

Statement of Use PanAust Limited has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

Topic	Aspect	GRI Standard	Clause	Disclosure title	Reported	Page Ref. (FINAL)	Cross-reference/Direct answer/Omission	External Assurance
General Disclosures	Organisation and Reporting Practice	GRI 2: General Disclosures 2021	2-1	Name of the organisation	Fully	5	Company Profile	No
General Disclosures	Organisation and Reporting Practice	GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	Fully	98	Company ownership profile	No
General Disclosures	Organisation and Reporting Practice	GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	Fully	9	Report scope, Transparent reporting	No
General Disclosures	Organisation and Reporting Practice	GRI 2: General Disclosures 2021	2-4	Restatements of information	Fully	N/A	No restatements in 2022.	No
General Disclosures	Organisation and Reporting Practice	GRI 2: General Disclosures 2021	2-5	External Assurance	Fully	9,99	Materiality of scope of this report, Assurance statement	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
General Disclosures	Activities and Workers	GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Fully	5,10-11, 17, 29	Company Profile, MD and CEO's review, Operational Performance, Product Stewardship	No
General Disclosures	Activities and Workers	GRI 2: General Disclosures 2021	2-7	Employees	Fully	89	Our People	No
General Disclosures	Activities and Workers	GRI 2: General Disclosures 2021	2-8	Workers who are not employees	Fully	84, 89	Contractor Management, Our People	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Fully	22-33	Governance	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	Not	N/A	The PanAust Board of Directors are nominated by the Companies ultimate beneficial owner, Guangdong Rising Holding Group Co LTD.	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Partially	N/A	The chair of PanAust Board of Directors is not a senior executive within the organisation.	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Partially	22-33	Governance	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Partially	N/A	The PanAust Board of Directors delegates its responsibility for managing impacts to the PanAust Managing Director and Chief Executive Officer via the Shareholder Decision Making Requirements for PanAust Group document.	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Partially	7	Materiality and Scope, The PanAust Board of Directors delegates its responsibility for managing impacts to the PanAust Managing Director and Chief Executive Officer via the Shareholder Decision Making Requirements for PanAust Group document.	No.
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Partially	N/A	Conflicts of interest are required to be declared under the PanAust Group Anti-Bribery and Corruption Standard (1-5-30).	No

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General Disclosures	Governance	GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Partially	N/A	Critical concerns are reported through to the PanAust Board of Directors by the PanAust Managing Director and Chief Executive Officer, or via other senior executives during PanAust Board Meetings.	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Not	N/A	Not deemed to be a material aspect	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Not	N/A	Not deemed to be a material aspect	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-19	Remuneration policies	Partially	23	Remuneration Strategy	No
General Disclosures	Governance	GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Not	N/A	Not deemed to be a material aspect	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Not	N/A	Not deemed to be a material aspect	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Partially	10-11, 23-24	MD and CEO's review, Sustainability Structure	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-23	Policy commitments	Fully	31	Governance (Risk Management)	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Fully	31	Risk Management Policies, Framework and Processes	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Fully	48	Grievance Management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Fully	26-27	Business Conduct, The Whistleblower Standard and Service,	No
General Disclosures	Strategy, Polices and Practices	GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Partially	26, 60	Business Conduct, Environmental performance	No
General Disclosures	Strategy, Polices and Practices	GRI 102: General Disclosures 2016	2-28	Membership associations	Fully	24	External standards, principles and guidelines	No
General Disclosures	Stakeholder Engagement	GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Fully	7, 41-43	Materiality of scope of this report, Social Performance (Social licence and stakeholder engagement)	No
General Disclosures	Stakeholder Engagement	GRI 2: General Disclosures 2021	2-30	Collective bargaining arrangements	Fully	N/A	No collective bargaining agreements in place	No
Material Topics								
Material Topics	Disclosure	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Fully	7	Materiality and Scope	No
Material Topics	Disclosure	GRI 3: Material Topics 2021	3-2	List of material topics	Fully	8	PanAust Material Issues 2022	No
Economic Performance								
Economic Performance	Operational and Financial Performance	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	15-21	Economic Performance	No
Economic Performance	Operational and Financial Performance	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Fully	15-21, 50-55	Economic Performance, Social Performance (Economic Value Generated, Community Development)	No
Economic Performance	Operational and Financial Performance	GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Partially	70-73	Energy and carbon management	No
Economic Performance	Operational and Financial Performance	GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	Not	N/A	Not deemed to be a material aspect	No
Economic Performance	Operational and Financial Performance	GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	Not	N/A	Not deemed to be a material aspect	No

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Economic Performance	Operational and Financial Performance	G4	MMS G4-EC1	Report countries of operations that are either candidate to or compliant with the Extractive Industries Transparency Index (EITI).	Not	N/A	Not deemed to be a material aspect	No
Economic Performance	Indirect Economic Impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	50-51	Economic value generated	No
Economic Performance	Indirect Economic Impacts	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Fully	50-55	Economic value generated, community development	No
Economic Performance	Indirect Economic Impacts	GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	Fully	50-55	Economic value generated, community development	No
Governance								
Economic Performance	Anti-Corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	26-27	Governance (Business Conduct - Anti-Bribery and Corruption)	No
Economic Performance	Anti-Corruption	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Partially	26-27, 31	Governance (Business Conduct - Anti-Bribery and Corruption). PanAust assesses bribery and corruption risks as part of the enterprise risk management process.	No
Economic Performance	Anti-Corruption	GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Partially	26-27	Governance (Business Conduct - Anti-Bribery and Corruption)	No
Economic Performance	Anti-Corruption	GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and action taken	Fully	26-27	Governance (Business Conduct - Anti-Bribery and Corruption)	No
Economic Performance	Anti Competitive Behaviour	GRI 3: Material Topics 2021	3-3	Management of material topics	Partially	26-27	Governance (Business Conduct - Anti-Bribery and Corruption)	No
Economic Performance	Anti Competitive Behaviour	GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly behaviours.	Fully	26-27	Governance (Business Conduct - Anti-Bribery and Corruption)	No
Environmental Performance								
Environmental Performance	Energy and Carbon Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	70-73	Energy and carbon management	No
Environmental Performance	Energy and Carbon Management	GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Energy and Carbon Management	GRI 302: Energy 2016	302-3	Energy intensity	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Energy and Carbon Management	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Energy and Carbon Management	GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Energy and Carbon Management	GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Energy and Carbon Management	GRI 305: Emissions 2016	305-4	GHG emissions intensity	Fully	70-73	Energy and carbon management	Yes - Reasonable assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Water Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	61-63	Water management	No
Environmental Performance	Water Management	GRI 303: Water 2016	303-1	Interactions with water as a shared resource	Partially	61-63	Water management	No
Environmental Performance	Water Management	GRI 303: Water 2016	303-2	Management of water related discharge-related impacts	Partially	61-63	Water management	No

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Environmental Performance	Water Management	GRI 303: Water 2016	303-3	Water withdrawal	Fully	61-63	Water management	No
Environmental Performance	Water Management	GRI 303: Water 2016	303-4	Water discharge	Fully	61-63	Water management	No
Environmental Performance	Water Management	GRI 303: Water 2016	303-5	Water consumption	Not	N/A	Not deemed to be a material aspect	No
Environmental Performance	Tailings and Waste Rock	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Fully	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Fully	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	G4	G4-DMA Effluents and Waste	Include discussion of: - processes to manage risks associated with overburden, waste rock, tailings, sludges and other residues (for example, structural stability of storage facilities, metal leaching potential, and hazardous properties) - types of tailings facilities owned or operated and the use of lined v unlined pits. - approaches taken to minimise waste and its potential environmental impacts.	Fully	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	GRI 306: Waste 2020	306-3	Waste generated	Fully	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	G4	G4-EN23	Total weight of waste by type and disposal method	Partially	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	G4	G4-EN24	Total number and volume of significant spills	Fully	60	Environmental performance	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Tailings and Waste Rock	G4	G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Partially	64-66	Tailings and waste rock management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Environmental Performance	Cyanide Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	67	Cyanide management	No
Environmental Performance	Land Rehabilitation and Closure	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	68-69	Land rehabilitation and closure	No
Environmental Performance	Land Rehabilitation and Closure	GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside of protected areas.	Not	N/A	Not deemed to be a material aspect	No
Environmental Performance	Land Rehabilitation and Closure	GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity.	Not	N/A	Not deemed to be a material aspect	No
Environmental Performance	Land Rehabilitation and Closure	GRI 304: Biodiversity 2016	304-3	Habitats protected or restored.	Partially	68-69	Land rehabilitation and closure	No
Environmental Performance	Land Rehabilitation and Closure	GRI 304: Biodiversity 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	Not	N/A	Not deemed to be a material aspect	No
Environmental Performance	Land Rehabilitation and Closure	G4	G4-DMA Biodiversity	Include consideration of ecosystems services and associated values.	Partially	60	Environmental performance	No
Environmental Performance	Land Rehabilitation and Closure	G4	G4-EN12 Biodiversity	Include impacts identified as a consequence of any resettlement or closure activities reported under MM9 and MM10.	Partially	68-69	Land rehabilitation and closure	No

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Environmental Performance	Land Rehabilitation and Closure	G4	MM1	Amount of land owned leased and managed for production activities or extractive use disturbed or rehabilitated.	Fully	68-69	Land rehabilitation and closure	No
Environmental Performance	Land Rehabilitation and Closure	G4	MM2	The number or percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number or percentage of those sites with plans in place.	Not	N/A	Not deemed to be a material aspect	No
Environmental Performance	Environmental incidents and social licence	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	60	Environmental performance	No
Environmental Performance	Environmental incidents and social licence	GRI 307: Environmental Compliance 2016	307-1	Non Compliance with environmental laws and regulations	Fully	60	Environmental performance	No
Environmental Performance	Dust and Noise emissions	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	74	Dust and noise emissions	No
Environmental Performance	Dust and Noise emissions	G4	G4-DMA Emissions	the management approach regarding emissions should include discussion of the management of fugitive emissions such as dust from mining and processing activities or noise and seismic impacts from explosives use through for example monitoring activities and compliance with regulatory limits.	Fully	74	Dust and noise emissions	No
Environmental Performance	Dust and Noise emissions	G4	G4-EN21 Emissions	NOx, SOx and other significant air emissions - include emissions from both major mobile sources and stationary sources.	Not	N/A	Not deemed to be a material aspect	No
Social Performance								
Social	Community Development	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	50-56	Economic value generated, Community development, Closure preparedness and messaging, Sustainable Livelihoods Program	No
Social	Community Development	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Fully	50-56	Economic value generated, Community development, Closure preparedness and messaging, Sustainable Livelihoods Program	No
Social	Community Development	GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	Fully	42-47	Social licence and stakeholder engagement	No
Social	Community Development	G4	G4-DMA Local Communities	Report whether there are programs in place for assessing the impacts of operations on local communities. See IFC performance standard 1 - Social and environmental impact assessment and management systems.	Fully	42-47	Social licence and stakeholder engagement	No
Social	Donations	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	28, 52-55	Sponsorships and donations, Community development	No
Social	Bribery and Corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	26-27, 29	Business conduct, Anti-Bribery and corruption, No Sustainability in the supply chain	No
Social	Bribery and Corruption	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Fully	26-27, 30-32	Business conduct, Anti-Bribery and corruption. No PanAust assesses bribery and corruption risks as part of the enterprise risk management process.	No
Social	Bribery and Corruption	GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Fully	26-27	Business conduct, Anti-Bribery and corruption	No
Social	Bribery and Corruption	GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and action taken	Fully	26-27	Business conduct, Anti-Bribery and corruption	No

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Social	Closure Messaging	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	56	Closure preparedness and messaging, Sustainable Livelihoods Program	No
Social	Grievance Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	41-46, 48	Social performance, Social licence and stakeholder engagement, Grievance management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Social	Grievance Management	G4	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	Fully	42-49	Social licence and stakeholder engagement	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Social	Grievance Management	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.	Fully	42-49	Social licence and stakeholder engagement	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Social	Social Licence	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	42-49	Social licence and stakeholder engagement	No
Social	Social Licence	GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures.	Fully	26-28, 86-87	Business conduct, Security management	No
Social	Social Licence	GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples.	Fully	26-28, 48, 86-87	Business conduct, Grievance management, Security management	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Social	Social Licence	GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments.	Partially	87	Security management	No
Social	Social Licence	GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures.	Fully	26-27, 86-87	Business conduct, Security management	No
Social	Social Licence	GRI 412: Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Partially	26-29	Human rights, Sustainability in the supply chain	No
Social	Social Licence	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Fully	50-56	Economic value generated, Community development, Closure preparedness and messaging, Sustainable Livelihoods Program	No
Social	Social Licence	GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	Fully	42-47	Social licence and stakeholder engagement	No
Social	Social Licence	G4	G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	26-27	Business conduct	No
Social	Artisanal and Small-scale Mining	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	57	Artisanal and small scale mining	No
Social	Artisanal and Small-scale Mining	G4	MM8	Number and % of operating sites where ASM takes place on or adjacent to the site, associated risks and actions taken to manage these risks.	Fully	57	Artisanal and small scale mining	No
Health and Safety Performance								
Health & Safety	Safety Performance	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-1	Occupational Health & Safety Management System	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-2	Hazid identification, risk assessment and incident investigation	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-3	Occupational Health Services	Fully	75-87	Health and safety performance	No

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Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-4	Worker participation, consultation and communication on occupational health and safety.	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-5	Worker training on occupational health and safety	Fully	75-87, 91-92	Health and safety performance, Training and development	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-6	Promotion of worker health	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-8	Workers covered by an occupational health and safety system	Fully	75-87	Health and safety performance	No
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-9	Work related injuries	Fully	75-87	Health and safety performance	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Health & Safety	Safety Performance	GRI 403: Occupational Health & Safety	403-10	Work related ill health.	Fully	75-87	Health and safety performance	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Health & Safety	Safety Performance	G4	G4-DMA OHS	Organisations should report on the application of ILO Convention 176 on health and safety in mines.	Not	N/A	Laos, Papua New Guinea, Myanmar, Chile and Australia have not ratified c176. Not deemed to be a material aspect.	No
Health & Safety	Safety Performance	G4	G4-LA6	Types of injury, rates of injury, occupational diseases, lost days, absenteeism, fatalities, by region and gender.	Partially	75-87	Health and safety performance	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
Health & Safety	Fitness for work	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	85	Fitness for work	No
Health & Safety	Contractor Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	84	Contractor management	No
Health & Safety	Tailings Dam Management	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	64-65	Tailings and waste rock management	No
Our People								
People	Our People - Employment	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	88-96	Our people	No
People	Our People - Employment	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Fully	90	Our people	No
People	Our People - Employment	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not	N/A	Not deemed to be a material aspect	No
People	Our People - Employment	GRI 401: Employment 2016	401-3	Parental leave	Not	N/A	Not deemed to be a material aspect	No
People	Our People - Employment	G4	G4-DMA Employment	Report how all policies, standards and practices are applied to contractors.	Fully	84, 88-96	Contractor management, Our people	No
People	Our People - Training & Development	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	91-92	Training and development	No
People	Our People - Training & Development	GRI 404: Training and Education	404-1	Average hours of training per year per employee	Fully	91-92	Training and development	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
People	Our People - Training & Development	GRI 404: Training and Education	404-2	Programs for upgrading employee skills and transition to assistance programs	Fully	91-92	Training and development	Yes - limited assurance within the assurance scope - see Assurance Statement on page 99
People	Our People - Workplace diversity	GRI 3: Material Topics 2021	3-3	Management of material topics	Fully	94-95	Workplace diversity	No
People	Our People - Workplace diversity	GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Partially	94-95	Workplace diversity	No

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People	Our People - Workplace diversity	GRI 405: Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	Partially	N/A	The ratios of the basic salary and remuneration of women to men (x:1) by employee category for Phu Bia Mining is as follows. - Management roles - 2.48:1 - Supervisory / Professional roles - 0.89:1 - Administration / Skilled roles - 0.95:1 - Operator / Trade roles - 0.95:1 - Trainee / Labourer roles - 0.95:1 - Junior / Unskilled roles - 0.97:1	No