



**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
2020**





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FORWARD LOOKING STATEMENTS & DISCLAIMER:

This report may contain certain forward-looking statements and historical operating and financial data. Often, but not always, forward looking statements can generally be identified by the use of forward looking words such as “may”, “will”, “expect”, “intend”, “plan”, “estimate”, “anticipate”, “continue”, and “guidance”, or other similar words and may include, without limitation, statements regarding plans, strategies and objectives of management, anticipated production and expected costs.

Forward-looking statements are subject to a variety of risks and uncertainties which are beyond the Company’s ability to control and could cause actual events or results to differ materially from those anticipated in such forward-looking statements. Western Areas Ltd undertakes no obligation to revise these forward-looking statements to reflect subsequent events or changes in circumstances.

This Report does not include reference to all available information on the Company and should not be used in isolation as a basis to invest in Western Areas. Any potential investors should refer to Western Areas’ other public releases and statutory reports and consult their professional advisers before considering investing in the Company.

Cover Photo – Splendid Fairy Wren at the Cosmos Nickel Operation - by Ashleigh Harris



HIGHLIGHTS

Safety

The Company wide Lost Time Injury Frequency Rate (LTIFR) reduced from 2.2 to 1.47.

COVID-19

To date, the Western Areas mining operations are successfully managing and navigating their way through the COVID-19 pandemic, with high levels of commitment from all employees and partners. The business has managed to operate during this dynamic and challenging period with minimal disruption.

Carbon Disclosure Project

Western Areas has actively and voluntarily disclosed its climate change performance and related issues to the Climate Disclosure Project (CDP) since 2014, which continued with our recent submission in 2020. Western Areas' 2020 CDP submission can be found on our website.

Cosmos Shaft Reducing Carbon Emissions

Western Areas is installing a hoisting shaft and headframe for the Odysseus mine at Cosmos. The shaft is proven technology and will reduce operating costs for the operation while providing a number of environmental benefits including reducing energy consumption and carbon emissions. The shaft hoisting system will transport ore to the surface and therefore replace a fleet of underground trucks. The hoisting shaft is estimated to save approximately 1.5 million litres of diesel being burnt in trucks. The avoidance of trucks will also remove 5 MW of heat generated from the diesel engines. This has the flow on benefits of reducing underground cooling and ventilation requirements. It is estimated that the hoisting shaft will reduce carbon emissions at the Cosmos Nickel Operation by approximately 6,000 tonnes CO₂e- per year.

Energy Consumption

Western Areas is one of the lowest CO₂ emitters per tonne of nickel produced in Australia, due to the Company's primary operation at Forrestania being fed via the main Western Australian power grid, rather than burning fossil fuels on site to generate electricity.

Water Usage

Over the last year, the Company used only 11% of its allowable water usage limit. The remote locations of the Company's operating and exploration properties mean that fresh water supplies are not susceptible to damage due to the Company's activities.

Third Party Verification

During the past year the Company completed a number of key improvement objectives, including engaging a third party auditor to verify scope 1 and scope 2 emissions, completed the inaugural calculation of our key scope 3 emissions, developed a carbon forecast model to understand our carbon emission profile for the life of our mining operations, established a 3-tier shadow carbon price model and commenced formalising a climate change strategy.

Traditional Owners

Regular meetings and project updates were conducted with the various traditional owner groups during the year. A number of aboriginal heritage surveys were completed during the year. A number of Tjiwarl people were employed as aboriginal heritage monitors to oversee drill site preparation and exploration drilling programs to ensure traditional lands were respected.



1 ENVIRONMENTAL, SOCIAL AND GOVERNANCE AT WESTERN AREAS

The Board of Western Areas Limited (“Western Areas” or “Company”) is pleased to present the 2020 Environmental, Social and Governance (ESG) Report. Unless noted otherwise, the data presented in the report is as at 30 June 2020.

Western Areas is committed to minimising any potential adverse environmental impacts and operating responsibly in the community, while acknowledging it operates within an extractive industry. This commitment is reflected in its governance practices, its active engagement and strong relationships with stakeholders, and the resources it devotes to managing the health, safety, environmental and social impacts of the business.

Western Areas’ focus on sustainability is underpinned by five key principles:

1. Sustainability is important in Western Areas’ daily business activities and operations;
2. The key to Western Areas’ success is the health, safety and targeted development of its employees;
3. Expertise, innovation and technology are important tools to minimise adverse environmental, community and social impacts;
4. The communities in which Western Areas operates are partners in the Company’s development; and
5. Continual review and improvement is critical to maintaining the highest standards in sustainable business practice.

Western Areas’ approach to ESG is supported by its global risk management program (RMP), which identifies and analyses material risks to the Company’s sustainability objectives, and ensures that these risks are both adequately managed and reported to the Board.

2 APPROACH TO ESG REPORTING

The Company’s approach to ESG reporting is guided by the Global Reporting Initiative’s (GRI) Sustainability Reporting Guidelines (“the GRI Guidelines”). The GRI Guidelines are an internationally recognised standard for ESG reporting, referenced in the ASX Corporate Governance Principles and Recommendations, and they form the framework for this ESG report.

This report provides an overview of how Western Areas manages its ESG responsibilities. It contains standard disclosures from the GRI Sustainability Reporting Guidelines, and a GRI Index can be found at the end of this report.

Along with the GRI Guidelines, the report content has been prepared in conjunction with:

- A review of sustainability risks and other relevant risks identified as part of Western Areas’ risk management program; and
- The concerns of stakeholders, as understood from the Company’s ongoing engagement with them.

Based on these considerations, the material aspects selected for reporting are:

- | | | |
|----------------------------------|----------------------|---------------------------|
| ❖ Occupational Health and Safety | ❖ Biodiversity | ❖ Traditional Owners |
| ❖ Employment | ❖ Human Rights | ❖ Local Community Impacts |
| ❖ Economic Performance | ❖ Water Consumption | ❖ Mine Closure |
| ❖ Emissions | ❖ Energy Consumption | ❖ Anti-Corruption |

Unless otherwise stated, the impacts included in this report are those arising from the Company’s own operations, which take place within Western Australia.



3 CORPORATE GOVERNANCE

Western Areas is committed to high standards of corporate governance. The Company believes that corporate governance is an essential component of sustained value creation and sound corporate governance practices are reflected in the Company’s decision making and culture.

The Board has developed policies and charters to ensure that an appropriate level of corporate governance is in place. These can be found on the Company’s website and include, but are not limited to:

- ❖ Corporate Governance Statement
- ❖ Board Charter
- ❖ Remuneration Committee Charter
- ❖ Nomination Committee Charter
- ❖ Audit and Risk Management Committee Charter
- ❖ Code of Conduct
- ❖ Diversity and Inclusion Policy
- ❖ Human Rights Policy
- ❖ Whistleblower Policy
- ❖ Social Responsibility
- ❖ Risk Management Policy
- ❖ Shareholder Communications Policy
- ❖ Continuous Disclosure Policy
- ❖ Share Trading and Disclosure Policy
- ❖ Environmental Policy

Western Areas’ Corporate Code of Conduct has been prepared to help stakeholders understand its standards of ethical business practice. This code applies to all employees, officers, directors, consultants, suppliers, and other representatives retained by Western Areas.

The Code of Conduct guiding principles are as follows:

<div style="background-color: #001a33; color: white; text-align: center; padding: 5px; font-weight: bold;">Leadership – ‘Show the Way’</div> <div style="text-align: center; padding: 10px;"> <p>Provide direction</p> <p>Think strategically</p> <p>Be innovative</p> <p>Inspire and enrich</p> </div>	<div style="background-color: #008040; color: white; text-align: center; padding: 5px; font-weight: bold;">Commercial Focus – ‘Treat it as your Own’</div> <div style="text-align: center; padding: 10px;"> <p>Be financially responsible</p> <p>Make astute decisions</p> <p>Understand the market</p> <p>Create long term value</p> </div>
<div style="background-color: #ff8c00; color: white; text-align: center; padding: 5px; font-weight: bold;">Integrity – ‘Do the Right Thing’</div> <div style="text-align: center; padding: 10px;"> <p>Be open and honest</p> <p>Show respect for the individual</p> <p>Value differences</p> <p>Be a good corporate citizen</p> </div>	<div style="background-color: #004a99; color: white; text-align: center; padding: 5px; font-weight: bold;">Performance – ‘Strive to Excel’</div> <div style="text-align: center; padding: 10px;"> <p>Have a passion and belief</p> <p>Work toward the greater good</p> <p>Take accountability</p> <p>Celebrate success</p> </div>
<div style="background-color: #ff4500; color: white; text-align: center; padding: 5px; font-weight: bold;">Simplicity – ‘Keep it Simple’</div> <div style="text-align: center; padding: 10px;"> <p>Focus on Priorities</p> <p>Be non-bureaucratic</p> <p>Communicate clearly</p> <p>Make it easy to understand</p> </div>	

The corporate governance system is reviewed regularly by the Board to ensure that it fulfils the needs of all stakeholders and most importantly, Company shareholders.



4 ENGAGING STAKEHOLDERS

Effective stakeholder engagement is the key to Western Areas’ long-term social licence to operate. Western Areas is committed to ensuring it delivers the highest possible benefits to the Company’s stakeholders over the long term.

The Company’s key social licence stakeholder groups, their interests and concerns, and how the Company engages with them is outlined below:

Shareholders		Shareholders that invest in the equity of the company
Interests and concerns: <ul style="list-style-type: none"> ▪ Preservation of equity ▪ Return on investment ▪ Prudent allocation of capital 	Stakeholder engagement and response: <ul style="list-style-type: none"> ▪ Executives engaged directly with shareholders ▪ Regular reporting and communication of financial results ▪ Accessibility via shareholder communication policy and protocols 	
Customers		Customers that receive nickel products
Interests and concerns: <ul style="list-style-type: none"> ▪ Safe, reliable and consistent supply of nickel products ▪ Foster strong commercial relationships through open and honest communication 	Stakeholder engagement and response: <ul style="list-style-type: none"> ▪ Executives engaged directly with customers ▪ Regular face to face and electronic communication ▪ Skilled and experienced logistics team 	
Employees		Employees working across WSA’s operations
Interests and concerns: <ul style="list-style-type: none"> ▪ Providing a safe workplace ▪ Fostering a rewarding work environment, where employees feel empowered ▪ Building and maintaining a strong culture ▪ Respect individual differences 	Engagement: <ul style="list-style-type: none"> ▪ Flat management structures and reporting lines ▪ Access to training and development ▪ Free flowing, two-way exchange ▪ Equal opportunity and diversity policy 	
Traditional Owners		Traditional Owners and Native Title groups
Interests and concerns: <ul style="list-style-type: none"> ▪ Respect for local customs and laws ▪ Compliance with Land Access Agreements, including heritage and Native Title compliance ▪ Strengthening cultural awareness and understanding ▪ Provision of employment and business opportunities 	Engagement: <ul style="list-style-type: none"> ▪ Senior managers responsible for Aboriginal heritage, Native Title and Aboriginal engagement ▪ Regular communication and consultation with Native Title groups ▪ Support of local community groups ▪ Local content engaged to provide services where possible ▪ Cultural awareness and competency training 	
Government and regulators		Federal, State and Local Government agencies and regulators
Interests and concerns: <ul style="list-style-type: none"> ▪ Environmental, social and financial performance and compliance reporting ▪ Legislative and regulatory policy frameworks ▪ Land access and approvals 	Engagement: <ul style="list-style-type: none"> ▪ Regular engagement with government and regulators at federal, state and local levels ▪ Regulatory information ▪ Public information including financial results ▪ Royalty and taxation filings and payments 	
Non-government organisations Local, regional and international organisations concerning environment, human rights, sustainability and corporate social responsibility		
Interests and concerns: <ul style="list-style-type: none"> ▪ Risk management ▪ Community engagement ▪ Environmental performance ▪ Compliance 	Engagement: <ul style="list-style-type: none"> ▪ Reporting ▪ ASX announcements and media releases ▪ Environment department ▪ Engagement and consultation ▪ Corporate policies ▪ Sponsorship of local community organisations 	
Suppliers and contractors		Stakeholders: Businesses supporting our operations
Interests and concerns: <ul style="list-style-type: none"> ▪ Working with contractors to achieve sustainable and mutually beneficial outcomes 	Engagement: <ul style="list-style-type: none"> ▪ Regular meetings with primary contractors ▪ Transparent dealing during renewal or establishment of contracts 	



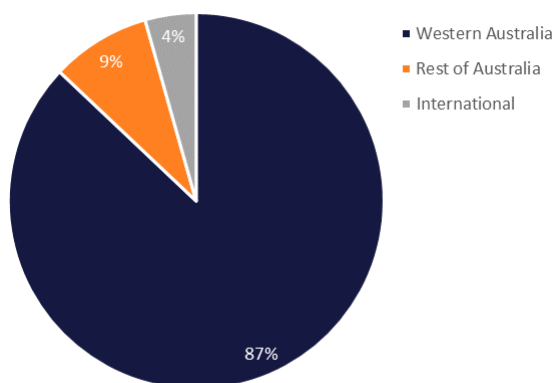
5 ECONOMIC PERFORMANCE

The mining industry continues to underpin Western Australia’s economy, contributing approximately 36% of the gross value added to the State economy in the 2019 financial year¹. Nickel is the State’s fourth most valuable mineral sector, and fourth largest employer, following iron ore, gold and alumina. Western Australia is ranked among the top 5 global producers of nickel (6% of the global share).

Where possible, the Company supports local manufacturers and suppliers for the purchase of goods and services. During the 2020 financial year, 87% of the Company’s goods and services, by dollar value, were procured from suppliers based in Western Australia.

The following table highlights Western Areas’ economic contribution to the community. For further detail on the Company’s operational and financial performance, refer to the 2020 Annual Report.

The information contained in the table below has been prepared for ESG information purposes only and has not been prepared, audited or displayed in accordance with International Financial Reporting Standards or Australian Accounting Standards. The information is derived from the Company’s audited financial information.



Economic Value	FY20 (000’s)
Revenue	308,352
Other income	4,946
Total Economic value generated	313,381
Operating Costs	214,131
Salary and Wages	37,622
Payments to government	15,206
Payments of state government royalty	8,418
Payments of other royalties	1,997
Capital / Construction	116,362
Total Economic value distributed	395,758
Economic value re-invested	(82,377)

6 PEOPLE

People are at the heart of Western Areas’ corporate success, and this is why there is an emphasis on building a safe, healthy and rewarding workplace.

Safety

Safety is fundamental to the success and sustainability of our operations. This principle is supported by an organisational culture that encourages individual empowerment and accountability. Western Areas has a robust and sufficiently resourced work health and safety (WHS) management system and team which has contributed toward achieving a class-leading low injury rate and fatality free operations. In the 2020 financial year Western Areas continued safe operations, while operating:

- Two active underground hard rock mining operations at Forrestania;
- A processing facility, including the Mill Recovery Enhancement Project (MREP) at Forrestania;
- Considerable surface infrastructure construction works at the Cosmos Nickel Operation;

¹ West Australian Economic Profile July 2019, Government of Western Australia, Department of Jobs, Tourism, Science and Innovation



- The completion of significant underground rehabilitation works at the Odysseus underground mine at Cosmos, where hard rock underground development activities have now commenced; and
- Active exploration activities across multiple jurisdictions and sites.

KEY SAFETY STATISTICS

1.47	96	16.90
Lost Time Injury Frequency Rate	Days without a Lost Time Injury – all sites ²	Total Recordable Injury Frequency Rate ³

These headline safety figures cover both Western Areas employees and independent contractors working at all Western Areas’ sites. The table below shows days without a lost time injury at each site, as at 30 June 2020.⁴

Site or Activity	Days LTI Free
Cosmos Nickel Operations	1,734
Exploration	648
BioHeap	222
Forrestania Nickel Operations	96

COVID-19

Western Areas operations are successfully managing their way through the COVID-19 pandemic, with high levels of commitment from all employees and partners. The business has managed to operate during this difficult period with minimal disruption.

In accordance with our Infectious Disease Management Plan and the advice and guidance from the Australian Government, the Western Australian State Government, the World Health Organisation (WHO) and our Infectious Disease Manager, the Company developed COVID-19 Trigger Action Response Plans and put in place protocols to minimise any potential impacts on employees and the business. As the COVID-19 pandemic continues to dynamically evolve, we are closely monitoring developments and continue to amend protocols as necessary. During the peak of the COVID-19 pandemic in Australia, the following changes were implemented across the business:

- Appointment of an external Infectious Disease Manager;
- Social distancing, including physical distancing and hygiene measures;
- Health check and declaration requirements prior to entry to all mine sites and the corporate office;
- Procedures implemented to manage workers experiencing any correlating symptoms while at work;

² As at 30 June 2020.

³ Includes recordable injuries which require medical treatment, restricted duties or result in lost time.

⁴ WSA uses an email flash alert system to report all safety incidents as soon as they occur. All incidents are captured in a dedicated computerised system by trained OHS Coordinators, investigated for root causes and prevention. Each incident is discussed in management, contractor and safety meetings. All are reported to Western Areas’ corporate office.



- Site based rosters were extended to 2 weeks on, 2 weeks off (normally 8 days on, 6 days off), with no financial impact to the employees;
- Corporate office employees were separated into alternate teams, and working from home was introduced;
- Gyms and wet messes were closed;
- Additional walking trails around the sites and individual exercise programs were introduced to provide employees with opportunities for exercise;
- Extra support services were implemented to support employees and their families; and
- Minimising interstate travel activities and adopting on-line meetings as substitute to international travel.

Some of these changes have partially or fully reversed as of 1 July 2020, and Western Areas WHS continues to monitor and develop its health and hygiene practices with the aim of maintaining a healthy workforce.

Forrestania Nickel Operation

Over the course of the year, the Forrestania lost time injury rate (LTI) remained low with only one lost time injury recorded, which is a creditable achievement during a period where the site implemented rapid changes due to COVID-19. This year has seen the implementation of improved health and hygiene management practices in conjunction with the regulator. An increased testing program has confirmed that managing these risks on site has proved largely successful and it helped identify opportunities for further analysis and improvement. In one such area, Nano Particulate Diesel Matter, Western Areas has contributed to research and provided practical advice to assist researchers' understanding of this hazard.

Western Areas further developed a site Mental Health Risk Assessment, this has continued to be refined over the year with a broad range of topics being discussed at meetings and via newsletters.

The year was not without significant challenges, lightning strikes caused two major bushfires in the region which threatened the operations in December and February. The Emergency Response Team and site management proved highly resilient in these events. Production was halted momentarily when considered unsafe, however they were restored equally rapidly once the danger had passed. All surface infrastructure assets were successfully defended and most importantly all personnel were safe and unaffected by the events during this time. The beginning of the winter period has seen further hazard reduction burns completed in preparation for future fire seasons.





Cosmos Nickel Operation

The rehabilitation works at the Odysseus underground mine were essentially completed during FY20 and fresh underground drill and blast activity commenced.

As construction works move into execution, more contractors are being mobilised to the site. As a result, the operation has implemented its WHS Management System which continues to undergo further improvement and refinement to support the operation effectively.

The Emergency Response capability of the operation was enhanced over the year and is now fully embedded as part of standard protocol. The Incident Management Team for the operation has now been established and the ongoing recruitment of an Underground Mines Rescue Team continues to be promoted, to ensure the business is self-sufficient and capable of responding to any foreseen emergency either on the surface or underground.

Cosmos successfully completed the year without any lost time injuries recorded.

Employment



Western Areas contributes to the Western Australian community by providing well remunerated work to its full-time, part-time and casual employees.

The Company continues to employ new staff as required. Demand for skilled staff has continued to grow throughout the mining industry and the outlook for the future is challenging with Australian Universities experiencing record low numbers of students in mining specific courses. Western Areas is proud to achieve an enviable retention rate, with 38% of employees having greater than five years’ service and nearly 10% of employees having greater than 10 years’ service, in addition to maintaining low quartile turnover rates within the industry.

Western Areas’ part time employees enjoy all benefits of full-time employees, on a pro rata basis. Casual employees do not receive the health care benefits provided to other employees and receive only the statutory required superannuation provision.⁵

Supporting the Miners of the Future

Western Areas is the longest standing co-sponsor of the Western Australian Mining Club Scholarship Award. Over 12 years, Western Areas has provided scholarships to 13 students and will soon select a further recipient for the 2021 Award. A mining engineering student is selected on the basis of academic achievement, community involvement and financial need. The scholarship, which is open to students at any university in Western Australia, provides \$10,000 as well as, mentoring and opportunities for vacation work. Award recipients are offered graduate programs with Western Areas after their degrees.

Western Areas has five employees currently completing graduate programs and has increased vacation work opportunities this year. Two roles for maintenance apprentices have been established during the year to secure skills for our existing and emerging projects.

Considerable investment in training has continued across the Company, including both soft and hard skills intended to help with management of site-specific risks such as leadership training, working at heights, confined space, forklift, dogman, snake handling and first aid.

⁵ While the sample is small, there is a 67% retention rate among employees who took extended parental leave, all of whom, were female.



Diversity

The Company's Diversity and Inclusion Policy (refer to the Corporate Governance section of our website www.westernareas.com.au) includes, but is not limited to, gender, age, sexual orientation, gender identity, disability, religion, ethnicity and cultural background. The policy ensures that roles and positions are filled by the best possible candidate available without discrimination.

The Company believes that diversity in the workplace is important across all the various diversity measures. The Company's employee base contains a diverse range of staff that either originated or have been trained internationally and have varied work experience.

The Diversity and Inclusion policy outlines the requirements of the Board to develop measurable objectives for achieving diversity, and annually assesses both the objectives and the progress in achieving those objectives. Over the next few years, the Company aims to increase diversity in senior appointments as positions become available. All appointments will be based on merit and expertise required to perform the duties of such roles.

	30 June 2020	%	30 June 2019	%	30 June 2018	%
Women on the Board (*)	1	16	1	16	1	14
Women in Senior Management	2	8	2	8	1	5
Women employees in total	36	18	33	17	28	18

(*) It is noted that on 15 October a second female Director was appointed to the Board of Western Areas. This increased the female representation on the Board to 29%.

To assist in fostering gender diversity, the Diversity and Inclusion policy includes the requirement for a least one female candidate to be shortlisted for all senior appointments (including Director appointments), should a suitably qualified candidate apply, or be identified, for the role.

The employment market for mining professionals remains very competitive, with limited supply of candidates across several key disciplines. The Company is actively focused on recruiting junior and entry level positions, providing training, mentorship and promoting talented staff to assist in securing diversity in gender, race and age across all levels and functions within the organisation. Western Areas continues to believe that by providing opportunities to the next generation of mining professionals today, we will develop the leaders who will enhance and grow not only our business, but our industry, for the future.

7 ENVIRONMENT

Biodiversity

Western Areas operates in proximity to a number of important biodiverse areas, including the Great Western Woodlands. Consequently, the Company takes great care to manage activities that might potentially impact flora and fauna, particularly vehicle movements and clearing for exploration drill sites. This management includes flora and fauna surveys, modifying drill plans to avoid protected areas, fencing off protected zones in high traffic areas, weed management procedures, weed reduction programs in mining areas, the requirement for a ground disturbance permit prior to any actual disturbance occurring and compliance with relevant regulatory requirements.

Western Areas conducts progressive rehabilitation at the Forrestania Nickel Operation each year. The Company collects native seeds from around the project area that are propagated into seedlings at our partner nursery, Chatfields. The annual rehabilitation program commenced in June, focussing on rehabilitation of the Lounge Lizard Sand Pit. Landform preparation works were completed to establish a suitable landform over approximately 10ha of which 4.5ha was direct-seeded by a specialist contractor using suitable native species. The direct seeding was trialled this year to compare the rehabilitation performance of seedlings and to inform future rehabilitation activities on the remaining portion of the Lounge Lizard Sand Pit.

In addition to the direct seeding, infill planting of 1.5ha of the Spotted Quoll and Flying Fox waste dumps was completed with 12,000 local native seedlings and the distribution of 15kg of local provenance seed collected at the Forrestania Nickel Operation. A joint effort by the Forrestania Nickel Operation environmental department and Western Areas' exploration department also saw a total of 17ha of formerly explored land verified as rehabilitated by the end of FY20, exceeding new disturbance by a ratio of two for one.

Forrestania Rehabilitation Program

The annual rehabilitation program was completed in July 2020 focused on the rehabilitation of the Lounge Lizard Sand Pit. Landform preparation works were completed to establish a suitable landform over approximately 10ha before 4.5ha of the area was direct-seeded by a specialist contractor using suitable native species. In addition, infill planting of 1.5ha of the Spotted Quoll and Flying Fox waste dumps was completed with 12,000 local native seedlings and 15kg of local provenance seed collected at the Forrestania Nickel Operation.

A joint effort by the Forrestania Nickel Operation environmental department and exploration department also saw a total of 17ha of former exploration disturbance verified as rehabilitated by the end of FY20, exceeding new disturbance by a ratio of 2:1.



Newly planted seedlings at Spotted Quoll



The following table provides an overview of the significant biodiversity areas in and around the active Western Areas worksites in the Forrestania Nickel Operations, Cosmos Nickel Operations and Western Gawler project area.

Biodiversity Area	Great Western Woodlands	Lake Cronin Nature Reserve	Jilbadgi Nature Reserve	Priority Ecological Communities (Ironcap Hills vegetation complexes; North, Middle and South Ironcap, Mt Holland and Hatter Hill, Violet Range complexes)
Position in relation to Western Areas land or activity	The Forrestania Mine is situated within the Great Western Woodlands	Adjacent to Flying Fox Mine (buffer zone)	40km north of Forrestania Mine site	Scattered around within a radius of 30km, some within several kilometres
Subsurface and underground land that may be owned, leased, or managed by the organisation	All tenements except for three (Mossco Farm)	None, but entered for exploration	None, but entered for exploration	Cosmic Boy Operations and exploration Cosmos Nickel Operations (within buffer of Violet Range complexes)
Type of operation	Mining, processing, exploration	Mining, processing, exploration	Mining, processing, exploration	Mining, processing, exploration
Biodiversity value characterised by	Largest intact temperate woodland on Earth (16 million ha), hosting over 3,300 species of flowering plants and a quarter of Australia's Eucalyptus species.	Biodiversity of flora and fauna (malleefowl, black cockatoos etc.); Density and complexity	Biodiversity of flora and fauna (malleefowl, black cockatoos etc.); Density and complexity	Biodiversity of flora and fauna (malleefowl, black cockatoos etc.); Density and complexity
Listing of protected status	Not IUCN etc. regulatory protections only	Not IUCN etc. regulatory protections only	Not IUCN etc. regulatory protections only	Not IUCN etc. regulatory protections only



Western Shield, Perth Zoo and National Malleefowl Monitoring Team

Over the past 100 years, more mammals have become extinct in Australia than anywhere else in the world. Since European settlement, Western Australia has seen 11 mammal species become extinct, and many remaining species are considered under threat or endangered, due to predation by introduced species such as feral cats and foxes, and the loss of habitat.

Western Shield is the Department of Biodiversity Conservation and Attractions (DBCA) lead animal conservation program, and one of the biggest wildlife conservation programs ever undertaken in Australia. Through repopulation, baiting of feral predators and community education, the program aims to return the balance and mix of native animals in selected areas of WA's environment to levels comparable to pre-European settlement.

During 2019, Western Areas joined Parks and Wildlife, WA on a monitoring trip of the Dryandra Woodland conservation area. Woylie populations in this area are growing, thanks to more intensive fox and feral cat management under the program. During this trip, strong captures of woylies and possums were recorded. This included woylies found up against the boundary of the reserve, which abuts farmland, an indication that the threatened mammals are spreading further than in previous years.

In recognition of this important work, Western Areas has been a sponsor of the Western Shield for five years from 2015 – 2020 and is currently in discussions to continue the sponsorship into the future.

In addition to this sponsorship, the Company also sponsors the Perth Zoo's Chuditch Enclosure. Western Areas extended its sponsorship of the Perth Zoo for a further three years to 2021. Working with the DBCA, Perth Zoo has released five populations of captive-bred Chuditch into feral-proofed environments in Western Australia. This program has been so successful that the status of the Chuditch has been down-listed from endangered to vulnerable. 315 Chuditch were released at locations including Julimar State Forest, Lake Magenta Nature Reserve, Cape Arid National Park, Mount Lindsay National Park and Kalbarri National Park over the life of the breeding program.

Western Areas also undertakes monitoring of Malleefowl mounds within the Forrestania region and provides the results to the National Malleefowl Recovery Database.

Protecting wildlife at Cosmos

In early 2020, a number of Kangaroos became entrapped within some of our water management ponds. The Environmental Department was kept busy retrieving and rescuing all 46 of these animals from our facilities.

As Western Areas takes its commitment to environmental sustainability seriously, it was decided that the ponds must be fenced in order to deter the entry of additional animals into the facilities. In February 2020, the Environmental Department arranged for 2.5km of perimeter fencing to be installed around the ponds. During the planning phase of the project, it was identified that the fence could be built on top of the ponds outer batter by recycling onsite materials to reduce wastage and costs.

A number of great outcomes were achieved through this project, demonstrating the fantastic teamwork, collaboration and management support at Cosmos with the aim to minimise our impact on the environment. A job well done by all involved!





Emissions, Energy Consumption and Climate Change

Western Areas is conscious of changing global climate and is responding by developing a Climate Change Strategy and is mitigating climate change risk. Western Areas has actively and voluntarily disclosed its climate change performance and related issues to the Climate Disclosure Project (CDP) since 2014, which continued with our recent submission in 2020. Western Areas' 2020 CDP submission can be found on our website.

The Board Chair has ultimate responsibility for climate related issues that may affect the Company. The Audit and Risk Committee, a committee of independent directors appointed by the Board, has specific oversight of the Company's Risk Management Program (RMP) which assesses, monitors and reports on the risks and opportunities of climate change to the business. The outcome reports of all RMP activities are tabled as a standing agenda item at all Western Areas Board meetings. This ensures that the Board receives regular and up-to-date information relating to the identification, consequence assessment and mitigation controls in place to manage material risks.

The RMP has considered the potential risks and opportunities at our mining operations arising from climate change and carbon emission management. The two key identified climate change inherent risks are:

- **Bushfires**
Increase in the prevalence of bushfires in the southern parts of Western Australia, with the potential to impact personnel and infrastructure at, and power supply to, the Forrester Nickel Operation; and
- **Groundwater scarcity**
Warmer climate and reduction in rainfall in South Western Australia increasing long term groundwater scarcity and access to potable water for operations.

Western Areas identified a number of key controls through the RMP to manage these identified risks to mitigate any potential impact to its operations.

Climate change and the required reduction in anthropogenic carbon emissions provides a number of opportunities for the company. The two key identified opportunities are:

- **Electric vehicle batteries**
The emerging market demand for electric vehicles is an opportunity for Western Areas. Nickel is a key input material in electric vehicle batteries (cathode) as highlighted in the case study below; and
- **Renewable energy**
Renewable energy provides an opportunity for Western Areas to reduce its carbon footprint, with the added benefit of expected savings in operating costs at its mines. The biggest opportunity related to the power supply into the Cosmos Nickel Operation. Cosmos' 10+ year mine life should enable payback of the investment required for low carbon installations, such as hybrid solar, wind and gas installations.



Nickel in Electric Vehicle Batteries

A low carbon energy future is supporting the emerging market for electric vehicles. Western Areas views this as a major climate change opportunity, as nickel is a vital component in electric vehicle battery packs, with most lithium ion batteries using a cathode that is high in nickel. Increasing the proportion of nickel increases the energy density of the battery and increases the driving range of the electric vehicle.

High nickel cathode batteries in particular use 8-parts nickel to 1-part cobalt and 1-part manganese.



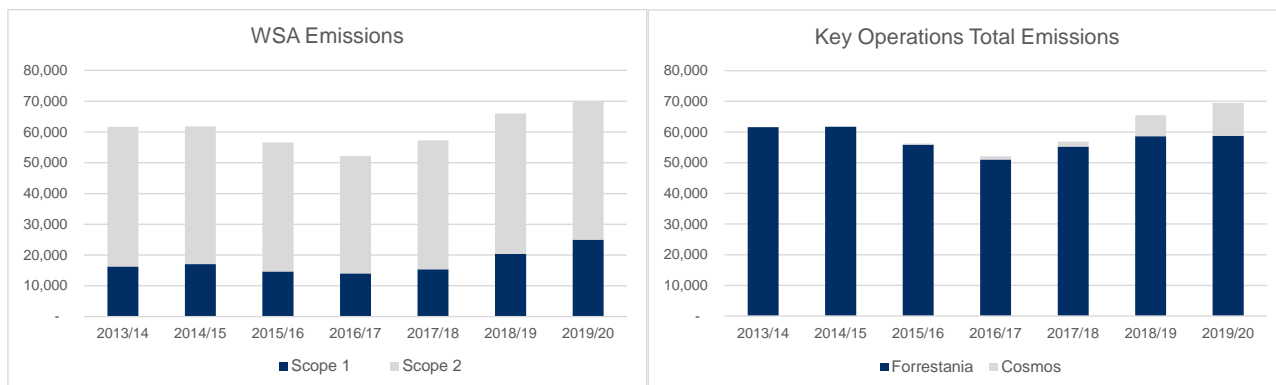
Nissan Leaf

Western Areas actively tracks and voluntarily reports on energy consumption and activities that lead to carbon emissions, in compliance with the National Greenhouse and Energy Reporting Act. Western Areas is one of the lowest CO₂ emitters per tonne of nickel produced in Australia, because the Company’s primary operation at Forresteria is fed via the main Western Australian power grid, rather than burning fossil fuels on site to generate electricity. The table below shows total emissions and energy consumption since 2016/2017 across all operations the Company owns.

Year	Total Emissions tonnes CO ₂ e-	Scope 1 tonnes CO ₂ e-	Scope 2 tonnes CO ₂ e-	Energy Consumption GJ
2019/20	70,028	24,969	45,059	630,527
2018/19	66,052	20,369	45,683	552,146
2017/18	57,249	15,373	41,876	445,712
2016/17	52,231	14,046	38,185	398,274

Western Area’s total corporate emissions increased by 6% in FY20 due to:

- Increased construction and underground development activities from the newly established second operational hub at the Cosmos Nickel Operation.
- Increased underground machinery and ventilation requirements at Forresteria.



A breakdown of Western Areas FY20 carbon emissions is outlined in the table below.

FY20	Total Emissions tonnes CO ₂ e-	Scope 1 tonnes CO ₂ e-	Scope 2 tonnes CO ₂ e-	Energy Consumption GJ
Forrestania Nickel Operation	58,790	13,884	44,906	432,906
Cosmos Nickel Operation	10,662	10,662	0	190,855
South Australian Exploration	423	423	0	6,000
Perth Laboratory	95.7	0	957	499
Corporate Office	57.5	0	57.5	300
Total Emissions	70,028	24,969	45,059	630,527

Emission Verification

Western Areas engaged a third party, Kewan Bond Pty Ltd, to provide independent limited assurance of our FY19 carbon emissions. The verification statement is available on our website. The verification of FY20 carbon emissions is currently underway and is expected to be completed during the second quarter of FY20.

Western Areas continues to investigate emission reduction opportunities such as energy efficiency and renewable energy. As the Company moves forward, the use of hybrid (traditional and renewable) energy systems will be fully evaluated to mitigate carbon emissions that are generated in our continued development and operation of our nickel operations. The installation of a hoisting shaft at the Cosmos Nickel Operation is an example of an important emission reduction project being implemented. The hoisting shaft and renewable energy opportunities are highlighted in the case studies below.



Climate Change and Renewables

Western Areas is conscious of the changing global climate and is responding by developing a Climate Change Strategy and mitigating climate change risk. During the past year the Company completed a number of key improvement objectives, including engaging a third party auditor to verify our scope 1 and scope 2 emissions, completed the inaugural calculation of our key scope 3 emissions, developed a carbon forecast model to understand our carbon emission profile for life of mine of our operations, established a 3-tier shadow carbon price model and commenced formalising a Climate Change Strategy.

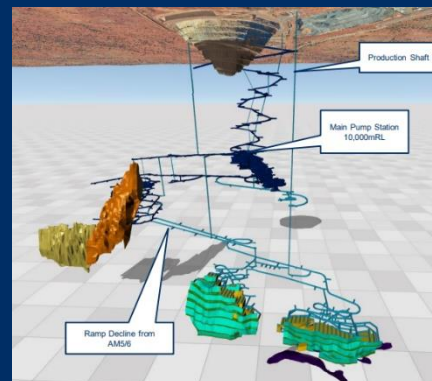
Western Areas formed a partnership with Juwi Renewable Energy Pty Ltd to undertake a life of mine renewable energy study of our Cosmos operation. The Odysseus mine at Cosmos is a long-life project (> 10 years) and renewable energy is being seriously considered to reduce energy costs and carbon emissions. Together with Juwi, the Company deployed a SoDAR wind trailer to collect real time high elevation wind data and solar data to inform the renewable study. Nine months of wind and solar data has been collected to date. This study will continue to develop a business case for a potential hybrid renewable energy solution for the Cosmos operation. An investigation into solar energy options for the Forrestania Nickel Operation was also completed during the year.



Cosmos Shaft Reducing Carbon Emissions

Western Areas is installing a hoisting shaft and headframe for the Odysseus mine at Cosmos. The shaft is proven technology and will reduce operating costs for the operation and provide a number of environmental benefits, including reducing energy consumption and carbon emissions. The shaft hoisting system will transport ore to the surface and therefore replace a fleet of underground trucks.

The hoisting shaft is estimated to save approximately 1.5 million litres of diesel being burnt in trucks. The avoidance of trucks will also remove 5 MW of heat generated from the diesel engines. This has the flow on benefit of reducing underground cooling and ventilation requirements. It is estimated that the hoisting shaft will reduce carbon emissions at the Cosmos Nickel Operation by approximately 6,000 tonnes CO₂e- per year.





Water

Responsible water management is crucial in Western Australia. The vast majority of water extracted or used at Western Areas operations is hypersaline and unsuitable for drinking, however, the Company works with regulators to ensure it manages its use of fresh water so as not to permanently impact overall water supplies. Over the last year, the Company used only 11% of its allowable water limit. The remote locations of the Company’s operating and exploration properties mean that no fresh water supplies are susceptible to damage due to the Company’s activities.

Forrestania Nickel Operation

Groundwater is extracted as part of mine dewatering from the Flying Fox Mine, the Spotted Quoll Mine and the Cosmic Boy underground workings. Potable groundwater is extracted from the Jackson Rock Borefield.⁶ These sources supply water for mineral processing, mining activities and a potable water supply for the camp and mine buildings. Excess water is evaporated at the Mossco Farm evaporation facility and reinjected into the groundwater aquifer at the Sibelius injection field.

The following table shows groundwater extraction at the Forrestania Nickel Operations against allowable regulated limits. Net water extraction at Forrestania increased slightly by 5.6% in FY20, with extraction remaining at only 11.1% of the allowable licence limit.

Year	Total GW extraction (kL)	Net GW extraction (kL)	Allowable Regulated Limit (kL)	Percentage of Allowable Limit (%)
2019/20	1,282,271	942,487	8,500,000	11.09
2018/19	1,214,446	865,834	8,500,000	10.2
2017/18	1,375,071	1,002,908	8,500,000	12.2
2016/17	1,407,819	1,034,135	8,500,000	12.2

Cosmos Nickel Operation

At the Cosmos Nickel Operation 1,484,959kL of water was extracted from the open pit, underground workings and Yakabindie borefield related to the surface construction, underground mine development and dewatering activities for the Odysseus underground mine. This equates to approximately 33% of the allowable regulated extraction limit of 4,500,000 kL at Cosmos.

Tailings Management

Tailings management is independently reviewed and audited annually by Coffey⁷. Risks associated with tailings were considered by the risk management program and found to be not material. The table below sets out the total tonnage of tailings deposited in tailings dams, the nickel tonnage contained in the tails deposited and nickel concentration percentage for 2016/17 to 2019/20 for the Forrestania Nickel Operation. The Cosmos Nickel Operation is currently under construction and not operational, hence there was no tailings disposal at Cosmos (and none planned until 2022).

Year	Tonnes	Ni Tonnes	Nickel in tails (%)
2019/20	444,433	3,038	0.68
2018/19	459,466	2,824	0.61
2017/18	478,163	3,227	0.67
2016/17	467,789	2,950	0.63

⁶ Note - none of these water sources are designated as protected areas or of value or importance to local communities or indigenous people.

⁷ In general accordance with the requirements of the Department of Mines and Petroleum (DMP) (2013)1 ‘Code of practice: tailings storage facilities in Western Australia’ and DMP (2015)2 ‘Guide to Departmental requirements for the management and closure of tailings storage facilities (TSFs)’.



The MREP construction was completed at the Forrestania operation late in FY18. The MREP utilises the 100% owned BioHeap™ technology to increase the overall recovery of nickel into product at the Cosmic Boy Concentrator (CBC). This is expected to lead to a reduction in the tonnage of nickel in tails deposited on the CBC tailings storage facility in the future. Furthermore, the waste tailing material that is produced from operation of the MREP, Ferroarsenate, is a benign and stable tailing material that is not expected to cause mine acid drainage in the future.

For more information on our Tailings Storage Facilities, please go to our information sheet on our website [Tailings Storage Facilities - Information Sheet](#).

Mine Closure Planning

Western Areas updates the company wide mine closure plan (MCP) on a rolling three-year basis. The plan is developed following close engagement with key regulators within the Department of Mines, Industry Regulation and Safety (DMIRS), the Department of Water and Environmental Regulation (DWER), as well as the local Shires, who all provide input to the plan and completion criteria.

The most recent iteration of the MCP for Forrestania and Cosmos were submitted in 2019; taking recommendations for improvement from the key regulators into account. Improvements undertaken during the 2019 MCP submissions included a waste rock material characterisation program to better understand waste rock management risks; and the development of a Surface Water Management Plan for the Forrestania operation.

Western Areas is working on a number of mine closure aspects to further improve the closure planning process for both operations. This includes pit void modelling, groundwater balance, conceptual closure designs for waste rock dumps and tailings dams, material balance for waste rock and topsoil, mine closure risk assessments, rehabilitation management plans and geochemistry kinetic testing of waste rock. Knowledge gained from these studies is incorporated into the future rehabilitation plans.

8 SOCIAL

Local Communities

While there are no local towns or communities near to Western Areas' Forrestania operations, the Company actively supports the nearest communities, of Varley, Lake King and Hyden, and continues to develop good relationships with the various Indigenous communities located near the regional exploration programs. The Company carefully manages potential impacts arising from transport of its concentrate products via road to Kambalda or the Esperance Port.

The nearest town to the Cosmos Nickel Operation is Leinster, approximately 40km away. Cosmos is located on the Yakabindie Pastoral Station.

Traditional Owners and Land Custodians

Western Areas has established excellent relations with the traditional owners and land custodians who live near our operations as highlighted in the case study below.

In particular, the Company has:

- Conducted regular project update meetings with various groups;
- Completed heritage surveys;
- Engaged local native title holders at Cosmos (the Tjiwarl group) to provide cultural awareness training;
- Engaged a contractor linked with the Tjiwarl group to assist in rehabilitation and recommissioning of various mining assets and infrastructure;
- At Cosmos, employed Tjiwarl group members to clear and prepare drill pads and to act as heritage monitors; and
- At Western Gawler, employed traditional owners to complete rehabilitation of drilling sites.



Aboriginal Heritage and Traditional Owner Engagement

Western Areas continued to foster our excellent relationship with the Tjiwarl people at Cosmos. A number of aboriginal heritage surveys were completed during the year, including the Yakabindie borefield and the Kathleen Valley exploration program. A number of Tjiwarl people were also employed as aboriginal heritage monitors to oversee drill pad preparation and exploration drilling programs to ensure traditional lands were respected. An aboriginal owned earthmoving company was also employed during the year to complete numerous projects.

A number of meetings were held with the Tjiwarl Aboriginal Corporation during the year to provide updates on the Cosmos project and to discuss a potential mining agreement.

At Forrestania Western Areas engaged with a number of aboriginal groups during the year including the Ballardong people, the Marlinyu Ghoorlie people and the Ngadju people. Aboriginal heritage surveys were completed with the Ballardong people and an inaugural heritage survey with the Marlinyu Ghoorlie people. All heritage surveys went well and Western Areas has established a good working relationship with the three traditional owner groups.

In South Australia, Western Areas continued to engage with the Far West Coast Aboriginal Corporation for the Western Gawler exploration program in South Australia.



WSA and Tjiwarl representatives on the Yakabindie bore-field aboriginal heritage survey at Cosmos



Fire & Emergency Services

The Forrestania Nickel Operations Emergency Response Team (ERT) is a registered fire brigade within the Kondinin Shire. The ERT regularly support the community in emergency events, including responding to uncontrolled bushfire emergencies on properties outside of the Forrestania nickel operation footprint and provides first aid assistance to vehicle accidents that are suffered by third parties on the various public roads that surround the operations.

Local Communities - Varley, Lake King and Hyden

The Company regularly supports towns in the regions of its operations and exploration activities. This includes donating funds to support the local communities and the active sponsorship of various programs.

Local Communities - Esperance

Nickel concentrates are transported via road freight to Kambalda for local customers and shipped through the Esperance Port to export customers. Nickel concentrates are not classified as dangerous goods and Western Areas' original intention had been to bulk transport the concentrate to Esperance Port and then use conveyors to load nickel concentrates onto ships. In response to community concerns regarding wind-blown concentrate dust, the Company completely redesigned its plans to introduce an innovative containerised method for export shipments.

Concentrate is currently shipped via sealed shipping containers which are inspected after loading for traces of external residue and dust prior to leaving site. Containers are then transported to a location outside Esperance, where they are re-inspected for any residual concentrate on the outside of containers, prior to transport through the access roads to the port, where they are loaded, still in the sealed containers, onto vessels for shipment to China. This process effectively eliminates the potential exposure of the local community to the Company's nickel concentrate, due to the containers remaining sealed from the time they leave the Company's tenements until they arrive at the destination export port.

Human Rights

Western Areas is committed to upholding the Human Rights of all stakeholders we engage with in our business. We strive to recognise and respect the rights and dignity of all people and to uphold ethical practices within our workplaces and supply chains. Western Areas values leading by example, acting with integrity, and fostering an ethical culture where everyone embraces a sense of personal responsibility for doing the right thing, in the right way. Respecting human rights across all our business activities helps to uphold our core values which underpin our vision of creating long term, sustainable value for all our stakeholders. Our underlying values and guiding principles are detailed in the Company's Code of Conduct and Human Rights Policy documents.

On 1 January 2019, the Australia's Modern Slavery Act 2018 came into effect. Western Areas management of Modern Slavery is captured within Western Areas' broader view of environmental, societal and governance risks. This wide reaching and comprehensive approach to risk management is used to take a risk-based approach to managing modern slavery within the supply chain and operations. Western Areas operates a company-wide Risk Management Program (RMP) and the risk of modern slavery is assessed and managed in line with the principles and standards contained in the RMP.

Anti-corruption

There have been no cases of fraud or corruption reported or identified within Western Areas during the financial year 2020. Risks related to corruption have been formally considered as part of Western Areas' ESG risk review but found not to be significant due to the Company predominantly operating in Western Australia in accordance with state and national laws, the robust quality of systems and processes around contractor selection, management, invoice preparation and payments. Western Areas Code of Conduct specifically addresses fraud and corruption and is signed by all employees. The Code of Conduct contains provisions related to the whistleblower policy and complaint handling procedure.

Compliance

There was no significant reportable oil, fuel, waste, chemical or other spills during FY20 at either the Forrestania Nickel Operations or the Cosmos Nickel Operation. Any minor incidents were managed internally, in line with the Environmental Management System controls.



9 GRI INDEX

G4	Disclosure	Location
G4-1	Statement from the most senior decision-maker of the organisation	Annual Report: Chairman's Letter Report Annual Report: Managing Director's Report
G4-2	Key impacts, risks and opportunities	Annual Report: Managing Director's Report
G4-3	Name of the organisation	Annual Report: Corporate Directory
G4-4	Primary brands, products, and/or services	Annual Report: Operations Review
G4-5	Location of organisation's headquarters	Annual Report: Corporate Directory
G4-6	Countries where the organisation operates	Australia
G4-7	Nature of ownership and legal form	Annual Report: Shareholder Information
G4-8	Markets served	Annual Report: Managing Director's Report
G4-9	Scale of the reporting organisation	Annual Report: Managing Director's Report Annual Report: Operations Review
G4-10	Number of employees	Environmental, Social and Governance – People
G4-11	Employees covered by collective bargaining agreements	Environmental, Social and Governance – People
G4-12	Description of supply chain	Western Areas has over 160 suppliers and contractors, which provide electrical power, diesel fuel, mining plant equipment and services, etc.
G4-13	Significant changes to organisation	Annual Report: Annual Report: Chairman's Letter Report Annual Report: Managing Director's Report Annual Report: Directors' Report
G4-14	Use of precautionary principles	Environmental, Social and Governance – ESG at Western Areas
G4-15	List of charters, principles or initiatives	Environmental, Social and Governance – Corporate Governance
G4-16	Membership of associations	Annual Report: Chairman's Letter Report
G4-17	Entities included in financial statements	Annual Report: Financial Statements Annual Report: Notes to the Financial Statements
G4-18	Defining report content	Environmental, Social and Governance – Approach to ESG Reporting
G4-19	Material aspects identified	Environmental, Social and Governance – Approach to ESG Reporting
G4-20	Aspect boundary within the organisation	Environmental, Social and Governance – Approach to ESG Reporting
G4-21	Aspect boundary outside the organisation	Environmental, Social and Governance – Approach to ESG Reporting
G4-22	Restatements of information	None
G4-23	Significant changes	None
G4-24	Stakeholder Groups	Environmental, Social and Governance – Engaging Our Stakeholders
G4-25	Basis for identification	Environmental, Social and Governance – Engaging Our Stakeholders
G4-26	Approach to stakeholder engagement	Environmental, Social and Governance – Engaging Our Stakeholders
G4-27	Topics raised through stakeholder engagement	Environmental, Social and Governance – Engaging Our Stakeholders
G4-28	Reporting period	FY20
G4-29	Date of most recent previous report	October 2019
G4-30	Reporting cycle	Annual
G4-31	Contact point	Annual Report: Corporate Directory
G4-32	GRI reporting standard	Environmental, Social and Governance – Approach to ESG Reporting
G4-33	External assurance of report	None



G4 - DMA	Generic Disclosures on Management Approach	Annual Report: Chairman's Letter Report Annual Report: Managing Director's Report Environmental, Social and Governance – ESG at Western Areas
G4-EC1	Direct economic value generated and distributed	Environmental, Social and Governance – Economic
G4-EC2	Risks and opportunities posed by climate change	Environmental, Social and Governance – ESG at Western Areas
G4-EN3	Energy consumption	Environmental, Social and Governance – Environment
G4-EN8	Water withdrawal	Environmental, Social and Governance – Environment
G4-EN9	Water sources affected	Environmental, Social and Governance – Environment
G4-EN11	Operations proximity to areas of biodiversity value	Environmental, Social and Governance – Environment
G4-EN13	Habitats protected or restored	Environmental, Social and Governance – Environment
G4-MM1	Land disturbed or rehabilitated	Environmental, Social and Governance – Environment
G4-EN15	Emissions Scope 1	Environmental, Social and Governance – Environment
G4-EN16	Emissions Scope 2	Environmental, Social and Governance – Environment
G4-EN22	Water discharge	Environmental, Social and Governance – Environment
G4-EN24	Significant spills	Environmental, Social and Governance – Environment
G4-EN26	Affected water bodies	Environmental, Social and Governance – Environment
G4-EN29	Compliance	Environmental, Social and Governance – Environment
G4-LA1	New employee hires	Environmental, Social and Governance – People
G4-LA2	Benefits to full-time, part-time and casual employees	Environmental, Social and Governance – People
G4-LA3	Retention rates after parental leave	Environmental, Social and Governance – People
G4-LA5	Health & safety committees	Environmental, Social and Governance – People
G4-LA6	Type and rates of injuries, occupational diseases	Environmental, Social and Governance – People
G4-LA7	Diseases related to occupation	Environmental, Social and Governance – People
G4-LA8	Health & safety topics covered in trade union agreements	Environmental, Social and Governance – People
G4-SO1	Local community engagement	Environmental, Social and Governance – Social
G4-SO2	Actual or potential negative impacts on local communities	Environmental, Social and Governance – Social
G4-SO3	Significant corruption risks	Environmental, Social and Governance – Social
G4-SO4	Anti-corruption training	Environmental, Social and Governance – Social
G4-SO5	Incidents of corruption and steps taken	Environmental, Social and Governance – Social
G4-SO8	Significant fines for non-compliance	Environmental, Social and Governance – Social