



30 June 2021

ASX/MEDIA RELEASE

INAUGURAL SUSTAINABILITY REPORT FOR 2020

Bardoc Gold Limited (ASX: BDC) is pleased to present its inaugural Sustainability Report to stakeholders, which outlines the Company's commitments to operating sustainably. The report focuses on both our existing environment, social and governance ("ESG") initiatives and practices, and the company's future commitments.

As the Company advances the Bardoc Gold Project from exploration to development and operations, the Company will continue to review and align its ESG reporting with industry guidelines as appropriate.

Please find attached a copy of the Sustainability Report 2020.

Approved for release on behalf of the Board by:

Robert Ryan
Chief Executive Officer

For further information contact:

INVESTORS:

Robert Ryan **Bardoc Gold Limited**
Telephone: (08) 6215 0090
Email: admin@bardocgold.com.au

MEDIA:

Nicholas Read **Read Corporate**
Telephone: 0419 929 046
Email: info@readcorporate.com.au

A man with short reddish hair, wearing a yellow and blue high-visibility work shirt with a BARDOC Gold Limited logo on the chest, stands in a natural, outdoor setting with trees and a clear sky. The background is slightly blurred, emphasizing the man in the foreground.

ENVIRONMENTAL,
SOCIAL &
GOVERNANCE
(ESG) REPORT

2020



Table of Contents

04

ABOUT BARDOC

- 05 A message from our Chairman
- 06 A message from our CEO
- 07 Our Core Values
- 08 Our Sustainability Vision

10

ENVIRONMENT

- 11 Environmental Commitment
- 12 Environmental Goals
- 13 Energy Efficiency Initiative

14

HEALTH AND SAFETY

- 15 Staying Safe and Keeping Others Safe
- 15 Safety Performance
- 16 Health and Safety Goals

18

PEOPLE PERFORMANCE

- 19 Our People
- 20 People Management Goals

22

COMMUNITY

- 23 Stakeholder Engagement
- 24 Indigenous Participation

26

CORPORATE GOVERNANCE

- 27 The Foundation of our Business
- 28 Corporate Governance Goals
- 29 BAM Meetings

30

SUSTAINABILITY GOALS

- 30 Future Sustainability Goals

ABOUT BARDOC GOLD

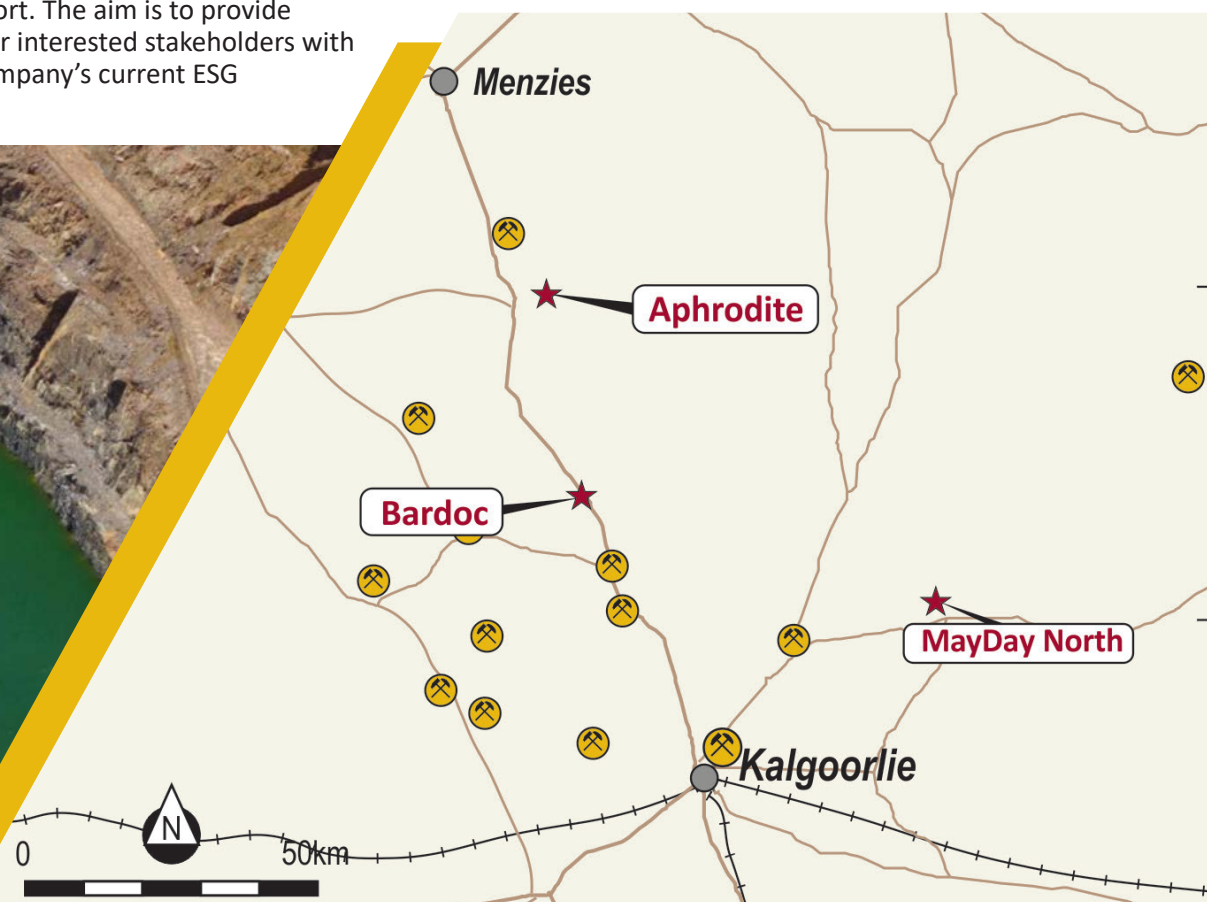
Bardoc Gold Limited is developing its 100% owned Bardoc Gold Project in the Eastern Goldfields, Western Australia. The Bardoc area has a history of mining dating back to 1894.

The Company has consolidated a 250km² ground position 65km north of Kalgoorlie, with a mineral resource of more than 3 million ounces of contained gold. A Definitive Feasibility Study completed in March 2021 confirmed the opportunity for strong long-term production and compelling financial returns, delivering average gold production of 136,000ozpa over an initial 8-year mine life.

This is Bardoc's first Environmental, Social & Governance (ESG) report. The aim is to provide shareholders and other interested stakeholders with an overview of the Company's current ESG

initiatives, and explain how ESG will be incorporated into our planning and development programs as Bardoc makes the transition from exploration through development and into production. Future reports will present more detail on the progress we have made and will present data on our performance.

In this report we reference the United Nations Goals for Sustainable Development. Of the 17 goals, not all are relevant to Bardoc Gold's operations. However, the report includes information where the Company believes it can play a role towards achieving these goals.



A MESSAGE FROM OUR CHAIRMAN



“ While our overall aim is to grow and generate sustained shareholder value, we can only be successful if we keep our employees and contractors safe, minimise our environmental impact and make a meaningful, positive impact on the local community. ”

DEAR STAKEHOLDERS

Thank you for reviewing Bardoc’s first Environmental, Social & Governance Report. This report is intended to track our progress against a range of environmental, health and safety, social and heritage management measures that we voluntarily report as a commitment to the core values that form the cornerstone of our business.

Health and Safety

The health, safety and wellbeing of our employees and contractors will always be our priority. Although safety practices are driven by our leadership team, it’s the inherent culture of our people that makes the difference and this is reflected in our outstanding performance across our exploration activities to date.

Environment

Bardoc’s environmental standards will be upheld across our business. During this phase of the project we are completing baseline studies and securing necessary approvals to commence mining and processing. I look forward to presenting our environmental performance metrics in the next reporting period. We acknowledge our responsibilities to take action on climate change and are committed to establishing our greenhouse gas (GHG) monitoring and measurement program.

Community

We acknowledge and recognise the Indigenous peoples and traditional owners of the lands where we operate. We welcome the review of the Aboriginal Heritage Act (1972) providing for better protection of important heritage places. We are also looking forward to maintaining relationships with key stakeholders and fostering long-term partnerships to share in the value of our business through financial and other contributions to the community.

TONY LEIBOWITZ

.....
(DIRECTOR, NON-EXECUTIVE CHAIRMAN)

A MESSAGE FROM OUR CEO



As we transition from gold explorer towards the commissioning of our project, I would like to share with you Bardoc's environmental, sustainability and social governance philosophies. We are proud to provide Bardoc's first Environmental, Social & Governance Report which outlines our intended management strategies and establishes the framework for our growing business.

Bardoc's intention is to demonstrate a continued high performance against our environmental commitments. We operate across a number of historical legacy sites and it's paramount that Bardoc's environmental standards are implemented across all aspects of our business. Our newly developed environmental management systems outline controls which will be put in place to mitigate impacts to the environment. We have established metrics which we will measure and report our performance against in subsequent iterations of this report.

Health and safety and the wellbeing of our team is our utmost priority. Over the past 12 months, we have again realised excellent safety performance, testament to the application of industry best practices across our exploration activities. It's this positive safety culture that we will build upon as we move towards mining and processing as we grow the project.

Despite the uncertainty over the past year, Bardoc's preparedness and responsiveness to the COVID-19

climate has enabled the business growth to continue. Whilst a unique situation, it's an indication of the resilience of the Bardoc team; and our established culture which ensured our environmental, sustainability and social governance values were upheld.

Bardoc acknowledges and recognises the Indigenous peoples and traditional owners of the lands in which we operate; and their link to culture and heritage. We are committed to establishing and maintaining positive, long term relationships with Indigenous People to create positive economic and social outcomes. As evidenced by our recent heritage surveying, we are committed to establishing management controls to preserve and protect Aboriginal heritage sites and will continue to work with traditional landowners to ensure this is achieved.

We have an established network of stakeholders with whom we regularly engage and consult with and aim to maintain these strong partnerships. Bardoc's goal is that our business activities will provide meaningful benefits to the community. This will be achieved through financial contributions; sponsorships and opportunities; and the local procurement of goods and services as we look to share the outcomes and values of our business with the community.

Thank you for taking the time to read our inaugural Environmental, Social & Governance Report. It's an exciting time for Bardoc, with the Company targeting a Final Investment Decision on the Bardoc Gold Project development in Q3 2021 – which would position us to commence full commercial construction in Q4 2021 and pour first gold in Q4 2022. With these exciting milestones ahead, I am confident that the integrity of our baseline ESG reporting in this report will lay the foundations for strong and sustainable growth for Bardoc over many years to come.

ROBERT RYAN
(CEO)



Our Core Values





OUR SUSTAINABILITY VISION

SUSTAINABLE DEVELOPMENT GOALS



The United Nations introduced 17 Sustainable Development Goals (SDGs) in 2016. They are described as “a to-do list for people and planet...” While there are limits to what a small Australian company can achieve, Bardoc acknowledges the importance of the SDGs to our combined future. In this report, we highlight where we believe we can play a role and, through our actions, we can make a difference.

As our projects develop and teams expand, the importance of aligning with additional SDGs will become relevant to the Company. We endeavour to align our sustainability vision with that of the United Nation’s SDGs and their focus on the role of business and economic growth in supporting sustainable development.

Voluntary Alignment

Select UN SDGs have been cited throughout this document. While there are global targets sitting underneath each goal – the SDGs can be localised to address specific issues that are relevant in a local and corporate context that work to contribute to the global effort.

In this report Bardoc has identified how it currently aligns with some of the UN’s SDGs and also identifies opportunities for the Company to integrate some of its future goals with that of the UN’s SDGs. Our long term objective is to develop a culture which embraces sustainability and contributes in a small way to the overall effort of global sustainable development.

Diversity & Inclusion. **TRAINEESHIPS AND APPRENTICESHIPS.** **PROGRESSIVE REHABILITATION OF MINING AND** Equality. **EXPLORATION AREAS.** **Indigenous engagement** Heritage values and sites are identified and protected. **opportunities.** **AND MORE.....**

REDUCE WASTE GENERATION THROUGH PREVENTION, REDUCTION, RECYCLING & REUSE. **Establish safety management** INCREASED EMPLOYMENT **systems.** **BRIDGE THE GENDER** AND CAREER PATHWAYS. **Sustainable.** **INEQUALITY GAP.** **EDUCATION.** **Flexible** **COMMUNITY DEVELOPMENT.** **Work Arrangements.**

Get to know me

Tim Fraser
Senior Geologist

"Bardoc is well positioned for a bright future. We have a team that's committed to putting in the work and I can't wait to see the successes that come our way over the next couple of years."



At the end of last year, my partner and I relocated to Kalgoorlie and I joined the Bardoc team in a residential role upon arrival. My career began with the completion of a geology degree at the Western Australian School of Mines and progressed through a variety of Mining and Exploration roles. I've had a fortunate career being involved in exploration success stories, something I look forward to achieving again with the Bardoc team.

Taking a leadership position in the exploration team in recent months has further ignited my passion for exploration. The Bardoc leadership team is overwhelmingly supported to build a culture of teamwork and initiative to drive us towards success. Bardoc has some of the most prospective ground in the country and I'm confident that the team we are building will make discoveries to propel Bardoc towards a long and exciting future.

Residing in Kalgoorlie has allowed me to enjoy the best of both worlds. Having the optimum work-life balance by being able to be in the field every day but home with loved ones every night keeps me focused at work and happy at home. The Kalgoorlie community is very supportive of newcomers with teams and clubs to cater to everyone's hobbies. My partner and I are enjoying settling into our new home.

ENVIRONMENT

In Western Australia, the environmental impacts associated with mining and processing are managed under the Western Australian Mining Act and the Environmental Protection Act. The key requirements are an approved Mining Proposal and Mine Closure Plan, Operating Licence.

Gold mining has the potential to cause environmental impacts. Bardoc aims to manage its operations to minimise impacts and, when mining and processing is complete, to leave sites in a safe and stable condition.

ENVIRONMENTAL COMMITMENT

Environmental Risk Assessment Process

Bardoc has developed an environmental risk assessment to identify risk pathways across all phases of the mine life. The risk assessment includes the inherent and residual risks to demonstrate the effectiveness of controls established are as low as reasonably practicable (ALARP).

Bardoc has identified risks and established an assessment and controls in accordance with the Leading Practice Sustainable Development Program for the Mining Industry - Risk Management Handbook (2016). (Department of Industry, Science, Energy and Resource, 2016).

Risks are Classified as



Bardoc has developed risk pathways and performance criteria to address each of the environmental risk factors:

- Biodiversity/flora/fauna/ecosystem
- Water resources
- Land and soils
- Mine closure

Bardoc assesses the inherent environmental risk for each phase of the project. The assessment includes the consequences and the likelihood to provide a risk ranking. After adoption of controls the residual risk is assessed. Bardoc's environmental risk profile includes:

RESIDUAL ENVIRONMENTAL RISKS



No high environmental risks were identified. Bardoc will continue to review the environmental risk profile throughout the operations phase and will seek to reduce risks wherever possible.



ENVIRONMENTAL GOALS

As Bardoc develops its operations, our environmental outlook is based around the following factors:

FACTOR	NOW	NEXT	FUTURE
Waste rock landforms	Monitor and maintain existing landforms.	Design future landforms with physical and geochemical stability in mind.	Construct and rehabilitate landforms as permanent maintenance-free features of the landscape.
Mine tailings	Monitor and maintain existing tailings storage facility.	Design and construct future tailings storage capacity to be geotechnically stable.	Operate and close all tailings storage facilities, ensuring they will be stable and maintenance-free in the long term.
Biodiversity	Maintain existing biodiversity values through weed control and restrictions on land clearing.	Assess biodiversity values potentially affected by future operations and develop strategies to minimise or prevent impacts.	Operate and close operations with local biodiversity values intact.
Air quality	Manage dust emissions.	Assess potential for dust and other emissions to air and develop strategies to manage them.	Operate and close operations so that emission to air are consistent with background levels.
Water usage	Minimal.	Determine expected water requirements and plan to use saline groundwater for site use.	Extract groundwater sustainably and protect vegetation and soils from the impact of saline water.
Energy usage	Minimal.	Consider greenhouse gas generation when assessing power generation options.	Operate power generation facilities efficiently and report emission to government.
Compliance	Maintain compliance with mining and environmental legislation. Contribute to Mine Rehabilitation Fund.	Maintain compliance with mining and environmental legislation. Contribute to Mine Rehabilitation Fund.	Maintain compliance with mining and environmental legislation. Contribute to Mine Rehabilitation Fund until rehabilitation complete and sites are relinquished.
Management systems	Maintain existing procedures and practices.	Develop and implement an Environment Policy. Develop systems to support sound management practices that address environmental protection e.g. incident reporting and investigation.	Implement and modify management systems that enable compliance with legislation, prevent pollution and allow sites to be relinquished with no ongoing liability to the State.



Where we are and Where we want to be

Legacy mining and exploration disturbances, some partially rehabilitated landforms.

Progressive rehabilitation of mining and exploration areas. Rehabilitated landforms to be safe, stable and non-polluting. Tenements to be managed in accordance with closure criteria.



ENERGY EFFICIENCY INITIATIVES

1

With relation to energy efficiencies, Bardoc has incorporated variable speed drives on pumps and both mills for energy efficiency.

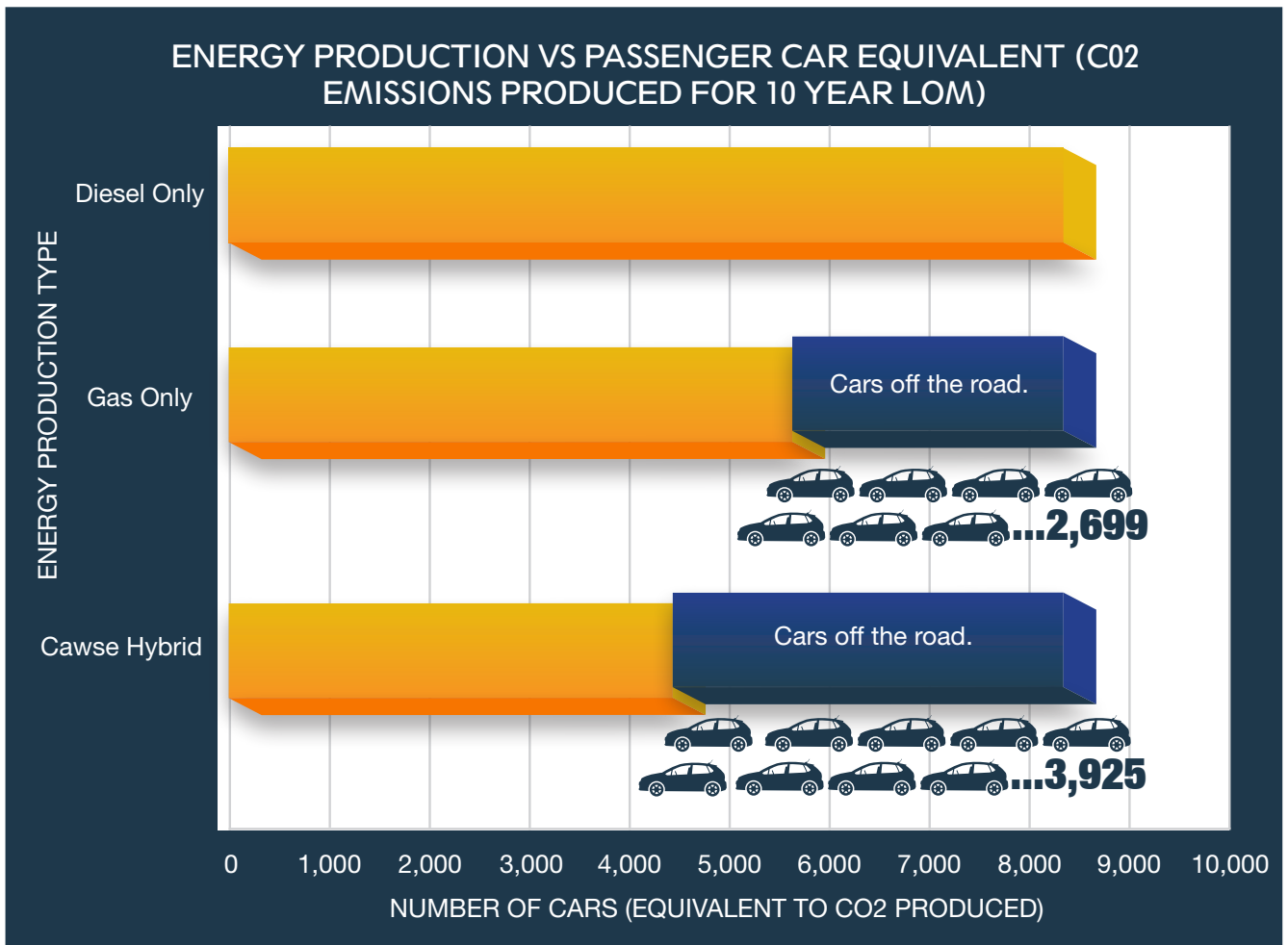
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While alternatives such as natural gas are becoming increasingly available, diesel-fuelled power generation is still common across the Eastern Goldfields. Compared to diesel, natural gas emits 40% less CO2.

Bardoc is currently considering two power generation options for its proposed operations. These are:

- Natural gas/solar hybrid
- Natural gas

If viable, including renewable energy sources into our power generation will further reduce emissions. The CO2 emission reductions compared to number of passenger vehicles is shown below.



Where we are and Where we want to be

Exploration activities.



Responsible consumer of water and energy through innovative engineering design.

HEALTH & SAFETY



STAYING SAFE AND KEEPING OTHERS SAFE

“Safety isn’t expensive, it’s priceless. The safety of our people is core to our business. As we move to operations, we will build on our safety culture, further developing our systems to support our expanding workforce.”

Operational Safety

Continuing to improve our health and safety performance is always a priority. Our safety management systems provide training and guidance to enable every person working at Bardoc to undertake every task in a safe and responsible manner. We endeavour to create a mindset in which every employee believes that an incident-free and injury-free workplace is achievable.

Over the past 12 months, we once again realised an excellent safety performance, which is testament to the application of industry best practice across our business. Our current safety management practices include procedures and protocols commensurate with exploration field activities.

Prior to mobilisation we ensure all necessary safety inductions have been undertaken and all staff (including contractors) have the necessary training, licenses, permits, safety gear and equipment to carry out their operations in a safe manner.

We have in place systems of work (JHA, SOPs, SWI and more) and also conduct periodic drug, alcohol and fatigue assessments across our workforce to ensure the safety of our staff.

As the business develops, our safety management systems will grow to reflect the mining and processing aspects of our operations.

Health and Wellbeing

We endeavour to create a work culture that not only places operational safety at the forefront, but also recognises that the physical and mental health and wellbeing of our staff is an essential part of creating a safe, healthy and productive workplace. Factors such as workplace stress, bullying and violence are addressed to ensure staff are safe and happy at work.

“Our people are our priority at Bardoc and are the driving force behind our decisions.”

ANDREW FRANCIS
(Chief Operating Officer)



Safety Performance



COVID-19 Preparedness

Despite the uncertainty over the past year, Bardoc’s preparedness and responsiveness to the COVID-19 climate has enabled the business to continue to grow.

During periods of restrictions in 2020 and again in 2021, Bardoc implemented alternative working programs. For employees to continue working from their homes, our team was asked to alter the way they worked and travelled and how they interacted professionally. Utilizing established technologies, it was a seamless transition away from workplace-based operations.

During this unique situation, workers and their families adapted to change in workplace locations and rosters. It’s a strong indication of the intrinsic teamwork and resilience of the Bardoc team; and our established culture which ensured our environmental, sustainability and social governance values were upheld.

The challenges we overcame during COVID-19 put the Company and it’s people in good stead to seamlessly adapt to similar situations should they arise in the future.

HEALTH AND SAFETY GOALS

FACTOR	NOW	NEXT	FUTURE
OHS Systems	Systems commensurate with exploration activities.	Upgrade systems to address the mining and processing activities and risks associated with operations.	Monitor and benchmark performance against industry, ongoing review of risks and adjustments to systems.
Training	Train all employees in safe practices and protocols.	Implement safety training across all areas of the operation. Provide first aid training to all Bardoc personnel.	Capable workforce using leading best practices; confident that they can undertake every task in a safe and responsible manner.
Risk Management	Managing identified risks through established controls and mitigations.	Identify additional risks associated with expanding operations. Implement inspections and auditing processes.	Publicly report on risk control and implement innovative technologies to eliminate or reduce inherent risks.
Compliance	Maintain compliance with OHS legislation; POW conditions; and statutory reporting.	Establish systems and processes to maintain OHS and environmental compliance across expanding operations.	Implement leading best practices; improve efficiencies; and use innovation to monitor performance and industry benchmarking.
COVID-19	Ensure all employees and management are aware of the restrictions and changes as they occur.	Ensure all employees and management are aware of the restrictions and changes as they occur.	Comply with all government requirements and take other feasible measures to reduce risk to employees, contractors, suppliers and their families.



Where we are and Where we want to be

Safety systems and protocols that are commensurate with exploration activities.

Establish safety a management system with emergency response and incident control protocols, provide first aid training to all Bardoc personnel.

Get to know me

Mark Roberts Project Manager

“The Bardoc culture shines through in everything that we do and I look forward to being part of the development of the project and growth of the business.”



I joined the Bardoc team in 2020 as Project Manager with the objective of developing the Bardoc Processing Facility. As a graduate of the Western Australian School of Mines, my background is in the field of metallurgy. It's these skills that I draw upon when considering the design parameters for Bardoc's processing requirements.

The Bardoc processing facility will be designed to treat a targeted 2.5Mtpa and will be developed in two stages with the processing of free milling ore treated via a gravity and carbon in leach circuit; and refractory ore treated via additional flotation and a concentrate filtration circuit.

Producing gold is more than just constructing a plant, I also oversee the exploration and modelling to identify a sustainable ground-water source which will be required to operate the plant. I also manage the design and construction of the tailings storage facility.

Having worked across a number of sites within the Goldfields in both consultancy and industry roles, I wanted to be part of a new project and share in the success of seeing the Bardoc project through the phases of planning, commissioning and operation.

My role forms part of the leadership team and I enjoy being part of a motivated and hard working group. The Bardoc culture shines through in everything that we do and I look forward to being part of the development of the project and growth of the business.

PEOPLE PERFORMANCE



“We encourage our team to participate in sport and exercise and promote a healthy lifestyle and well-being. Our goal is to align our employee wellness programs with the UN Sustainability Goal 3 “Good Health and Well-being” as well as our Safety Core Value.”

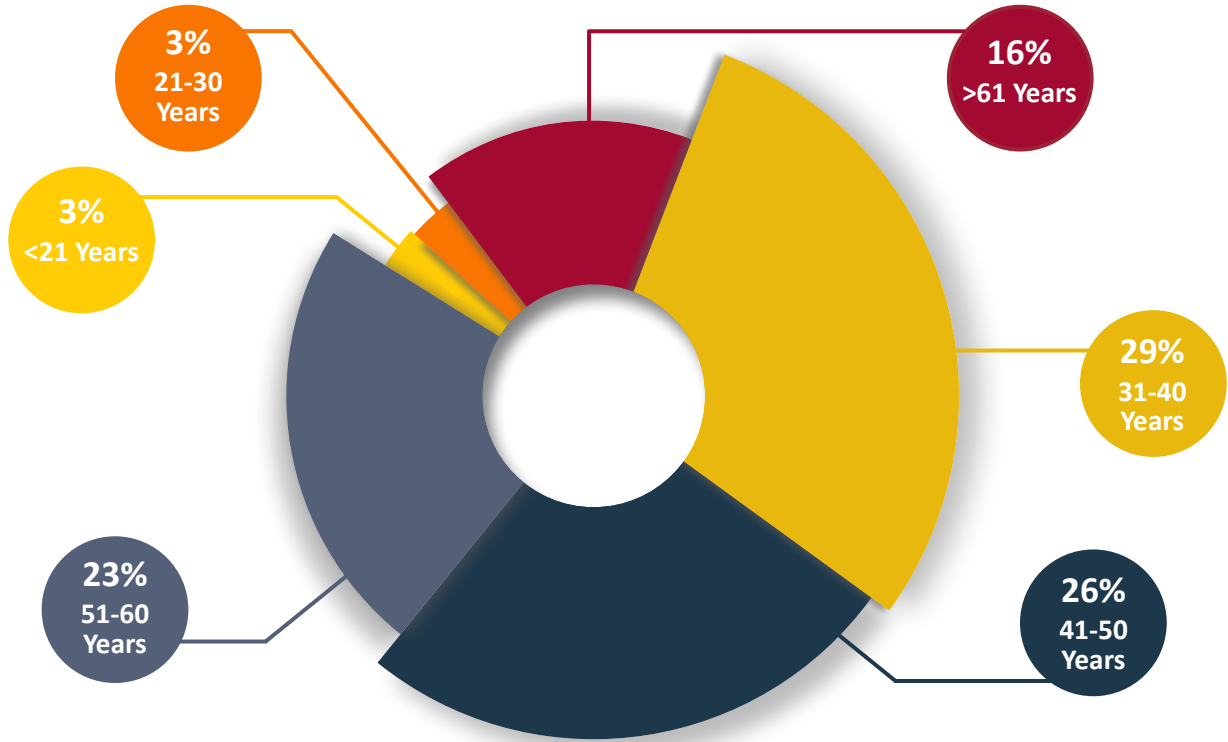
OUR PEOPLE

Bardoc currently employs a workforce of 31 people with 26 employees and 5 contractors. 13 people are employed on site with 10 of those people being based residentially in the Goldfields.

In our workforce 71% of employees are male and 29% are female.

Our executive, management and supervisory roles are made up of 10 male employees and 3 female employees.

Our employees age range is represented as:



Supporting & Developing Our People

We continue to establish recruitment and retention protocols and plans in readiness as our business transitions into the commissioning and operational phase. As we anticipate a rapid growth of our workforce, Bardoc is considering a range of employment initiatives.



EMPLOYEE ASSISTANCE PROGRAM



WORKFORCE INITIATIVES



FLEXIBLE WORK ARRANGEMENTS FOR CERTAIN ROLES



TRAINING AND DEVELOPMENT OPPORTUNITIES



APPRENTICESHIP AND TRAINEESHIP OPPORTUNITIES



GRADUATE RECRUITMENT PROGRAM



OPPORTUNITIES FOR VACATION STUDENTS



EMPLOYMENT INITIATIVES FOR OUR INDIGENOUS STAKEHOLDERS



Diversity and Inclusion

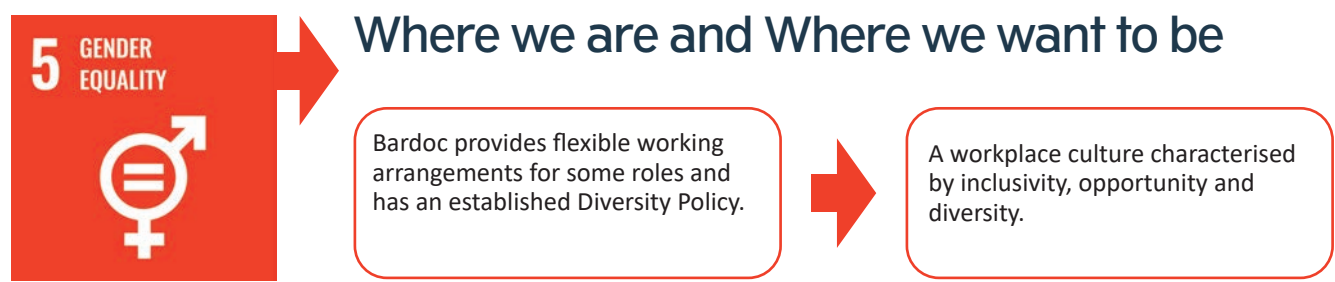
We value diversity and promote inclusivity in our workforce (in age, race, religion, nationality, sexual orientation, and gender) as it brings different viewpoints and perspective to our Company. We are committed to creating a work environment where each person’s unique differences are recognised and valued. We foster a company culture, where employees feel valued and every voice is welcome, heard and respected.

As we expand our operations, we endeavour to bridge the gender employment gap by appointing more women in our workforce and taking steps to eliminate any bias (in age, race, religion, nationality, sexual orientation, and gender) in the evaluation process and promotion opportunities.

We continue to support flexible work arrangements (for certain roles) across all our operations for men and women. We look forward to establishing programs and initiatives that will meet the demands of our growing business as we transition into the commissioning and operational phase.

PEOPLE MANAGEMENT GOALS

FACTOR	NOW	NEXT	FUTURE
Employment	Develop and implement policies that enhance the workplace for all.	Promote diversity as the workforce is increased to meet operational needs.	Maintain a well performing workforce, enhance opportunities for diversity and reduce attrition.
Recruitment	Maintain existing experienced employees while preparing for operations.	Identify opportunities for traineeships, apprenticeships, and develop recruitment strategies with Indigenous stakeholders.	Employ and retain personnel supported by Bardoc’s human resources systems.
Incentives	Employee support, incentives, flexible work arrangements for some roles.	Develop a Employee Assistance Program, employee incentives.	Maintain employee programs and seek other initiatives that improve the work-life experience.



“Mentoring is an important part of retaining knowledge within the group whilst providing important training opportunities.”



Get to know me

Karen Clunies-Ross Financial Controller

“A love of travel (when allowed) and a desire for work/life balance has led to this lifestyle and Bardoc has been very accommodating in allowing me to continue this for the last few years”



I joined Bardoc Gold as Financial Controller in October 2018 as part of the merger with Excelsior Gold, where I had been in a similar role since 2016. I am a CPA, and have worked in finance roles for the last 25 years in the Construction, Hospitality and Mining industries. I have spent half of my career in the mining industry (gold, tantalum and uranium) and been involved with companies in various stages of growth, from exploration to production.

Since 2014 I have worked in part-time/casual roles, I enjoy the flexibility that comes with this type of employment. A love of travel (when allowed) and a desire for work/life balance has led to this lifestyle and Bardoc has been very accommodating in allowing me to continue this for the last few years.

COMMUNITY



“As our operations develop and expand, we understand that the communities in which we operate are impacted. We endeavour to positively contribute to the social and cultural well being of the local community and are confident in our ability to conduct our business in a manner that is respectful of our Stakeholders and value adding to the local community.”

STAKEHOLDER ENGAGEMENT

“Bardoc is committed to openly engaging with our stakeholders and positively contributing to the community in which we operate.”

Stakeholder Engagement

Bardoc is committed to managing public relations communication, consultation and engagement with key stakeholders and interested parties.

Key stakeholders have been identified and mapped to determine the influence and interest in Bardoc’s activities.

Bardoc’s stakeholder engagement process will provide a measurable and positive impact to stakeholders on social, economic and environmental aspects. We recognise the impacts and opportunities of our business and we are confident we have the capabilities to provide strong social performance.

As our project develops, we will provide training and support to our workforce to develop an understanding and awareness of Bardoc’s stakeholder engagement framework.

“Our financial investment on the procurement of goods and services from our local Goldfields community in 2020 was approximately AU\$15M. Projected spend for 2021 would be an additional \$65M total \$80M.

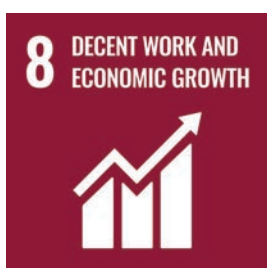
Achieving our social performance goals are paramount to the success of our business and align with our Core Values of Respect and Integrity.”

Community and Local Procurement

We support the local community through local procurement of goods and services to ensure that economic benefits to the community are maximised. As our project develops, we will establish a program to sponsor/provide opportunities to support the initiatives and objectives of community groups and non-profit organisations within the Menzies and Kalgoorlie-Boulder communities.

By purchasing goods and services locally we provide significant regional economic development opportunities for local businesses within the regions in which we operate.

“Bardoc sponsorships for programs relating to Indigenous community and education totalled \$19k for 2020.”



Where we are and Where we want to be

Direct and indirect job creation through mineral exploration; support local businesses and suppliers; Remuneration Charter.

Develop Indigenous employment opportunities. Investment in local businesses and service providers. Payment of compensations, wages, salaries, taxes and royalties.

INDIGENOUS PARTICIPATION

Bardoc Gold Limited acknowledges and recognises that traditional owners of the lands in which we operate and their link to culture and heritage. We pay respect to their culture and traditions, and to their Elders, past, present and emerging and to their continuing cultural and spiritual connections to their lands.

We are committed to establishing and maintaining positive, long term relationships with Indigenous People in the areas in which we operate to create positive economic and social outcomes.

We will look to engage Indigenous people through a range of opportunities including employment, business development, cultural awareness and heritage protection.

We will provide all employees with opportunities to participate in activities that increase awareness and understanding of Indigenous culture and traditional knowledge.

Agreement

Bardoc Gold Limited acknowledges and recognises Agreements between companies and traditional owners allow for the negotiation of flexible, pragmatic agreements to suit their circumstances. The Native Title Tribunal describes agreements as dealing with a range of native title matters such as the consent to future acts, compensation, protection of significant sites and culture and how native title rights and interests can be exercised alongside other interests.

Agreements provide certainty for other parties who wish to carry out activities and developments on land and waters.

Heritage Value

We will implement practices that will ensure heritage values are identified and avoided where practical. Where avoidance is not practical, impacts and opportunities will be discussed with relevant traditional owners.

During 2020 archaeological and ethnographic site identification heritage surveys were undertaken across the proposed Bardoc project area. There were no heritage sites identified within the proposed disturbance footprint. There has been no need to request to disturb any sites under the current legislation.

Bardoc welcomes the review of the Aboriginal Heritage Act 1972 which is expected to lead to new legislation. The Department of Planning, Lands and Heritage describes the key changes will provide certainty for owners wishing to develop their heritage places; better protections for important heritage places; and increased transparency by publishing the advice from a proposed heritage council.

Heritage Surveys

Bardoc has undertaken nine separate heritage surveys up to the end of 2020. A further four (4) surveys are scheduled for 2021.

SCHEDULED FOR 2021

Aboriginal Heritage Survey Scotia Borefield

Aboriginal Heritage Survey Goongarrie Borefield

Aboriginal Heritage Survey Bulletin Project

Aboriginal Heritage Survey Mayday Project

TRAVIS TUCKER
Managing Director
Tucker Dust and Diesel Pty Ltd





Travis Tucker is a proud Aboriginal man of Marlinyu Ghoorlie, Ngadju and Kakarra, Tjalkadjara, Nyalpa Pirniku, Darlot, Esperance, Nyungar and WA/SA Mirning People heritage. He is a qualified heavy diesel mechanic with licences across vehicle works, electrical and automotive air-conditioning areas.

As Managing Director of Tucker Dust and Diesel, Travis is a strong believer in helping the local community and its people. He has a long-term vision of creating professional employment opportunities for the next generation through apprenticeships and traineeships.

CORPORATE GOVERNANCE



THE FOUNDATION OF OUR BUSINESS

“Corporate Governance goes beyond the written word, it is a set of written and unwritten rules that steer corporate behaviour and instills transparency and accountability as an intrinsic part of corporate culture.”



Risk Mitigation & Management



Transparency in Disclosure



Ethical Business Practices



Good Corporate Governance

Corporate Governance

We understand the importance that setting the highest standards of corporate governance has on our financial performance and our capacity to fulfil our stakeholders' expectations of the Company being a good corporate citizen. We are committed to a high level of corporate governance that encourages and supports a culture that values safe, ethical behaviour in addition to integrity and respect.

Our corporate governance allows us to operate and allocate resources in a manner that maximizes value to our shareholders, investors, employees, customers, suppliers, environment and the community at large, whilst holding us accountable for our decisions.

Communication

We are committed to transparent and respectful engagement with our stakeholders and building shared value for the community. We conduct formal consultations and engagements with key stakeholders through regular meetings and information sessions; as well as the ongoing informal dialogue as part of day to day business activities.

Our established complaints and grievances mechanism provides stakeholders with an opportunity to comment and provide feedback throughout the lifecycle of the operation. Our goal is to ensure that any issues, comments or suggestions received are adequately responded to within a suitable time-frame.

Our Core Values of Safety, Integrity, Balance, Respect and Ownership are the foundations of our business upon which we continue to build frameworks, policies and practices that govern the way we conduct our business and keep us accountable to perform to the highest standards.

Ethical Business Practice

Bardoc Gold is committed to upholding lawful, moral and ethical practices in our business operations and in our dealings with suppliers, stakeholders and the local communities in which we operate.

Our Core Values coupled with our Code of Conduct, Anti-Bribery and Anti-Corruption Policy and associated policies hold our Directors, management and employees accountable to exercise integrity in their decisions and behaviour, act ethically in the best interests of our Shareholders, comply with all laws and Company policies and provide a moral compass for the way we do business.

Our Corporate Governance policies and charters can be found on our website: <https://www.bardocgold.com/corporate-governance>.

CORPORATE GOVERNANCE GOALS

FACTOR	NOW	NEXT
Risk Mitigation and Management	Audit and risk committee charter	Assist the Board in fulfilling its statutory and fiduciary responsibilities relating to the external reporting of financial information, the internal control and operational risk management framework, the independence and effectiveness of audit and compliance with laws and regulations.
	Risk management policy	A policy to assist the Board in the effective discharge of its responsibilities for internal control structures, internal and external audit functions and risk management systems.
Ethical Business Practices	Anti-bribery and anti-corruption policy	Sets out the Company's requirements in relation to interactions with officials and third parties.
	Board and management charter	Sets our responsibilities to ensure the Company at all times acts honestly, fairly, diligently and in accordance with the law in serving the interests of the shareholders, as well as its employees, customers, and the community.
	Code of conduct	A statement about the Company's expectation that all employees are expected to act with the utmost integrity and objectivity, striving at all times to enhance the reputation and performance of the Company.
	Diversity policy	A policy statement that outlines a series of objectives to promote workplace diversity and how progress towards those objectives will be monitored and assessed.
Transparency in disclosure	Continuous disclosure policy	A policy to help the Company comply fully with its obligations as a listed company in respect of the protection and disclosure of material price sensitive information and its other continuous disclosure obligations by ensuring that its announcements are made in a timely manner, are factual, do not omit any material information and are expressed in a clear and objective manner that allows investors to assess the impact of the information when making investment decisions.
	Nominations committee charter	A charter outlining the approach governing appointments and payments to board members, and to ensure corporate governance procedures are maintained and revised as is required.
	Remuneration charter	A charter to identify how remuneration for employees is determined.
	Securities trading policy	A policy on the sale and purchase of securities in Bardoc Gold Limited by its Directors and employees.
	Shareholder communication policy	Policy aimed at ensuring that the shareholders are informed of all major developments affecting the Company.
	Whistleblower policy	A policy aimed at creating an environment where people will feel confident to speak up and how to manage the process if a report is made.



BAM MEETINGS

Each Month the Corporate office holds a “Bardoc All-in Meeting” known as a BAM meeting. The purpose is to present updates on different aspects of the business, share innovations and ideas and realise opportunities within the group. Each month a different employee provides a presentation on a topic relevant to their expertise. The forum creates an opportunity to learn about different aspects of the business and gain information and knowledge about Bardoc in an informal setting.

At the BAM the teams enjoy a shared morning tea where we also celebrate birthdays and special occasions of news happening that month.

Get to know me

Catherine Jones Senior Geologist

“Working for Bardoc Gold provides a flexible work environment within a dynamic team with strong leadership.”



I joined Aphrodite Gold Limited in 2010 as their Database Geologist, after spending 5 years FIFO in the Goldfields. Through acquisitions and mergers, I am now a Senior Geologist with Bardoc Gold. Over the last 10 years I have gained invaluable experience in a variety of roles, both FIFO on a campaign basis for major drilling programs and Perth based. I was fortunate to be part of a key team of people that ran and delivered a Pre-Feasibility study in 2017 for Aphrodite Gold Limited.

Since the transition to Bardoc Gold Limited my role has been predominately Perth based where I manage the Company’s Geological database and provide technical services support to the Company’s Land Manager for tenement compliance, as well as additional support to the Exploration Manager.

Working for Bardoc Gold provides a flexible work environment within a dynamic team with strong leadership. I believe that Bardoc is in a strong position for future exploration success that will feed into a long term production operation and I am excited to be part of this process.

SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION	UN TARGET	BARDOC FUTURE ALIGNMENT
	<p>By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>Identify opportunities for traineeships, apprenticeships and provide opportunities for graduate programs as well as on the job training.</p>
	<p>Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.</p>	<p>Increased numbers of apprenticeship and graduate positions provided at our operations to provide increased employment and career pathways for youth.</p>
	<p>By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>	<p>Build on our diversity policy and take steps to ensure inequalities are reduced and diversity in the workforce promoted.</p> <p>Creating opportunities for local indigenous business to be part of our expanding operations.</p>
	<p>Strengthen efforts to protect and safeguard the world's cultural and natural heritage.</p>	<p>We will implement practices that will ensure heritage values are identified and heritage sites avoided where practical. Where avoidance is not practical, impacts and opportunities will be discussed with relevant traditional owners.</p>
	<p>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Promote sustainability in our operations and reduce our single use of materials through recycling programs, including scrap metal, batteries, printer toner cartridges, paper, cardboard and commingled recycling wastes etc.</p>



Katelyn Williams
Corporate Office Receptionist



BARDOC GOLD LIMITED

STREET ADDRESS

130 Stirling Highway, North Fremantle
Western Australia 6159

POSTAL ADDRESS

Locked Bag 4, North Fremantle
Western Australia 6159

CONTACT

Telephone : +61 8 6215 0090

Fax : +61 8 6215 0091

Website : <https://www.bardocgold.com/>

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