



# 2023 SUSTAINABILITY REPORT

OUR COMMITMENT  
TO ESG

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This document has not been approved by any competent regulatory or supervisory authority.

## About this Report

This Sustainability Report, published on 30 June 2023, primarily covers the financial year ended 30 June 2022 (FY22) and follows our inaugural Sustainability Report which was released in May 2022. Greatland Gold plc (**Greatland** or the **Company**) is listed on the AIM Market of the London Stock Exchange (AIM:GGP) and is headquartered in Perth, Western Australia. The scope of this Sustainability Report includes our exploration activities, our Perth office, and our 30% joint venture interest in the Havieron gold-copper project (**Havieron**) in Western Australia.

In preparing this Sustainability Report, we have undertaken a desktop review of sustainability context and trends that may affect Greatland. A materiality assessment has not yet been undertaken however we are considering conducting a materiality assessment to inform the reporting content for future Sustainability Reports.

This Sustainability Report has been prepared principally for our stakeholders to provide an understanding of Greatland's approach to sustainability and for us to communicate our sustainability journey. Shareholders, joint venture partners, landowners, employees and contractors are essential to the success of Greatland. We need the confidence and support of our shareholders and joint venture partners to be a sustainable and profitable company. We need open and respectful relationships with Aboriginal people and the Traditional Owners of the land where we work to deliver those same outcomes. We need skilled, motivated and healthy workers and contractors to make it all happen.

### Notes to this Report

All currencies are reported in Australian Dollars (**A\$**) unless otherwise stated. Greatland holds a 30% joint venture interest in Havieron. Information relating to Havieron in this report primarily relates to climate and environmental matters. Havieron data has been sourced from Newcrest Mining Limited's (**Newcrest**; ASX:NCM) 2022 Sustainability Report, has not been independently verified by Greatland, and is reported on a 100% basis unless otherwise stated.

This Sustainability Report has not been data assured however we are considering having the data used in future Sustainability Reports assured.

### Contact for further information

We welcome feedback on this Sustainability Report.

Please visit the Contact Us page on our website.

Email: [info@greatlandgold.com](mailto:info@greatlandgold.com)

## Acknowledgement of Country

*Greatland acknowledges and pays respect to the many Traditional Owner groups upon whose land we operate and honour their cultural connections to their ancestral lands. We value our continuing partnerships with Indigenous peoples and accept our shared responsibility to care for Country.*

## From our Managing Director

Welcome to the Greatland Sustainability Report for the financial year ended 30 June 2022 (FY22) which outlines our approach to sustainability and our journey to deliver long term value and positive outcomes to our stakeholders.

Since our inaugural Sustainability Report released in May 2022, Greatland has continued to make strides in its Environmental, Social and Governance (ESG) journey as we evolve from an ambitious Western Australian focused explorer to a successful mid-tier producer.

We understand that our stakeholders expect us to operate in a sustainable, responsible and transparent manner that respects all people and the environment. We recognise that sustainability is a journey and that investors and financial institutions are increasingly assessing companies based on their ESG performance, with the range of issues and expectations continuing to grow and evolve over time.

Greatland's sustainability approach is guided by the three pillars of ESG, Environment, Social and Governance, as well as our company values of Integrity, Safety, Teamwork, Accountability, Responsibility and Results (ISTARR). Greatland places significant emphasis on compliance with all laws and regulations and is developing a comprehensive policy and governance framework to ensure that the decisions we make daily are in the best interests of all stakeholders. Inherent in their nature, exploration and mining have an impact on the environment and local communities. At Greatland, we want to run our business in a manner that benefits our stakeholders. We hope to be a company that people want and are proud to have in their community.

Greatland, together with our Havieron joint venture partner Newcrest, are committed to sustainable, responsible mining with a vision that focuses on safety, the environment, relationships with the Traditional Owners of the lands we operate on. We benefit from the alignment of these sustainability principles and best practice approach by our joint venture partner during the development of Havieron.

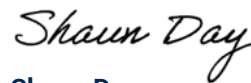
Greatland acknowledges and pays respect to the many Traditional Owner groups upon whose land we operate and honour their cultural connections to their ancestral lands. We value our continuing partnerships with Indigenous peoples and accept our shared responsibility to care for our country.

Our people are Greatland's most important asset and we pride ourselves on encouraging a culture that provides a platform for our employees to perform to the best of their abilities. At Greatland, we are focused on delivering a work environment where every team member at Greatland is committed to promoting and maintaining a safe and healthy workplace environment.

We are continually working on improving health and safety awareness through training, systems improvements, safety behavioural programmes, and close collaboration with our contractors. Greatland had no fatalities or serious life changing injuries at our operations during FY22. Greatland's excellent safety performance across its exploration operations continued with a Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR) of 0.0 during FY22.

We recognise the important contribution precious and base metals have in a low carbon future, particularly copper, as the world transitions to cleaner energy sources. We are excited to engage in the exploration of minerals that are critical to supporting the energy transition.

This year's Sustainability Report outlines the progress we have made in fulfilling our commitments across the three pillars of ESG. I am proud of our achievements so far and look forward to further strengthening our performance across all dimensions of ESG, while continuing to create shared value for our stakeholders and shareholders.



**Shaun Day**

Managing Director

# About Greatland

Greatland is a resources company primarily focused on precious and base metals projects in Australia.

## Our Values

Organisationally, Greatland's core values of integrity, safety, teamwork, accountability, responsibility and results are at the heart of its sustainable operating culture to create positive generational benefits through responsible environmental, social, cultural and economic behaviours.

### What we stand for

## I★STARR

Integrity, Safety, Teamwork, Accountability, Responsibility, Results



**Integrity:** we are honest and act with integrity and respect



**Safety:** we operate with a focus on safety first to maintain a responsible footprint and keep our workplace safe



**Teamwork:** we promote a culture of collaboration and speaking freely to benefit from a diverse range of perspectives



**Accountability:** we are accountable for our actions and build strong relationships through open communication



**Responsibility:** we perform to the best of our ability with a responsibility to our stakeholders, our environment and our planet



**Results:** we aim for the highest standards of performance and conduct in everything we do

# Our Projects

Greatland holds a portfolio of precious and base metals focused exploration and development projects in Australia.

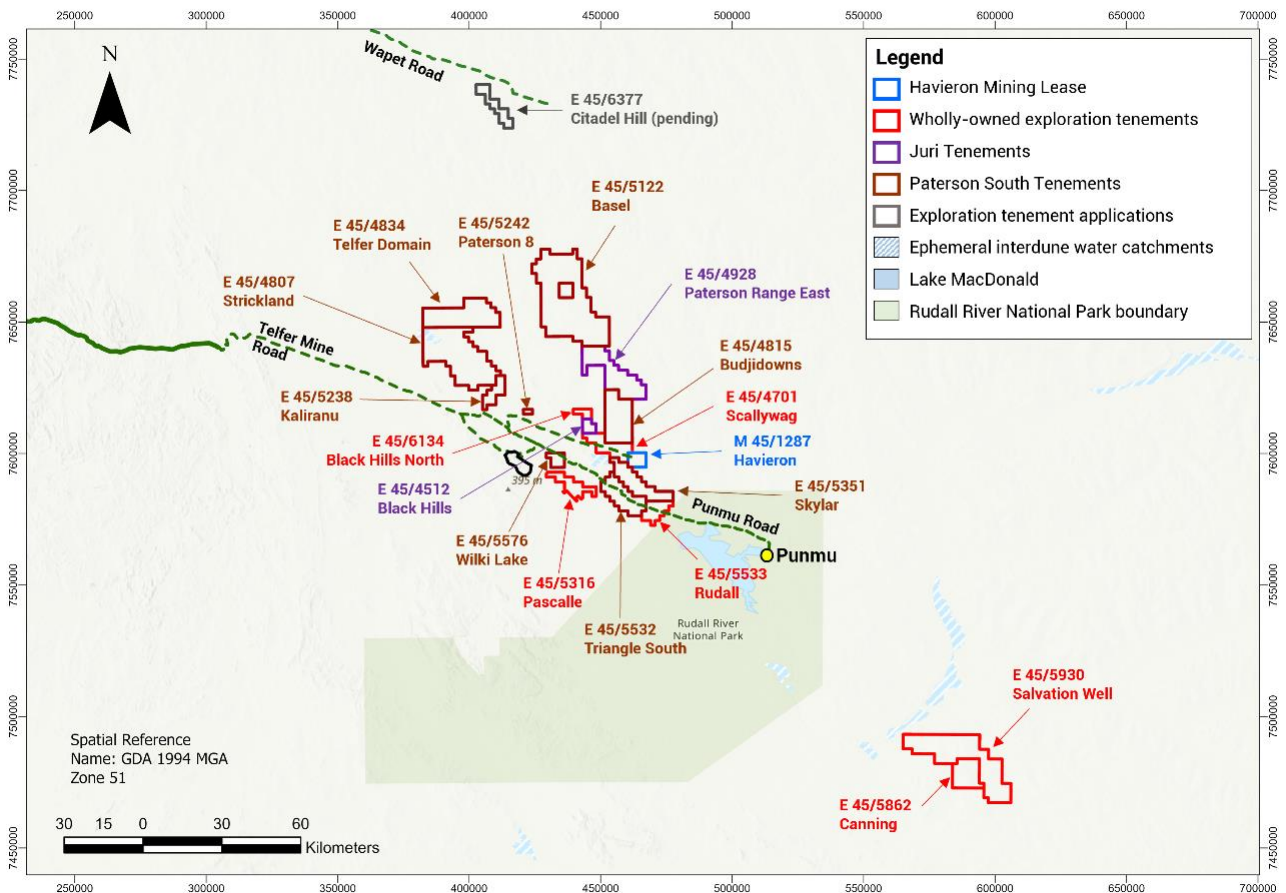
Greatland's principal asset is its 30% interest in Havieron, a high-grade gold-copper deposit located on Mining Lease M45/1287 in the Paterson Province in Western Australia. As noted above, Havieron is being advanced under an unincorporated joint venture (**Havieron JV**) between Greatland Pty Ltd (30%), a wholly-owned subsidiary of Greatland, and Newcrest Operations Limited (**Newcrest Operations**) (70%), a wholly-owned subsidiary of Newcrest.

Greatland holds interests in a number of other exploration projects in the Paterson Province, including:

- **Paterson South:** a farm-in right to earn up to a 75% participating interest in an unincorporated joint venture (**Paterson South JV**) with Rio Tinto Exploration Pty Ltd, a wholly-owned subsidiary of global mining group Rio Tinto (ASX/LSE:RIO), to progress exploration across the Strickland (E45/4807), Budjidowns (E45/4815), Telfer Domain (E45/4834), Basel (E45/5122), Kaliranu (E45/4834), Paterson 8 (E45/5242), Skylar (E45/5351), Triangle South (E45/5532) and Wilki Lake (E45/5576) exploration licences which collectively cover an area of 1,682km<sup>2</sup> within the Paterson South Province of Western Australia (formation of the Paterson South JV is subject to Greatland meeting minimum expenditure and drilling commitments);
- **Scallywag:** which comprises of four wholly-owned granted exploration licences (E45/4701 Scallywag, E45/5316 Pascalle, E45/5533 Rudall and E45/6134 Wanman) which collectively cover an area of approximately 260km<sup>2</sup> adjacent to Havieron;
- **Juri:** a 49% participating interest in an unincorporated joint venture (**Juri JV**) with Newcrest Operations (51%) to progress exploration at the Paterson Range East (E45/4928) and Black Hills (E45/4512) exploration licences which collectively cover an area of approximately 249km<sup>2</sup> northwest of Havieron;
- **Canning:** which comprises of two wholly-owned granted exploration licences (E45/5862 Canning and E45/5930 Salvation Well) which collectively cover an area of approximately 534km<sup>2</sup> located approximately 175km south-east of Havieron; and
- **Citadel Hill:** a pending exploration licence application (E45/6377) covering an area of approximately 71km<sup>2</sup> located approximately 145km north-northwest of Havieron.

Greatland's tenements in the Paterson Province (inclusive of those subject to farm-ins, joint ventures and pending tenement applications) cover a total area of approximately 2,832km<sup>2</sup>.

**Figure 1: Location of Greatland's Paterson Province tenements**



## ABOUT GREATLAND

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Beyond the Paterson Province, Greatland holds several other wholly-owned projects in Western Australia, including:

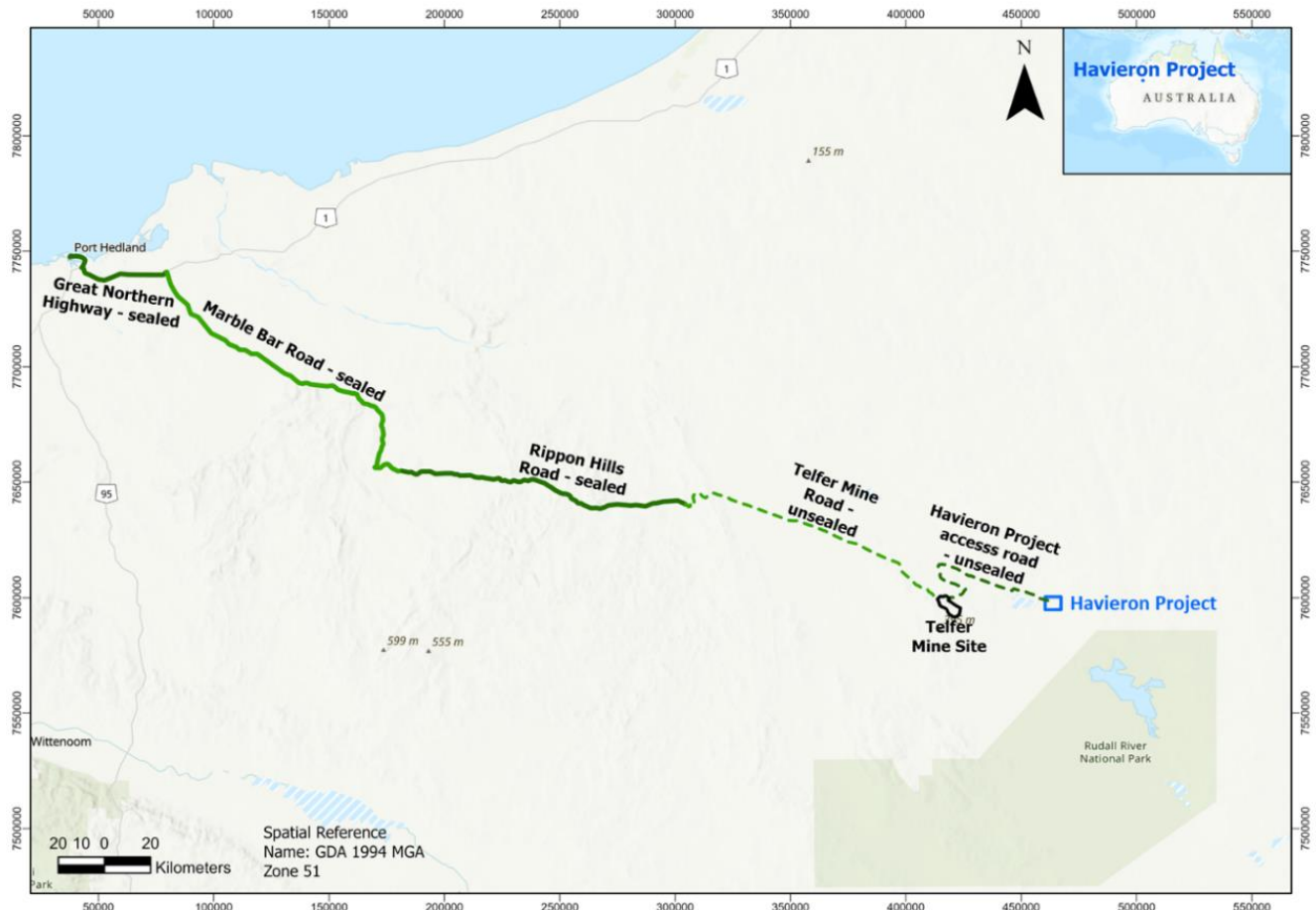
- **Ernest Giles:** located approximately 250km north-east of the town of Laverton in the Yilgarn region of Western Australia, which consists of two granted adjoining exploration licences (E38/2205 Calanchini and E38/3185 Peterswald) that collectively cover an area of approximately 349km<sup>2</sup> and four pending exploration licence applications (E38/3235 Westwood North, E38/3277 Westwood West, E38/3612 Mount Smith and E38/3613 Welstead Hill) that collectively cover an area of approximately 1,461km<sup>2</sup> (total area of approximately 1,810km<sup>2</sup>);
- **Panorama:** located in the Pilbara region of Western Australia, which consists of three granted adjoining exploration licences (E46/1166 Panorama, E45/4936 Panorama North and E46/1170 Panorama East) that collectively cover an area of approximately 156km<sup>2</sup> and one pending exploration licence application (E46/1498 Corunna Hills) covering an area of approximately 108km<sup>2</sup> (total area of approximately 264km<sup>2</sup>); and
- **Bromus:** located approximately 20km southwest of the town of Norseman in southern Western Australia, which consists of two granted adjoining exploration licences (E63/1506 Bromus and E63/1953 Bromus West) that collectively cover an area of approximately 87km<sup>2</sup>.

Greatland's tenements in Western Australia (inclusive of those subject to farm-ins, joint ventures and pending tenement applications) cover a total area of approximately 4,993km<sup>2</sup>.

# Havieron

Havieron is a high-grade gold-copper project centred on a deep magnetic anomaly located within Mining Lease M45/1287 on the traditional lands of the Martu people in the Paterson Province of Western Australia, approximately 485km southeast of the town of Port Hedland and 45km east of Newcrest’s Telfer gold-copper mine (**Telfer**). Havieron is currently being advanced under an unincorporated joint venture between Greatland Pty Ltd (30%), a wholly-owned subsidiary of Greatland, and Newcrest Operations (70%), a wholly-owned subsidiary of Newcrest, pursuant to a joint venture agreement entered into on 29 November 2020 (**HJVA**). Newcrest Operations is the manager and operator of the Havieron JV.

Figure 2: Location of Havieron



A staged development approach is being taken at Havieron:

- **Stage 1** includes the development of a box cut and decline down to the top of the orebody, associated infrastructure, waste rock landform, groundwater production and dewatering borefield, and access track corridor. These works are permitted, and construction commenced in February 2021.
- **Stage 2** (subject to a positive Feasibility Study and a Decision to Mine) includes the development and operation of an underground mine and associated infrastructure, construction of an infrastructure corridor (approximately 50km) connecting Telfer to Havieron, and the processing of ore and tailings deposition at Telfer.

A Pre-Feasibility Study was completed in October 2021, based on a sub-level open stoping mining operation. Subject to a positive Feasibility Study and a Decision to Mine, it is proposed that ore will be transported in trucks from the mine to the modified plant at the Telfer mine along a haul road. Various workstreams to support the Havieron Feasibility Study are continuing to be progressed with several value enhancing options underway to maximise value and de-risk the project.



## Our Supply Chain

Traditional Owners and cultural heritage partners, contractors and suppliers are a critical part of our business. We engage with them to deliver our overall operating strategy and ensure our land use practices are in accordance with cultural heritage requirements. Our supply chain directly or indirectly through our joint venture includes:

### Land access / heritage clearance

- Traditional Owners
- Heritage survey and monitoring personnel
- Heritage clearance groups
- Archaeologists, anthropologists and ethnographic consultants

### Exploration

- Drilling contractors
- Geological contractors and consultants
- Geophysics contractors and consultants
- Lab contractors
- Surveying
- Earthmoving contractors
- Environmental consultants

### Construction, operations and maintenance

- Earthmoving contractors
- Civil contractors
- Fleet, maintenance, parts and equipment
- Power supply

### Transportation

- Freight services
- Haulage services

### Support services

- Labour supply
- Power, communication and IT services

# Sustainability at Greatland

## Sustainability Pillars

Greatland's sustainability pillars are:



**Environment:** minimise our footprint and act with environmental stewardship



**Social:** protect and grow our people. Enhance and share the benefits across local communities and stakeholders



**Governance:** follow strong ethical principles and controls to ensure we do business the right way

## ESG Topics

Our Sustainability Report covers the following ESG topics:



### Environmental

- Regulatory approvals and compliance
- Water use and management
- Waste management
- Emissions
- Biodiversity
- Ground disturbance, rehabilitation and mine closure



### Social

- Health, Safety & Wellbeing
- Diversity, inclusion and gender equality
- Employee attraction and retention
- Training and development
- Human rights
- Communities
- Procurement and supply chain management
- Indigenous engagement



### Governance

- Corporate governance
- Anti-bribery and corruption
- Risk strategy and management approach
- Policies
- Public disclosures: ESG, financial performance and tax
- Approach to stakeholder engagement



# ENVIRONMENT

# Regulatory Approvals and Compliance

## Exploration

Greatland's active exploration activities are predominantly within the Paterson Province of Western Australia. The dominant land use is Aboriginal exclusive possession. The area is within the Great Sandy Desert, an area characterised by red sand plains, dunes and rocky outcrops with vegetation including grasslands and shrubs between sand hills consisting of marble gum, mallee and spinifex.

Our exploration activities are targeted and designed to be operationally efficient. We aim to minimise land disturbance and to restore the surrounding environment back to its original condition once activities have completed.

Management of potential environmental impacts to water, land, waste and biodiversity is of great importance to Greatland, our stakeholders and local communities.

Greatland conducts its exploration activities in a responsible manner and is compliant with all environmental licences, land access agreements, heritage clearances and approvals. We proactively engage with the Traditional Owners before commencing on ground activities.

## Havieron

The Havieron project is being advanced in accordance with Australia's applicable state and national environmental legislation.

Newcrest, as Greatland's Havieron JV partner, has undertaken an extensive stakeholder consultation process in obtaining environmental approvals during the progressive development of Havieron, and has worked closely with Government departments and a Traditional Owner group to achieve project permitting.

A number of comprehensive environmental studies have occurred to date to support the approvals process as well as the Feasibility Study for the project. These assessments include, but are not limited to:

- Flora and vegetation
- Terrestrial fauna
- Subterranean fauna
- Surface water
- Hydrogeological modelling
- Soils assessment and landform design
- Greenhouse gas emissions
- Waste characterisation, tailings and waste rock geochemical analysis

Figure 3: Cultural heritage survey in the Paterson Province (2022)



# Water Use and Management

## Introduction

Water is a valued resource, particularly in the western desert environments in which we operate. There are no permanent bodies of surface water in these areas and it is important Greatland considers potential impacts to cultural heritage and community values in our sustainable water management practices.

Water Management Standards require operations to maintain water balances to guide efficient water use and manage potential local and regional catchment impacts on water sources used by operations and local communities.

## Exploration

Greatland's exploration activities utilise bore water for exploration and some camp management purposes.

Greatland provides bottled water for safe drinking purposes. We implement water management and disposal processes for this safe drinking site water, essential for keeping our people hydrated in the environment which we operate in.

Greatland is in the process of upgrading its bore water usage practices so that they are in line with Western Australian water regulations.

## Havieron

At Havieron, a significant amount of planning and approvals are underway for the supply, use, quality and recycling of water, including:

- Surface water assessments and controls
- Installation of additional water bores
- Amendment to groundwater licence to allow increased groundwater abstraction allocation and dewatering
- Updates to the Water Management Plan to reflect dewatering and drawdown impacts

Two water supply options are being investigated:

- Dewatering and borefield to supply water including for potable water, dust suppression and for the underground mining operations
- Supply from Telfer via an overland pipeline

Hydrogeological studies completed have identified four separate aquifers (or rock formations that contain groundwater) in the Havieron project locality.

Underground mine water will be pumped into a lined evaporation pond.

Newcrest reported the following water withdrawal statistics for Havieron for FY22.

**Table 1: Havieron water withdrawal by source in FY22 (ML)<sup>(1)</sup>**

<b>Category 1<sup>(2)</sup></b>	
Surface water	-
Ground water	-
Produced water	-
Third-party water	-
<b>Total Category 1</b>	<b>-</b>
<b>Category 2<sup>(2)</sup></b>	
Surface water	-
Ground water	207
Produced water	-
Third-party water	-
<b>Total Category 2</b>	<b>207</b>
<b>Total Category 1 &amp; 2</b>	<b>207</b>
<b>Category 3<sup>(2)</sup></b>	
Surface water	-
Ground water	-
Produced water	-
Third-party water	-
<b>Total Category 3</b>	<b>-</b>
<b>Total water withdrawn</b>	<b>207</b>

Source: Newcrest FY22 Sustainability Report dated 7 November 2022 (page 83)

- (1) The International Council on Mining and Metals (ICMM) water reporting guide specifies two water quality categories: High quality and Low quality. High quality typically has high socio-environmental value with multiple beneficial uses and/or receptors. Low quality may typically have lower socio-environmental value as the poorer quality may restrict potential suitability for use by a wide range of other users/receptors. Newcrest refers to the Minerals Council of Australia (MCA) Water Accounting Framework (WAF) and the ICMM reporting guide to categorise water quality. ICMM's 'High quality' is consistent with category 1 and 2 of the MCA WAF, and ICMM's 'Low quality' is consistent with Category 3 of the MCA WAF (refer to p.35 of the ICMM (2021) Water Reporting: Good practice guide, 2nd Edition).
- (2) MCA WAF categories include: Category 1 – water that is close to the drinking water standards, as it only requires minimum treatment (disinfection) to be safe for human consumption. Category 1 water may be used for all purposes. Category 2 – water that is suitable for a range of purposes, subject to appropriate treatment to remove total dissolved solids and/or to adjust other parameters to be safe for human consumption and more sensitive agricultural and recreational purposes. Category 3 – low quality water which requires significant treatment to raise quality to appropriate drinking water standards.

# Waste Management

## Introduction

Waste management in exploration and mining is essential. The major waste streams in mining are tailings and waste rock with other waste streams including oil, construction and domestic wastes.

## Exploration

Waste produced in exploration includes hazardous waste, mainly oil and non-hazardous waste comprising construction, domestic and general waste, and small amounts of wood, plastic, cardboard and grass clippings.

A regulatory framework exists that requires non-hazardous wastes to be appropriately disposed to registered landfill and all hazardous waste to be appropriately disposed through registered and certified waste management facilities. Greatland complies with all applicable regulatory standards.

For exploration work in the Paterson Province, Greatland leverages approved waste disposal facilities at our joint venture partner’s neighbouring waste processing facility and follows waste disposal practices for its onsite exploration activities. Drilling contractors follow appropriate disposal for hazardous hydrocarbon waste from drilling activities.

## Havieron

At Havieron, a wastewater treatment plant treats industrial wastewater including removing pollutants.

Additionally, the Havieron JV is in the process of completing studies and securing approvals for waste management activities, including:

- Tailings analysis and mine closure requirements
- Material characterisation of the infrastructure corridor soils
- Waste rock characterisation and landform designs including site rehabilitation
- Construction of a waste transfer station with the potential use of a Class II landfill for non-mineralised waste management in the future

Newcrest reported the following waste generated, diverted and disposed statistics in FY22 for Havieron.

**Table 2: Havieron waste generated, diverted and disposed in FY22 (t)**

	Hazardous	Non-Hazardous
Waste generated	530	460
Waste diverted from disposal	-	-
Waste directed to disposal	530	460

*Source: Newcrest FY22 Sustainability Report GRI Index dated 7 November 2022 (GRI Disclosures 306-3, 306-4 and 306-5).*

# Emissions

## Introduction

Gold and copper production and mining in general, are energy intensive industries. According to the World Gold Council, mining and processing activities account for approximately 36% of emissions (Scope 1) generated from fuel and energy sources. Emissions are likely to increase over the life of a mine as the development of the mine progresses and distances to transport mined material from source to process plant increases.

Greenhouse gas emissions (GHGs) are classified under three classes:

- Scope 1 GHG emissions are direct emissions resulting from operating activities;
- Scope 2 GHG emissions are indirect emissions resulting from purchased energy (generally electricity); and
- Scope 3 emissions are indirect GHG emissions (other than Scope 2 emissions) that are generated from sources not owned or controlled by the organisation.

Greatland does not currently collect or estimate its own emissions data but is considering doing so for future Sustainability Reports.

## Exploration

During field activities, emissions are usually confined to the operation of drill rigs, a generator to power facilities and vehicle use.

Figure 4: Serenity camp (2022)



## Havieron

The main source of emissions forecasted at Havieron will be from the combustion of hydrocarbons in vehicles and diesel generators and from the clearing of vegetation.

The following emissions reduction programmes will be considered at Havieron:

- Investigation of the feasibility of alternative energy sources and energy efficient equipment
- Long distance haulage electrification assessment of road train alternatives for ore transport, including electric trucks
- Regular grading of haul roads to increase tyre life and reduce fuel consumption
- Regular maintenance and servicing of vehicles and equipment to minimise exhaust emissions
- Incorporation of energy efficient equipment into plant and operations
- Vehicle selection to take into account fuel consumption efficiency, whilst allowing operational efficiency
- Underground mine haulage via an electric powered shaft and winder
- Increasing operational efficiency through improved scheduling, pit optimisation and reduced rehandling
- Ensure the site layout is efficient to minimise land disturbance and unnecessary clearing of vegetation
- Limit clearing of native vegetation and undertake progressive rehabilitation
- Connections to existing road infrastructure to reduce the need for additional clearing and thus the emissions and energy from construction activities

Newcrest reported the following direct (Scope 1) and indirect (Scope 2) GHG emissions, nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions in FY22 for Havieron.

Table 3: Direct (Scope 1) and Indirect (Scope 2) GHG emissions by source in FY22 (tCO<sub>2</sub>-e)<sup>(1)</sup>

	Havieron
Diesel (automotive)	1,759
Diesel (haulage & production)	5,263
Diesel (power generation)	1,984
<b>Total - Scope 1 GHG emissions</b>	<b>9,006</b>
<b>Total - Scope 2 GHG emissions</b>	<b>-</b>

Source: Newcrest FY22 Sustainability Report dated 7 November 2022 (page 86)

(1) The following GHGs were included in the emissions calculations: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Newcrest used emissions factors from Schedule 1 Part 3 of National Greenhouse and Energy Reporting (NGER) (Measurement) Determination 2008 (kg CO<sub>2</sub>-e/GJ) and the Global Warming Potential rates from NGER Regulations 2.02 (tonne CO<sub>2</sub>-e/tonne). Newcrest aligns its calculations and reporting of emissions with recognised standards including NGER, Global Reporting Initiative (GRI) and the GHG Protocol.

Table 4: NOx, SOx and other significant emissions in FY22 for Havieron (kg)

	Havieron
SO <sub>2</sub>	66
NOx	163,429
CO	41,564
PM <10 µm (combustion)	11,710
PM <10 µm (dust)	454,813
PM <10 µm (combustion and dust)	466,523
PM <2.5 µm	11,274
<b>Total volatile organic compounds</b>	<b>12,483</b>

Source: Newcrest FY22 Sustainability Report dated 7 November 2022 (page 89)

# Biodiversity

## Exploration

Greatland recognises the importance of the conservation of native species and their habitat to have no net loss of biodiversity at Greatland's onsite projects.

Biodiversity responses are undertaken in accordance with regulatory requirements.

Greatland's approved disturbance areas for exploration activities are localised by their nature and are determined utilising principals to minimise our disturbance footprint. Greatland continues to raise awareness among our staff to ensure our plans address potential biodiversity impacts.



Figure 5: Goanna on termite mound, Black Hills

## Havieron

Flora and fauna surveys have been completed at Havieron to assess and mitigate the impact on ecological communities.

The Havieron JV responds to biodiversity through a variety of actions:

- Implementation of a Significant Species Management Plan for Havieron
- Engaging with Traditional Owners on conservation, ecosystem and protected species with examples including:
  - Working on a biodiversity offset package and ideas proposed in partnership with Traditional Owners
  - Population survey on protected species

Newcrest reported the following International Union for Conservation of Nature (IUCN) Red List species and national conservation list species with habitats at Havieron in FY22.

**Table 5: IUCN Red List species and national conservation list species with habitats at Havieron in FY22**

<b>IUCN Red List species</b>	
Critically endangered <sup>(1)(5)</sup>	1
Endangered <sup>(2)(5)</sup>	1
Vulnerable <sup>(3)(5)</sup>	5
Near threatened <sup>(4)(5)</sup>	3
Least concern	12

<b>National Conservation List</b>	
Critically endangered	1
Endangered	4
Vulnerable	3
Threatened	-
Near threatened	1
Special concern	-
Least concern	-

Source: Newcrest FY22 Sustainability Report dated 7 November 2022 (page 85)

- (1) Critically endangered: Night parrot (*Pezoporus occidentalis*)
- (2) Endangered: Northern quoll (*Dasyurus hallucatus*)
- (3) Vulnerable: Ghost bat (*Macroderma gigas*), Black-flanked rock-wallaby (*Petrogale lateralis lateralis*)<sup>^</sup>, Great desert skink (*Liopholis kintorei*)<sup>^</sup>, Greater Bilby (*Macrotis lagotis*)<sup>^</sup>, Grey falcon (*Falco hypoleucos*), Bilby (*Macrotis lagotis*)
- (4) Near threatened: Curlew sandpiper (*Calidris ferruginea*)<sup>^</sup>, Princess parrot (*Polytelis alexandrae*)<sup>^</sup>, Red-necked stint (*Calidris ruficollis*)<sup>^</sup>
- (5) Species marked with <sup>^</sup> are also included on National Conservation Lists (species names are not repeated)



# Ground Disturbance, Rehabilitation and Mine Closure

## Exploration

Greatland understands that we are responsible for preserving the environmental value of the areas that we operate in.

Rehabilitation is considered from the very first stages of exploration planning, such as choosing sites which require minimal vegetation and ground disturbance where possible. Greatland's low-impact exploration activities are by their nature designed to minimise its footprint and ground disturbance. Our camp mobilisation and demobilisation processes are designed to leave the environment in its natural state thereby ensuring no negative or ongoing environmental impact.

All rehabilitation sites in vegetated areas are photographed and documented regularly. Photographs are compared between each monitoring event to confirm:

- no increase or introduction of weeds;
- no observable erosion has occurred;
- hole capping is sufficient and has not created a hazard for animals; and
- natural regeneration of vegetation is occurring.

If monitoring identifies any concerns with the rehabilitation, rectification activities will be implemented until the matter is addressed.

Programme of Works assessments, approvals and rehabilitation commitments are regulated by the Department of Mines, Industry Regulation and Safety and additional key regulatory bodies may also be consulted as required, or advised, through the application process.

In FY22, Greatland undertook 8.65 hectares of ground disturbance, with 13.3 hectares rehabilitated across all our wholly-owned exploration projects. The remaining areas will be rehabilitated once drilling activities are complete. Disturbed areas are progressively rehabilitated to ensure they are physically safe, stable, non-polluting and capable of sustaining the pre-exploration land use.

## Havieron

At Havieron, despite its early stage, planning and management for its eventual closure and rehabilitation are underway. The joint venture promotes and encourages progressive rehabilitation which is integrated into mine planning in order to reduce the residual scope of rehabilitation at the time of mine closure.

Critical to this is seeking inclusive and constructive engagement with local communities, governments and landowners to help build a mutual understanding and manage expectations about the potential impact of our projects and operations. The joint venture has sought engagement with Traditional Owner groups on Havieron's Mine Closure Plan.

Newcrest and Greatland reported the following amounts of land disturbed or rehabilitated in FY22.

**Table 6: Amount of land disturbed or rehabilitated in FY22 (ha)<sup>(1)</sup>**

	Havieron	Greatland
<b>A</b> Land disturbed and not yet rehabilitated (opening balance for FY22)	118	5
<b>B</b> Land newly disturbed within FY22	46	9
<b>C</b> Land newly rehabilitated within FY22 to the agreed end use	1	-
<b>D</b> Land disturbed and not yet rehabilitated (closing balance for FY22) <sup>(2)</sup>	<b>163</b>	<b>13</b>
<b>i</b> Total land undisturbed at end of FY22	4,002	135,984
<b>ii</b> Total land area rehabilitated at end of FY22	1	2
<b>iii</b> Land area held for ancillary purposes	-	1 <sup>(4)</sup>
<b>iv</b> Total land area <sup>(3)</sup>	<b>4,166</b>	<b>136,000<sup>(5)</sup></b>

Havieron data sourced from Newcrest FY22 Sustainability Report dated 7 November 2022 (page 96)

(1) The data presented in the table may not total exactly due to rounding

(2) Land disturbed and not yet rehabilitated (closing balance for FY22) (D) = A + B - C

(3) Total land area (iv) = D + i + ii + iii

(4) Land held for exploration camp

(5) Total land area of granted tenements held by Greatland at 30 June 2022 which does not include the Havieron Mining Lease M45/1287



# SOCIAL

# Health, Safety and Wellbeing

## Overview

Greatland is committed to maintaining the health, safety and wellbeing of all its employees and contractors. Greatland provides a safe workplace and maintains appropriate controls to minimise health and safety risks, including providing training to ensure people have the skills required to work safely.

Greatland promotes a positive, safety-first culture where near misses are reported. The Company's approach to safety is continuously evolving.

Greatland:

- Fully complies with all laws, statutory regulations, and standards with regards to work health, safety and wellbeing
- Regularly reviews its policies and standards with regards to work health and safety matters and continuously strives to achieve the highest standards of work health and safety
- Identifies, assesses, and responsibly manages risks to its employees and the communities in which we operate to keep risks as low as reasonably achievable and within acceptable limits
- Ensures employees undergo appropriate skills training and validation of competencies to understand the risks and responsibilities associated with their employment
- Promotes a 'fit for work' culture. Working under the influence of drugs and alcohol is not tolerated. Work hours, shifts and rosters are monitored to ensure employees are well rested, physically and mentally fit to perform their job at Greatland

## Safety Management System

Greatland has developed a Safety Management System which is illustrated in the below diagram.

Figure 6: Greatland's Safety Management System



## Safety

Greatland is proud of our safety record and notes there has been no fatalities at our sites.

Table 7: Greatland's exploration (excluding Havieron) LTIFR and TRIFR

	FY21	FY22
Loss Time Injury Frequency Rate (LTIFR)	0.0	0.0
Total Recordable Injury Frequency Rate (TRIFR)	0.0	0.0

At Havieron, Greatland has the benefit of working with a joint venture partner with best practice in managing safety, occupational health, and wellbeing and is organisationally committed to a safety-first culture. Greatland seeks to work closely with Newcrest's Health and Safety team at Havieron and share information and experience to align our approach to health, safety and wellbeing.

## COVID-19 Response

Greatland has the benefit from operating in a tier one jurisdiction in the state of Western Australia. The remote location, coupled with health protocols and border restrictions resulted in minimal COVID-19 impacts on operations. Nonetheless, we recognise the challenges faced from the COVID-19 pandemic cannot be avoided. In response, Greatland has adapted work arrangements and continue to monitor and refine its response to improved health, safety and Government protocols.

At Havieron, the joint venture quickly implemented measures to maintain health and wellness at the risk of the COVID-19 pandemic. These measures have applied to the Havieron workforce including fly-in, fly-out (FIFO) arrangements, stakeholders and local communities with operations to date able to continue without interruption.

## Mental Wellbeing

Greatland recognises the nature of remote FIFO work can be challenging in relation to maintaining good mental health and provides mental health first aid training to personnel. This mental health first aid training aims to allow personnel to recognise the signs of mental health issues in others and in themselves.

Greatland also offers an Employee Assistance Program, a professional and confidential counselling service for any personal or work-related issues which is available to all our employees.

# People

Teamwork is one of core values at Greatland and we promote a culture of collaboration and speaking freely to benefit from a diverse range of perspectives.

## Diversity and Inclusion

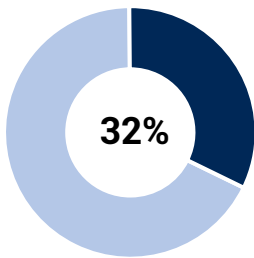
At Greatland, we believe in the power of diversity to add value to our business and are committed to driving a workplace culture that practices and promotes diversity. Diverse viewpoints are key to driving innovation and ensuring balance across the different functions of our business, where there is no dominant voice and everyone's input is valued and encouraged.

**Table 8: Greatland's employees by classification and gender**

	Male	Female	Total
Board of Directors	6	2	8
Employees (permanent and casual)	17	9	26
<b>Total</b>	<b>23</b>	<b>11</b>	<b>34</b>

At the time of publication of this Sustainability Report, Greatland has achieved a gender ratio of 32% female staff.

**Figure 7: Female employees at Greatland**



We take pride in active inclusion of female employees throughout our organisation. This extends to our labour hire and contractor vendors with a heavy focus placed on hiring managers to recruit through fair advertising and selection processes.

## Attraction and Retention

Attracting and retaining the best talent is a priority for Greatland. Having the enviable position of an exploration company discovering an asset such as Havieron, we have talented people and great opportunities at Greatland. We know that working on new geological discoveries is only one part of attracting and retaining talent. Fostering an environment of employee engagement, work flexibility, training and career development, added to competitive remuneration, are key elements of building a high-quality team.

## Training and Development

Learning and training activities are central to staff engagement, learning and development.

In FY22, each of Greatland's field personnel undertook an average of 35 hours of formal training. This included training on work, health and safety matters including four-wheel driving, first aid, mental health and safe work procedures. Training was also conducted on cultural awareness and environmental management.

## Human Rights

Greatland recognises the responsibility of business enterprises to respect human rights, as outlined in the United Nations' Guiding Principles on Business and Human Rights.<sup>(1)</sup>

Our Havieron joint venture partner, Newcrest, is a voluntary signatory to initiatives that incorporate commitments in relation to human rights, including:

- International Council on Mining & Metals (ICMM);
- Voluntary Principles on Security and Human Rights Initiative (VPSHR);
- Extractive Industries Transparency Initiative (EITI); and
- World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard.

In addition, Newcrest has established a human rights policy, available on Newcrest's website. Human rights also features in Newcrest's Indigenous Relations Policy.

Notes: (1) <https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights>

## Procurement and Supply Chain Management

Our suppliers are integral to the success of our business, and we are committed to working with suppliers who share Greatland's commitment to operating in a safe, responsible and sustainable manner.

Greatland aspires to achieve 100% local procurement for its operating activities.

At Havieron, the joint venture supply chain principles, includes a commitment to fair treatment of all suppliers and their representatives, without bias or prejudice, and open and fair competition. Where safety, quality and service are comparable, preference is given to local suppliers.

For service-based agreements, significant weighting is given to factors such as safety record, sustainability approach, culture, and the ability to meet statutory requirements such as licences, permits and relevant standards. In particular, for exploration, Greatland's drilling contractors' safety systems are reviewed during the tender process.

## Communities

We believe that meaningful stakeholder engagement empowers the community where our tenements reside, builds trust and decreases our operational risks. Our approach to social responsibility is to deliver sustainable social and economic benefits to Traditional Owners, native title holders, local communities and interest holders in the regions our projects are located.

At Havieron, the joint venture contributes to the development of local communities through:

- Strategic partnerships;
- Community engagement; and
- Empowering communities through opportunity events.

## Indigenous Engagement

Indigenous engagement and consultation is a key pillar of the work we do, facilitating:

- Responsible and sustainable cultural heritage management for future generations;
- Site specific access on the land of Traditional Owners; and
- Engaged and consulted indigenous partnerships with an educated and engaged Greatland workforce.

We are proud to work with the Traditional Owners on cultural heritage matters.

Greatland has a number of Native Title Land Access Agreements executed with various Prescribed Body Corporates pertaining to our project areas. Additional Land Access Agreements to complete our tenement package are also under negotiation.

Greatland remains committed to achieving mutually beneficial outcomes for our Traditional Owner partners across all our project areas.

### Cultural awareness training

Cultural respect and understanding are embedded in our Code of Conduct. As at the date of publication of this Sustainability Report, all of Greatland's field personnel and contractors in the Paterson Province have undertaken Cultural Awareness Training, aimed at developing our workforce's understanding, respect and appreciation of the local Aboriginal people's law and culture.

**Figure 8: Paterson field personnel who have completed Cultural Awareness Training**





# GOVERNANCE

## Corporate Governance

We are committed to ensuring our corporate governance framework, policies and practices reflect a high standard of corporate governance and ethical behaviour.

At Greatland, we believe corporate governance is a critical pillar on which business objectives and, in turn, shareholder value is built.

Greatland adheres to the Quoted Company Alliance's (QCA) Corporate Governance Code for small and mid-sized quoted companies. Greatland has considered how we apply each principle to the extent that the Board judges these to be appropriate in the circumstances. Greatland considers that it is compliant with all ten Principles of the QCA Code.

## Anti-Bribery and Corruption

Greatland has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all business dealings.

Greatland's Anti-Bribery and Corruption Policy seeks to ensure that no Greatland Personnel make or accept, or agree to make or accept, payments that may constitute bribery, or engage in conduct that is, or may reasonably be considered, as being corrupt.

## Risk Strategy and Management Approach

Greatland seeks to embed effective risk management, considering both opportunities and threats, throughout the organisation.

The Company is developing an updated risk register that identifies key risks in the areas of corporate strategy, financial staff, occupational health and safety, environmental and native title relations. All members of the Board are provided with the risk register. The risk register is reviewed periodically and is updated as and when necessary.

Managing occupational health and safety risk is one of the key focuses of the Board and employees. Staff are required to immediately report any occupational health and safety incidents and regular training is undertaken to ensure compliance with health and safety policies.

In addition, within the scope of Greatland's annual audit, specific financial risks are evaluated in detail, including in relation to foreign currency, liquidity and credit.

## Policies

Greatland's policies and codes include:

- Anti-Bribery and Corruption
- Cultural Heritage
- Diversity and Inclusion
- Environmental and Climate Change
- Social Media
- Supplier Code of Conduct
- Whistleblowing
- Work Health Safety and Wellbeing

## Public Disclosures: ESG, Financial Performance and Tax

The publication of Greatland's second Sustainability Report is intended to allow our stakeholders to obtain a better understanding of Greatland's approach to sustainability and for Greatland to continue its sustainability journey.

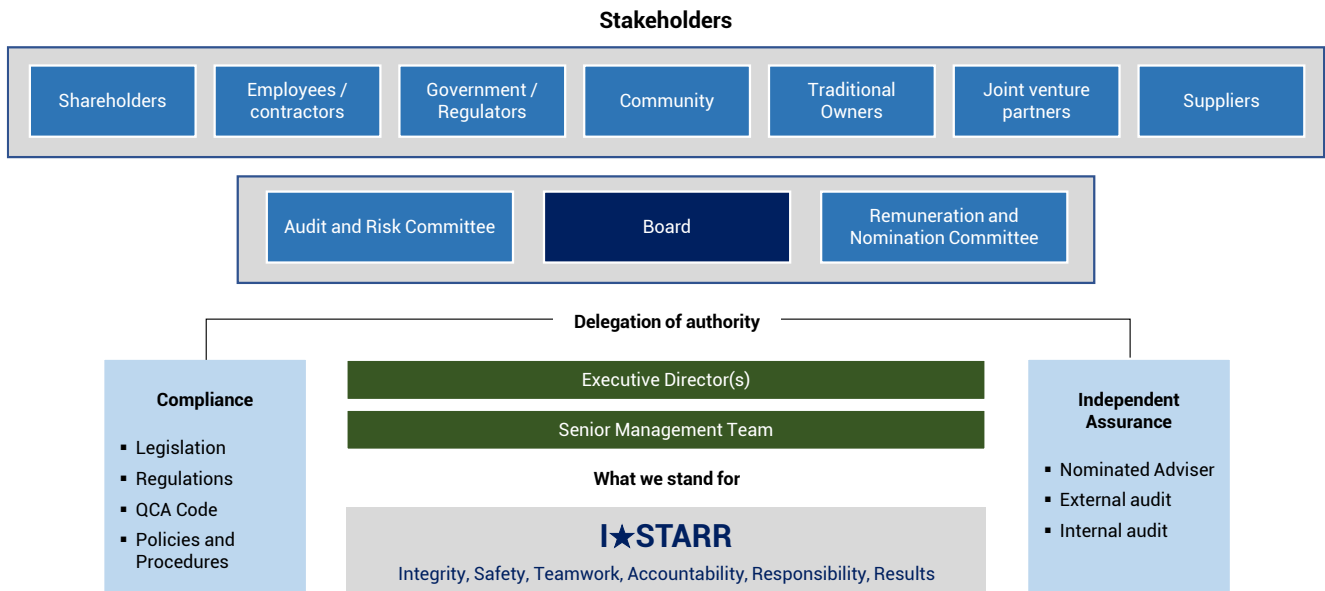
Our financial performance is addressed in our Annual Report and Interim Financial Reports.

# Our Approach to Stakeholder Engagement

Greatland's core stakeholder engagement strategy includes:

- Early consultation and engagement
- Open and transparent communication
- Fostering collaboration
- Welcoming feedback
- Incorporating community and stakeholder considerations into the implementation of our projects

Figure 9: Greatland's Corporate Governance framework





## LOOKING FORWARD

This is the second release of a dedicated Sustainability Report outlining Greatland's approach to ESG matters. This provides a foundation to enable our business to further enhance its sustainability footprint.

This Sustainability Report is for our stakeholders to obtain a better understanding of Greatland's approach to sustainability as Greatland continues on its journey of enhancing its approach to sustainability practices and reporting.




# SUSTAINABILITY REPORT 2023


GREATLAND 

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