations and other retirement plans	Fully	n/a	The aggregate total of plan coverage is zero	No
	201-4	Financial assistance received from government	Fully	n/a	PanAust does not receive any significant financial assistance from Governments in the countries in which it has activities, namely Australia, Chile, Laos, Papua New Guinea, Myanmar or Thailand	No
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Fully	48-54	Social Performance (Community Development)	No
	203-2	Significant indirect economic impacts	Fully	46-54	Social Performance (Economic Value Generated, Community Development)	No
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Partially	30, 46-48, 53	Governance (Sustainability in the Supply Chain), Social Performance (Economic value generated, Procurement spend from host community businesses)	No
<b>Environmental</b>						
<b>Material Aspect - Energy and Climate Change</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	63-64	Environmental Performance (Energy and Carbon Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
	103-2	The management approach and its components	Fully	63-64	Environmental Performance (Energy and Carbon Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
	103-3	Evaluation of the management approach	Fully	63-64	Environmental Performance (Energy and Carbon Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Fully	63-64	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response PanAust does not generate electricity to sell back to the grid	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
	302-2	Energy consumption outside the organisation	Not	n/a	Refer to the 2018 Climate Change CDP Response questions	No
	302-3	Energy intensity	Partially	63	Environmental Performance (Energy and Carbon Management),	No
	302-4	Reduction of energy consumption	Fully	63-64	Environmental Performance (Energy and Carbon Management)	No
	302-5	Reductions in energy requirements of products and services	Fully	n/a	PanAust's product is concentrate, an intermediate product used by other industry, not the final product	No
<b>Material Aspect - Water Management</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	58-59	Environmental Performance (Water Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	No
	103-2	The management approach and its components	Fully	58-59	Environmental Performance (Water Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	No
	103-3	Evaluation of the management approach	Fully	58-59	Environmental Performance (Water Management), <a href="http://https://panaust.com.au/managing-environmental-challenges">http://https://panaust.com.au/managing-environmental-challenges</a>	No
GRI 303: Water 2016	303-1	Water withdrawal by source	Fully	59	Environmental Performance (Water Management - Water Usage and Discharge (Megalitres/Year) Phu Kham and Ban Houayxai operations table) PanAust water withdrawal for use in Operations is from surface water: Nam Mo River and Nam Ngun Reservoir. Water is discharged to surface water as well (Nam Mo River and Nam Ngun Reservoir).	No
	303-2	Water sources significantly affected by withdrawal of water	Partially	n/a	Impact assessments are used to identify water resources. PanAust withdraws water from both the Nam Mo River and the Nam Ngun Reservoir. Both of these water sources are not significantly affected by PanAust's operations.	No
	303-3	Water recycled and reused	Fully	59	Environmental Performance (Water Management - Water Usage and Discharge (Megalitres/Year) Phu Kham and Ban Houayxai operations table)	No
<b>Material Aspects - Energy and Climate Change - Air Quality</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	63-64	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response, <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 80
	103-2	The management approach and its components	Fully	63-64	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response, <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
	103-3	Evaluation of the management approach	Fully	63-64	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response, <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Fully	63	Environmental Performance (Energy and Carbon Management - Greenhouse Gas Emissions (tCO2e) table), PanAust uses a base year of 2014 when the last significant changes to processing plants were made. Scope 1 emissions in the base year were 181,450 tCO2-e. Refer to the 2018 Climate Change CDP Response, <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96

GRI Standard		Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance																																																																																																	
	305-2	Energy indirect (Scope 2) GHG emissions	Fully	63	Environmental Performance (Energy and Carbon Management - Greenhouse Gas Emissions (tCO2e) table). PanAust reports location-based emissions. PanAust uses a base year of 2014 when the last significant changes to processing plants were made. Scope 2 emissions in the base year were 55,788 tCo2-e. Refer to the 2018 Climate Change CDP Response	Yes - moderate assurance of Laos operations within the assurance scope see Assurance Statement on page 96																																																																																																	
	305-3	Other indirect (Scope 3) GHG emissions	Fully	63	Environmental Performance (Energy and Carbon Management - Greenhouse Gas Emissions (tCO2e) table). PanAust uses a base year of 2014 when the last significant changes to processing plants were made. Scope 3 emissions in the base year were 242,925 tCo2-e. Refer to the 2018 Climate Change CDP Response	No																																																																																																	
	305-4	GHG emissions intensity	Fully	63	Environmental Performance (Energy and Carbon Management - Energy Consumption (Gigajoules/Megatonne) table), Refer to the 2018 Climate Change CDP Response	No																																																																																																	
	305-5	Reduction of GHG emissions	Fully	63	Environmental Performance (Energy and Carbon Management), Refer to the 2018 Climate Change CDP Response	No																																																																																																	
	305-6	Emissions of ozone-depleting substances (ODS)	Not	n/a	Not deemed material.	No																																																																																																	
	305-7	Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	Not	n/a	Environmental Performance NOx and SOx not deemed material.	No																																																																																																	
<b>Material Aspects - Water Management - Tailings and Waste Rock</b>																																																																																																							
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	58-62	Environmental Performance (Tailings and Waste Rock Management, Water Management, Cyanide Management) <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	No																																																																																																	
	103-2	The management approach and it components	Fully	58-62	Environmental Performance (Tailings and Waste Rock Management, Water Management, Cyanide Management) <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	No																																																																																																	
	103-3	Evaluation of the management approach	Fully	58-62	Environmental Performance (Tailings and Waste Rock Management, Water Management, Cyanide Management) <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	No																																																																																																	
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	Fully	59	Environmental Performance (Water Management - Water Usage and Discharge (Megalitres/Year) Phu Kham and Ban Houayxai Operations table), Refer to the 2018 Water CDP Response. Water discharged to the Nam Ngum reservoir and the Nam Mo river.	No																																																																																																	
	306-2	Waste by type and disposal method	Not	n/a	General waste not deemed material in the context of the tailings waste generation and acid rock drainage (ARD) management	No																																																																																																	
	306-3	Significant spills	Fully	58	Environmental Performance, Zero significant environmental incidents, spills or otherwise, occurred in the reporting period	No																																																																																																	
	306-4	Transport of hazardous waste	Fully	n/a	As prescribed by the Basel Convention, the Company does not recycle or ship any hazardous waste internationally, hence not deemed material	No																																																																																																	
	306-5	Water bodies affected by water discharges and/or runoff	Not	n/a	The Company's operations do not discharge to water-bodies or habitats of high biodiversity value; discharges are stringently managed to IFC and Government of Laos requirements and background conditions so that there is no significant affect to water-bodies discharged, hence not deemed material	No																																																																																																	
	G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Fully	61	Environmental Performance (Tailings/Waste Rock Quantities (tonnes) for Phu Kham and Ban Houayxai table), <a href="https://panaust.com.au/managing-environmental-challenges">https://panaust.com.au/managing-environmental-challenges</a>	No																																																																																																	
<b>Material Aspect - Product Stewardship</b>																																																																																																							
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																																	
	103-2	The management approach and it components	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																																	
	103-3	Evaluation of the management approach	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No																																																																																																	
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	Fully	n/a	The Company's products are sold in bulk and not packaged for the end customer, hence not deemed material	No																																																																																																	
<b>Social</b>																																																																																																							
<b>Labour Practices and Decent Work</b>																																																																																																							
<b>Material Aspect - Employee Engagement - Employment</b>																																																																																																							
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	79-93	Our People	No																																																																																																	
	103-2	The management approach and it components	Fully	79-93	Our People	No																																																																																																	
	103-3	Evaluation of the management approach	Fully	79-93	Our People	No																																																																																																	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Partially	79-93	Our People (Workforce Numbers Full-Time Employees by Work Location table, PanAust voluntary turnover average rate (percentage of total workforce) table, Lao-Nationals as a Proportion of Supervisor/Professional and Management Roles 2014-2018 chart, Talent Management - Localisation Progress (Lao Operations) Proportion of Lao-Nationals in the Workforce 2013-2018 chart, Workforce Statistics to December 2018 table) Note that ethnicity is of greater relevance in the region in which the Company operates, hence ethnic background is reported  DISCLOSURE 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER <table border="1"> <thead> <tr> <th rowspan="2">GRI 401-1</th> <th rowspan="2">Total</th> <th colspan="2">Gender</th> <th colspan="5">Age Group</th> <th colspan="5">Region</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Under 20</th> <th>20 - 29</th> <th>30 - 49</th> <th>50 - 59</th> <th>60 and over</th> <th>Laos</th> <th>Thailand</th> <th>Myanmar</th> <th>Australia</th> <th>PNG</th> </tr> </thead> <tbody> <tr> <td>Employees new hires and turnover</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Employees new hires</td> <td>310</td> <td>222</td> <td>88</td> <td>4</td> <td>169</td> <td>115</td> <td>19</td> <td>3</td> <td>234</td> <td>0</td> <td>26</td> <td>12</td> <td>38</td> </tr> <tr> <td>Employee hiring rate (%)</td> <td>9.07</td> <td>8.04</td> <td>13.39</td> <td>57.14</td> <td>14.98</td> <td>5.47</td> <td>11.66</td> <td>17.65</td> <td>7.11</td> <td>0.00</td> <td>89.66</td> <td>24.00</td> <td>88.37</td> </tr> <tr> <td>Employees turnover<sup>4</sup></td> <td>336</td> <td>284</td> <td>52</td> <td>0</td> <td>74</td> <td>222</td> <td>31</td> <td>9</td> <td>244</td> <td>0</td> <td>4</td> <td>13</td> <td>75</td> </tr> <tr> <td>Employee turnover rate (%)</td> <td>9.83</td> <td>10.29</td> <td>7.91</td> <td>0.00</td> <td>6.56</td> <td>10.56</td> <td>19.02</td> <td>52.94</td> <td>7.41</td> <td>0.00</td> <td>13.79</td> <td>26.00</td> <td>174.42</td> </tr> </tbody> </table> <sup>4</sup> Includes voluntary and involuntary turnover	GRI 401-1	Total	Gender		Age Group					Region					Male	Female	Under 20	20 - 29	30 - 49	50 - 59	60 and over	Laos	Thailand	Myanmar	Australia	PNG	Employees new hires and turnover															Employees new hires	310	222	88	4	169	115	19	3	234	0	26	12	38	Employee hiring rate (%)	9.07	8.04	13.39	57.14	14.98	5.47	11.66	17.65	7.11	0.00	89.66	24.00	88.37	Employees turnover <sup>4</sup>	336	284	52	0	74	222	31	9	244	0	4	13	75	Employee turnover rate (%)	9.83	10.29	7.91	0.00	6.56	10.56	19.02	52.94	7.41	0.00	13.79	26.00	174.42	No
GRI 401-1	Total	Gender		Age Group					Region																																																																																														
		Male	Female	Under 20	20 - 29	30 - 49	50 - 59	60 and over	Laos	Thailand	Myanmar	Australia	PNG																																																																																										
Employees new hires and turnover																																																																																																							
Employees new hires	310	222	88	4	169	115	19	3	234	0	26	12	38																																																																																										
Employee hiring rate (%)	9.07	8.04	13.39	57.14	14.98	5.47	11.66	17.65	7.11	0.00	89.66	24.00	88.37																																																																																										
Employees turnover <sup>4</sup>	336	284	52	0	74	222	31	9	244	0	4	13	75																																																																																										
Employee turnover rate (%)	9.83	10.29	7.91	0.00	6.56	10.56	19.02	52.94	7.41	0.00	13.79	26.00	174.42																																																																																										

GRI Standard	Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance																																																																																									
	401-2	Fully	n/a	Part-time employees receive the same benefits as full-time employees; temporary workers are engaged for jobs that are not afforded the same benefits due to their limited ability to be able to contribute to production and long-term company growth, hence not deemed material, Refer to 2012 Sustainability Report	No																																																																																									
	401-3	Not	n/a	Not deemed material in 2018	No																																																																																									
<b>Material Aspect - Safety Culture - Occupational Health and Safety</b>																																																																																														
GRI 103: Management Approach 2016	103-1	Fully	68-77	Health and Safety Performance <a href="https://panaust.com.au/health-and-safety">https://panaust.com.au/health-and-safety</a>	No																																																																																									
	103-2	Fully	68-77	Health and Safety Performance <a href="https://panaust.com.au/health-and-safety">https://panaust.com.au/health-and-safety</a>	No																																																																																									
	103-3	Fully	68-77	Health and Safety Performance <a href="https://panaust.com.au/health-and-safety">https://panaust.com.au/health-and-safety</a>	No																																																																																									
GRI 403: Occupational Health and Safety 2016	403-1	Not	68-77	Not deemed material in 2018, Refer to the 2012 Sustainability Report for detail	No																																																																																									
	403-2	Fully	68-77	Health and Safety Performance (Safety Performance - 2016-2018 PanAust Group Reportable Incidents table), PanAust's safety statistics include all workers (including employees and contractor) working on PanAust controlled worksites. Absenteeism not deemed material due to the FIFO/DIDO employment model, Occupational diseases rate - 0.00, Lost Day Rate - 0 (no LTIs in 2018), PanAust does not collect this data by gender	Yes - limited assurance of contractor safety performance for Laos operations included in the assurance scope - see Assurance Statement on page 96																																																																																									
	403-3	Not	n/a	Not deemed material in 2018	No																																																																																									
	403-4	Fully	n/a	No trade unions.	No																																																																																									
<b>Not Material Aspect - Development and Training - Training and Education</b>																																																																																														
GRI 103: Management Approach	103-1	Fully	80-84	Our People	No																																																																																									
	103-2	Fully	80-84	Our People	No																																																																																									
	103-3	Fully	80-84	Our People	No																																																																																									
GRI 404: Training and Education 2016	404-1	Fully	81	Our People	No																																																																																									
	404-2	Fully	80-84	Our People	No																																																																																									
	404-3	Fully	n/a	<p><b>DISCLOSURE 404-3: PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS</b></p> <table border="1"> <thead> <tr> <th rowspan="2">GRI 404-3</th> <th colspan="2">Gender</th> <th colspan="7">Employee Category</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Executive</th> <th>Management</th> <th>Professional and Supervisory</th> <th>Experienced / Qualified labour</th> <th>Skilled Labour<sup>1</sup></th> <th>Semi-skilled Labour</th> <th>Unskilled Labour</th> </tr> </thead> <tbody> <tr> <td>Employees receiving regular performance and development reviews (%)</td> <td>89</td> <td>83</td> <td>92</td> <td>90</td> <td>85</td> <td>70</td> <td>103</td> <td>88</td> <td>99</td> </tr> </tbody> </table> <p><sup>1</sup> Each year performance reviews are conducted for all eligible Lao employees in April and for all remaining eligible employees in December. Data showing in excess of 100% is a reflection of employees being reported in an Employee Category where there were graded at the time of the April performance review and have subsequently progressed to a higher employee category.</p>	GRI 404-3	Gender		Employee Category							Male	Female	Executive	Management	Professional and Supervisory	Experienced / Qualified labour	Skilled Labour <sup>1</sup>	Semi-skilled Labour	Unskilled Labour	Employees receiving regular performance and development reviews (%)	89	83	92	90	85	70	103	88	99	No																																																												
GRI 404-3	Gender		Employee Category																																																																																											
	Male	Female	Executive	Management	Professional and Supervisory	Experienced / Qualified labour	Skilled Labour <sup>1</sup>	Semi-skilled Labour	Unskilled Labour																																																																																					
Employees receiving regular performance and development reviews (%)	89	83	92	90	85	70	103	88	99																																																																																					
<b>Material Aspect - Workplace Diversity - Diversity and Equal Opportunity</b>																																																																																														
GRI 103: Management Approach 2016	103-1	Fully	85-89	Our People (Workplace Diversity)	No																																																																																									
	103-2	Fully	85-89	Our People (Workplace Diversity)	No																																																																																									
	103-3	Fully	85-89	Our People (Workplace Diversity)	No																																																																																									
GRI 405: Diversity and Equal Opportunity 2016	405-1	Fully	85-89	<p>Our People (Workplace Diversity, Workforce Statistics)</p> <p><b>DISCLOSURE 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</b></p> <table border="1"> <thead> <tr> <th rowspan="2">GRI 405-1</th> <th>Total</th> <th colspan="2">Gender</th> <th colspan="5">Age Group</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Under 20</th> <th>20 - 29</th> <th>30 - 49</th> <th>50 - 59</th> <th>60 and over</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>0.38</td> <td>100.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>69.23</td> <td>23.08</td> <td>7.69</td> </tr> <tr> <td>Management</td> <td>5.38</td> <td>80.98</td> <td>19.02</td> <td>0.00</td> <td>2.72</td> <td>76.63</td> <td>18.48</td> <td>2.17</td> </tr> <tr> <td>Professional and Supervisory</td> <td>24.20</td> <td>85.13</td> <td>14.87</td> <td>0.00</td> <td>15.96</td> <td>77.87</td> <td>5.44</td> <td>0.73</td> </tr> <tr> <td>Experienced/ Qualified labour</td> <td>20.92</td> <td>87.27</td> <td>12.73</td> <td>0.00</td> <td>38.32</td> <td>59.16</td> <td>2.10</td> <td>0.42</td> </tr> <tr> <td>Skilled Labour</td> <td>23.55</td> <td>91.18</td> <td>8.82</td> <td>0.00</td> <td>34.04</td> <td>62.11</td> <td>3.73</td> <td>0.12</td> </tr> <tr> <td>Semi-skilled Labour</td> <td>20.68</td> <td>67.19</td> <td>32.81</td> <td>0.57</td> <td>51.91</td> <td>43.71</td> <td>3.54</td> <td>0.28</td> </tr> <tr> <td>Unskilled Labour</td> <td>4.89</td> <td>37.13</td> <td>62.87</td> <td>1.80</td> <td>45.51</td> <td>46.11</td> <td>6.59</td> <td>0.00</td> </tr> <tr> <td><b>Total</b> Ctrl+Left click</td> <td><b>100.00</b></td> <td><b>80.78</b></td> <td><b>19.22</b></td> <td><b>0.20</b></td> <td><b>33.00</b></td> <td><b>61.53</b></td> <td><b>4.77</b></td> <td><b>0.50</b></td> </tr> </tbody> </table>	GRI 405-1	Total	Gender		Age Group						Male	Female	Under 20	20 - 29	30 - 49	50 - 59	60 and over	Executive	0.38	100.00	0.00	0.00	0.00	69.23	23.08	7.69	Management	5.38	80.98	19.02	0.00	2.72	76.63	18.48	2.17	Professional and Supervisory	24.20	85.13	14.87	0.00	15.96	77.87	5.44	0.73	Experienced/ Qualified labour	20.92	87.27	12.73	0.00	38.32	59.16	2.10	0.42	Skilled Labour	23.55	91.18	8.82	0.00	34.04	62.11	3.73	0.12	Semi-skilled Labour	20.68	67.19	32.81	0.57	51.91	43.71	3.54	0.28	Unskilled Labour	4.89	37.13	62.87	1.80	45.51	46.11	6.59	0.00	<b>Total</b> Ctrl+Left click	<b>100.00</b>	<b>80.78</b>	<b>19.22</b>	<b>0.20</b>	<b>33.00</b>	<b>61.53</b>	<b>4.77</b>	<b>0.50</b>	No
GRI 405-1	Total	Gender		Age Group																																																																																										
		Male	Female	Under 20	20 - 29	30 - 49	50 - 59	60 and over																																																																																						
Executive	0.38	100.00	0.00	0.00	0.00	69.23	23.08	7.69																																																																																						
Management	5.38	80.98	19.02	0.00	2.72	76.63	18.48	2.17																																																																																						
Professional and Supervisory	24.20	85.13	14.87	0.00	15.96	77.87	5.44	0.73																																																																																						
Experienced/ Qualified labour	20.92	87.27	12.73	0.00	38.32	59.16	2.10	0.42																																																																																						
Skilled Labour	23.55	91.18	8.82	0.00	34.04	62.11	3.73	0.12																																																																																						
Semi-skilled Labour	20.68	67.19	32.81	0.57	51.91	43.71	3.54	0.28																																																																																						
Unskilled Labour	4.89	37.13	62.87	1.80	45.51	46.11	6.59	0.00																																																																																						
<b>Total</b> Ctrl+Left click	<b>100.00</b>	<b>80.78</b>	<b>19.22</b>	<b>0.20</b>	<b>33.00</b>	<b>61.53</b>	<b>4.77</b>	<b>0.50</b>																																																																																						
<b>Human Rights</b>																																																																																														
<b>Material Aspect - Security Management</b>																																																																																														
GRI 103: Management Approach	103-1	Fully	28-29, 76	Governance (Business Conduct - Human Rights, PanAust Human Rights Management Approach Table), <a href="https://panaust.com.au/community/managing-human-rights">https://panaust.com.au/community/managing-human-rights</a> Health & Safety Performance (Security Management)	No																																																																																									

GRI Standard	Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance	
	103-2	The management approach and it components	Fully	28-29, 76	Governance (Business Conduct - Human Rights, PanAust Human Rights Management Approach Table), <a href="https://panaust.com.au/community/managing-human-rights-health-safety-performance-security-management">https://panaust.com.au/community/managing-human-rights-health-safety-performance-security-management</a>	No
	103-3	Evaluation of the management approach	Fully	28-29, 76	Governance (Business Conduct - Human Rights, PanAust Human Rights Management Approach Table), <a href="https://panaust.com.au/community/managing-human-rights-health-safety-performance-security-management">https://panaust.com.au/community/managing-human-rights-health-safety-performance-security-management</a>	No
GRI 410: Security	410-1	Security personnel trained in human rights policies or procedures	Fully	76	Health and Safety Performance (Security Management)	No
<b>Society</b>						
<b>Material Aspects - Stakeholder Engagement; Community Relations</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	40-45	Social Performance (Stakeholder Engagement), <a href="http://https://panaust.com.au/community">http://https://panaust.com.au/community</a>	No
	103-2	The management approach and it components	Fully	40-45	Social Performance (Stakeholder Engagement), <a href="http://https://panaust.com.au/community">http://https://panaust.com.au/community</a>	No
	103-3	Evaluation of the management approach	Fully	40-45	Social Performance (Stakeholder Engagement), <a href="http://https://panaust.com.au/community">http://https://panaust.com.au/community</a>	No
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Fully	40-45	Social Performance. 100% of operations (Phu Kham and Ban Houayxai) and the Frieda River Project have stakeholder engagement plans, impact assessments and development programs.	No
	413-2	Operations with significant actual and potential negative impacts on local communities	Fully	40-45	Social Performance	No
	G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Fully	45	Social Performance (Grievance management)	Yes - limited assurance of community grievance data and PNG grievance (see Case Study: The Frieda River Accord) within the assurance scope - see Assurance Statement on page 96
	G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Fully	45	Social Performance (Grievance management)	Yes - limited assurance of community grievance data and PNG grievance (see Case Study: The Frieda River Accord) within the assurance scope - see Assurance Statement on page 96
<b>Material Aspect - Business Conduct - Anti-corruption</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	28	Governance (Business Conduct - Anti-Bribery and Corruption)	No
	103-2	The management approach and it components	Fully	28	Governance (Business Conduct - Anti-Bribery and Corruption)	No
	103-3	Evaluation of the management approach	Fully	28	Governance (Business Conduct - Anti-Bribery and Corruption)	No
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Fully	28	Governance (Business Conduct - Anti-Bribery and Corruption). PanAust assesses bribery and corruption risks as part of the enterprise risk management process.	No
	205-2	Communication and training about anti-corruption policies and procedures	Partially	28	Governance (Business Conduct - Anti-Bribery and Corruption)	No
	205-3	Confirmed incidents of corruption and actions taken	Fully	28	Governance (Business Conduct - Anti-Bribery and Corruption)	No
GRI 206: Anti-competitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Fully	27-28	Governance (Business Conduct)	No
<b>Material Aspect - Community Relations - Resettlement</b>						
	G4-MM9	Sites where resettlements took place, the number of households resettled in each , and how their livelihoods were affected in the process.	Fully	45	Social Performance (Resettlement, Livelihood Restoration and Compensation, Compensation Paid (US\$) table)	No
<b>Material Aspect - Post-Closure Preparedness</b>						
	G4-MM10	Number and percentage of operations with closure plans	Fully	54-55, 62	Social Performance (Closure Preparedness), Environmental Performance (Land Rehabilitation and Closure), Phu Kham, Ban Houayxai and the Heap Leach Gold Operation have closure plans.	No
	G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Fully	54-55, 62	Environmental Performance (Land Rehabilitation and Closure - Land Disturbance and Rehabilitation (Hectares) table)	No
<b>Product Responsibility</b>						
<b>Material Aspect - Product Stewardship - Customer Health and Safety</b>						
GRI 103: Management Approach	103-1	Explanation of the material topic and Boundaries	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-2	The management approach and it components	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-3	Evaluation of the management approach	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
GRI 416: Customer Health and	416-1	Assessment of the health and safety impacts of product and service categories	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a> .	No
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
<b>Material Aspect - Product Stewardship - Product and Service Labelling</b>						
GRI 103: Management Approach	103-1	Explanation of the material topic and Boundaries	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-2	The management approach and it components	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-3	Evaluation of the management approach	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	417-2	Incidents of non-compliance concerning product and service information and labelling	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
<b>Material Aspect - Product Stewardship - Marketing Communications</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-2	The management approach and it components	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-3	Evaluation of the management approach	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
GRI 102: General	102-2	Activities, brands, products, and services	Fully	n/a	The Company does not sell any banned or disputed products, only commodity metals, hence not deemed material in 2018	No

GRI Standard		Disclosure title	Reported	Page Ref.	Cross-reference/Direct answer/Omission	External Assurance
GRI 417: Marketing and Labelling 2016	417-3	Incidents of non-compliance concerning marketing communications	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
<b>Material Aspect - Product Stewardship - Compliance</b>						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and Boundaries	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-2	The management approach and its components	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
	103-3	Evaluation of the management approach	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Fully	30	Governance (Business Conduct - Product Stewardship), <a href="https://panaust.com.au/corporate-governance">https://panaust.com.au/corporate-governance</a>	No