



BELLEVUE
GOLD

Sustainability Report 2022



A clear pathway to becoming Australia's first 'green and gold' miner.

Bellevue Gold acknowledges and respects the Tjiwarl Traditional Owners of the country on which we operate and recognise their continuing connection to *Tjukurrpa* / culture and *Parna* / country.

Bellevue Gold acknowledges and respects the Noongar Traditional Owners of the country where our office in Boorloo / Perth is located and recognise their continuing connection to this *Boodja* / country.

Bellevue Gold pays our respects to their Elders past and present.

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Message from Chairman and Managing Director

It gives us great pleasure to present to you Bellevue Gold's 2022 Sustainability Report.

Bellevue Gold's inaugural 2020 Sustainability Report was one of the first Sustainability Reports issued by an ASX-listed company, pre-production and pre-revenue. This 2022 Sustainability Report outlines a clear pathway to becoming Australia's first 'Green and Gold' miner, with the strong ambition to achieve net zero emissions by 2026. At Bellevue Gold, sustainability is embedded in our vision, our purpose and objective, as well as our PACE core values, which stand for Passion, Accountability, Care and Excellence.

This report conveys the work that has been done over the last 24 months in advancing environmental, social and governance standards at Bellevue Gold, while setting the platform to create a high performing and highly profitable gold production company. The Company has a clear pathway to reaching net zero emissions by 2026, an embedded culture of diversity and inclusion and advanced reporting standards for a development company.

Our ability to achieve these key ESG goals, including the 2026 net zero greenhouse gas emission target, will be determined by what we are doing today. Our ability to incorporate far-reaching and long-term sustainability measures into the design and construction of the Project is paramount to achieving our sustainable aspirations.

A key stage in developing the mine was the recent signing of a Native Title Agreement (NTA) with the Tjiwarl Aboriginal Corporation as the holder on trust for the Tjiwarl Native Title Holders, being the Native Title rights and interest holders and the Traditional Owners of the land, which hosts the Bellevue Gold Project in Western Australia's North-eastern Goldfields. The NTA formalises Bellevue Gold's commitment to Tjiwarl Aboriginal Corporation and the Tjiwarl Native Title Holders of the land on which the Company operates.

A Project Update was released in June 2022, demonstrating that the Bellevue Gold Project is a globally significant development asset. The Bellevue Gold Project (Project) is forecast to be one of Australia's top 20 gold mines by production and is on track to be one of the most profitable high grade gold mines in the country, with a workforce that is one of the leaders in the mining sector for gender diversity. The Project is set to inject more than \$3.0b of economic value add, predominantly into the Australian economy over the first 10 years of the Project, via payment of salaries, goods and services, royalties, taxes, donations and community investment.

Due to the strategic focus on carbon mitigation over the last two years, the Company has already significantly reduced the Project's forecasted greenhouse gas emissions through the planned off-grid hybrid renewable power station, which is forecast to deliver up to 80% renewable energy, coupled with the roadmap to net zero emissions that will deliver a measurable positive benefit to society, whilst minimising our impact on the environment.

Emissions and climate change are not our only focus, as we have also completed initiatives and have plans in the areas of wellness, mental health, water management, and governance, and are taking steps to address modern slavery.

The Company continues to embrace the concept of shared value. Through our approach to sustainability, Bellevue Gold is striving to make its approach to environment, social and governance (ESG) a competitive advantage.

In early 2022, the Company released an updated [Sustainability Policy](#), and a new [Environmental Policy](#), a [Human Rights Policy](#), and a [Climate Change Policy](#). This was an important step for Bellevue Gold as the Company aspires to be a sector leader in our approach towards sustainability.

The Board and management are united in the view that implementing sustainable practices and actions are fundamental to the strategic direction of the Company. In early 2022 the Company created the Chief Sustainability Officer role, which is incorporated into the Executive Management Team, embedding the importance of sustainability matters to the business.

Our 2021 AGM requested shareholder approval for issuing performance rights to Executive Directors linked to our ambition to reach net zero greenhouse gas emissions for our Scope 1 and Scope 2 emissions for the Bellevue Gold Project by 2026. The resolution was overwhelmingly supported by shareholders. This incentive has now been rolled out to all Bellevue Gold employees, creating a direct alignment between employee remuneration and this important sustainability outcome.

The ambition of achieving net zero emissions by 2026 puts Bellevue Gold at the forefront of decarbonisation amongst mining companies. Achieving net zero by 2026 is an ambitious goal – and we are up for the challenge. This initiative is supported by the Traditional Owners, encouraged by Governments, championed by our employees and endorsed by our shareholders.

Additionally, as fund managers and asset owners increasingly seek to decarbonise their investment portfolios, they will have to make

investment decisions on which gold companies they hold – which is why investing in Bellevue Gold is the ideal investment for the planet, people, and profit.

We believe taking direct action based on science and within our mine life is the way to lead the sector to reduce emissions and this differentiates Bellevue Gold from its peers.

Fundamentally, we are already seeing a tangible benefit in our approach to sustainability in an increased ability to attract a skilled workforce that wants to work for the Company and is aligned to our aspirational goal of becoming a net zero emission mine by 2026.



Kevin Tomlinson
Non-Executive Chairman



Stephen Parsons
Managing Director

Sustainability Highlights

 <p>✓ Early works agreement signed for 80% renewable energy</p>	 <p>✓ On track to achieve the aspirational goal of net zero emissions by 2026 for the Bellevue Gold Project</p>
 <p>✓ Sector-leading 44% female employment and strong diversity and inclusion outcomes</p>	 <p>✓ Oversizing the crushing circuit to 'timeshift' energy demand to maximize renewable energy use and installing cutting-edge underground fans to significantly reduce emissions</p>
 <p>✓ Safe worksite practices and strong recognition of mental health training and camp design</p>	 <p>✓ New policies rolled out on Sustainability, Climate Change, Human Rights, the Environment and Health and Safety</p>
 <p>✓ Mutually beneficial Native Title Agreement signed with Tjiwarl Aboriginal Corporation</p>	 <p>✓ Transparent disclosures of sustainability metrics, including use of the GRI, SASB, UN SDG and TCFD frameworks</p>
 <p>✓ Assisting local communities and forecast to generate \$3.0b in economic contributions over the life of mine</p>	 <p>✓ Appointment of Chief Sustainability Officer and creation of Health, Safety and Sustainability Committee</p>

Table 1: Major aspects of the planned emissions profile of the Bellevue Gold Projects.



Bellevue Gold Snapshot

One of Australia's highest-grade gold mines, with a Mineral Resource of 3.1Moz; fully funded and on-track for production in the second half of CY2023.



**GRADE
AND SCALE**

3.1Moz

at 9.9g/t gold Global Resource

Forecast to be one of the highest-grade, lowest cost mines with Life of Mine All-in Sustaining Costs of A\$1,000/oz – A\$1,100/oz¹ and one of the fastest growing, high-grade gold developments globally in a Tier 1 mining jurisdiction.



PROFITABILITY

\$2.1B

Net Free Cashflow, 68% Internal Rate of Return¹

The Bellevue Gold Project is forecast to deliver sector leading margins, A\$2.1B of free cashflow (pre-tax) and an outstanding Internal Rate of Return of 68% (pre-tax and assuming a A\$2,500/oz gold price) over the initial 10-year mine life.

Free Cashflow and IRR are based on pre-tax figures.



**THROUGHPUT
CAPACITY**

+1Mtpa

The processing plant is designed for a 1 million tonne per annum (Mtpa) throughput, with a conventional gravity and CIL processing route.

Internal modelling shows potential growth to 1.2 Mtpa with no additional capital, which will further increase efficiencies.



**FORECAST
PRODUCTION**

200koz/pa²

Forecasted annual production of 200,000 ounces per annum, which would place the Bellevue Gold Project within the top 20 Australian gold mines.



**STRONG ESG
FOCUS**

Net zero by 2026

Roadmap to net zero based on the carbon mitigation

Bellevue Gold has the ambitious goal of net zero greenhouse gas (GHG) emissions for the Bellevue Gold Project by 2026.

This is forecast to be underpinned by a sector-leading hybrid renewable power station, with an average of 80% renewable energy penetration rate.

Bellevue Gold's ability to produce 'green gold' will be a world-first and the Company is exploring opportunities to generate a 'green premium' for the sale of its gold.

- 1 All-In-Sustaining Cost (AISC) and pre-tax free cashflow are based on the economic assumptions detailed in the section titled "Material assumptions" on page 8 of the ASX announcement dated 10 June 2022 titled "Project Production, De-risking and Growth Update-update". AISC estimates are based on real costs as at June 2022.
- 2 The total life-of-mine (LOM) production is underpinned by 72.4% Probable Ore Reserves and the remaining 27.6% is Inferred Mineral Resources. There is a low level of geological confidence associated with Inferred Mineral Resources and there is no certainty that further exploration work will result in the determination of Indicated Mineral Resources or that the production target itself will be realised.

Message from Chief Sustainability Officer

Sustainability has been a core focus of Bellevue Gold on our pathway to production. We have witnessed the rise in ESG expectations from our investors throughout the exploration, study and early construction periods.



Throughout the development and planning phase, Bellevue Gold has designed one of the most effective carbon mitigation strategies for any mining company globally. Now, during the construction phase, we are delivering on our promises.

Our strategic focus on ESG is evidenced by the release of our inaugural Sustainability Report in 2020. Whilst in the pre-revenue phase of our life cycle, Bellevue Gold has continued to focus on positive ESG outcomes and has demonstrated leadership in areas such as climate change and gender diversity. This strategic initiative was pioneering at the time, but these sustainability focused topics are now forming a greater part of investor expectations across Australia and the globe.

The 2020 Sustainability Report was aligned to the United Nations Sustainable Development Goals (UN SDGs) and mapped our pathway to align to the Task Force on Climate-related Financial Disclosures (TCFD) framework. This 2022 Sustainability Report focuses on the work completed across Financial Year 2022, but also provides some updates on the work completed in FY21. This is the Company's second Sustainability Report, and it continues the alignment to the UN SDGs and TCFD recommendations, in addition, we have now adopted the Global Reporting Initiative (GRI) and the Sustainability Accounting

Standards Board (SASB) reporting frameworks to increase transparency and provide additional data.

Bellevue Gold embraces the concept of shared value and believes that with the right culture and right technology, we can continue to build an industry-leading company and stay at the forefront of sustainability initiatives. This 2022 Sustainability Report outlines our actions to date and shows our intent for gold production to be done in a symbiotic fashion by focusing on profitability whilst embracing the concept of sustainability. The Company believes both outcomes can be achieved simultaneously with the right level of strategic planning.

Bellevue Gold's aspiration to be net zero by 2026 is world leading, demonstrated by its plans for a renewable energy off-grid power station, forecasted to provide up to 80% of power needs from renewable energy for the 1 Mtpa processing plant. Our gender diversity reached 50% across the Company in March 2022. The Project is forecast to have the lowest greenhouse gas emissions intensity per ounce of any major gold mine in Australia. We aim to deliver on all ESG fronts, and we are proud to report on our achievements in this 2022 Sustainability Report.

One of the tangible benefits we are already seeing with our push to net zero is in attracting employees, which is especially important during the

skills shortages within the Western Australian mining industry. There are many benefits to the use of renewable energy, such as mitigating the impact of any future carbon pricing, lowering energy input costs and increasing energy security. The potential competitive advantage of net zero 'green gold' may also allow Bellevue Gold to differentiate its product in the gold market and seek to sell our gold at a premium, benefiting all shareholders - we are currently exploring those options.

We invite you to read-on and learn about all the initiatives that Bellevue Gold is undertaking on sustainability, including climate change, gender diversity, collaborating with Traditional Owners, minimising water use and ensuring strong corporate governance and transparent reporting.

This Sustainability Report is a snapshot in time. We are proud of our achievements to date; however, the Company is not resting on our laurels and plans to continue being at the edge of technological innovation with the aim of making Bellevue Gold the go-to name for ESG conscious investors.

I trust you will enjoy reading our 2022 Sustainability Report.



Luke Gleeson
Chief Sustainability Officer



Introduction



Bellevue Gold Ltd is an ASX300 gold company (ASX: BGL) and is headquartered in Perth, Western Australia (WA). The Company's flagship asset, the Bellevue Gold mine, is situated 40km north of the township of Leinster.



Bellevue Gold Mine

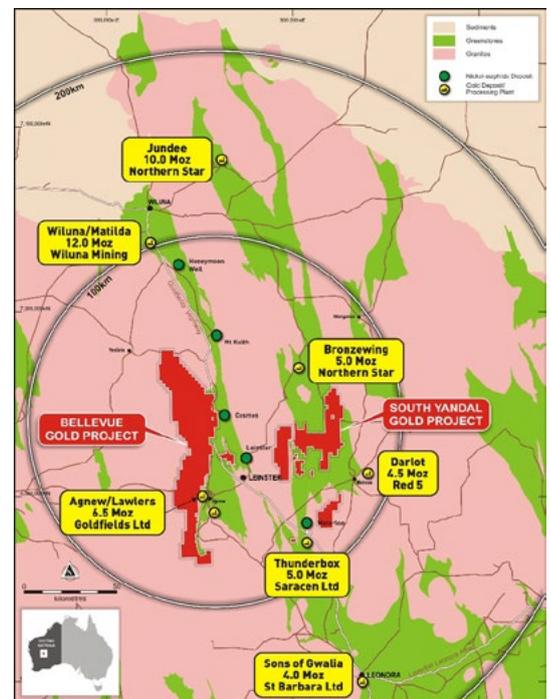
Bellevue Gold is developing a high-grade gold system in the world-class Goldfields mining district of Western Australia (WA), with multi-million-ounce mines such as Jundee, Agnew, Darlot, Bronzewing, Gwalia and Thunderbox all in close proximity. Bellevue Gold has rapidly delineated a Mineral Resource of 3.1Moz of gold at 9.9g/t gold from 9.8Mt including a Probable Ore Reserve of 6.8Mt @ 6.1g/t gold for 1.34Moz of contained gold. The Resource has grown rapidly since the discovery hole in late 2017, making it one of the highest-grade and fastest-growing gold projects in Australia.

Due to the continued growth of the Project, three upgraded studies have been completed over the last 18 months. Sustainability has been a core element of the design work across all studies incorporating low emissions technology in the design of power generation. State of the art underground ventilation systems are being installed at the Project, a fully integrated wireless network across the site and the mine itself, to create the ability for optimised energy demand management. Design work is being completed on the processing plant to maximise renewable energy penetration rates by optimising the power demand curve to better align with key peaks and troughs in the generation of power from renewable energy sources.

The optimisation study that was completed in June 2022 forecasts the Project to be a top 20 Australian gold mine with an initial +10 year mine life and is designed around a 1Mt per annum processing plant, using a conventional gravity and leaching circuit. Mining will be predominantly from underground extraction with initial production centred around five independent mining areas. The Project is currently under development with the first gold pour planned for the second half of calendar year 2023.

When operational, the Bellevue Gold Project is forecast to be one of the highest-grade, lowest cost mines in Australia with the first five years producing an average of more than 200,000 ounces per year at an all-in sustaining cost (AISC) of A\$1,000–A\$1,100 per ounce. The Project is forecast to generate an Internal Rate of Return (IRR) of 68% (pre-tax) and is forecast to produce \$2.1 billion of free cashflow (pre-tax) over the life of mine (assuming a gold price of A\$2,500/oz).¹

Figure 1: Regional map of Bellevue Gold and surrounding gold mines.



¹ All-In-Sustaining Cost (AISC) and pre-tax free cashflow are based on the economic assumptions detailed in the section titled "Material assumptions" on page 8 of the ASX announcement dated 10 June 2022 titled "Project Production, De-risking and Growth Update-update". AISC estimates are based on real costs as at June 2022.

Bellevue Gold's Vision, Purpose and Objective

Our Vision

To be a sustainable gold mining company that enriches our shareholders, community and people.

Our Purpose

To create a high-performance organisation that delivers superior shareholder value, positive ESG outcomes and an environment for our people to thrive.

Our Objective

To deliver returns to shareholders and other stakeholders by bringing the Bellevue Gold Project into production and to create opportunities for future growth.

PACE Core Values

The Company has set out four key values that are fundamentally important to the success of Bellevue Gold. These values underpin the standards the Company expects and to which it is accountable for every day.



Passion

Each day we will pursue our purpose with passion and belief – a fierce determination to succeed and an excitement about what we do.



Accountability

We are all accountable to deliver value for our shareholders, community and people. We will always act with the highest level of integrity.



Care

We care for the health, safety and wellbeing of our community and people. Respect for our people, stakeholders and the environment is critical to our success.



Excellence

We aim for the highest standards of performance and conduct in everything we do and support everyone in our team to achieve this.



Improving sustainability standards

The Company is committed to operating transparently by disclosing and promoting ESG initiatives. Sustainability reporting is ever evolving, and the Company is cognisant that when adopting framework reporting that the frameworks are fit for purpose and match the maturity profile of Bellevue Gold. As a result, the Company will continue to report in alignment with the United Nations Sustainable Development Goals (UN SDGs) and the Task Force for Climate and Financial Disclosures (TCFD) recommendations.

The Company has also chosen to adopt the Global Reporting Initiative (GRI) framework and the Sustainability Accounting Standards Board's (SASB) reporting framework for the 'Metals and Mining' sector.

The decision on these reporting frameworks follows a comprehensive review of international expectations and assessment of industry trends. In time, Bellevue Gold may consider other sustainability reporting frameworks that may be relevant during commercial production, such as the World Gold Council's Responsible Gold Mining Principles and the future recommendations by the Taskforce on Nature-related Financial Disclosures (TNFD).

Bellevue Gold is in the process of becoming a signatory to the UN Global Compact (UNGC). This was recommended through the Health, Safety and Sustainability Committee in September 2022 and then approved by the Board. This step will require the Company to make a public commitment to the UN Secretary General on upholding the Ten Principles of the UNGC, which are on the topics of human rights, labour, environment, and anti-corruption. This commitment will ensure Bellevue Gold is at the forefront of global expectations across ESG topics and dedicated to UN processes such as the UN Global Compact and reporting in alignment with the United Nations Sustainable Development Goals (UN SDGs).

This 2022 Sustainability Report is primarily based on the period of July 2021 to June 2022 (FY2022); hence aligning with the [Annual Report](#) (refer to ASX Announcement, dated 29 September 2022) and using the relevant date of 30 June 2022 for many data points. The Sustainability Report may also reference other case studies since the latest Sustainability Report, which was published in November 2020.

The Company's functional currency (which is used throughout this report) is the Australian Dollar.

Bellevue Gold's commitment to sustainability

Bellevue Gold is committed to operating sustainably. The principles of ESG are embedded in our Vision, Purpose, Objective and PACE core values. This alignment is delivering tangible benefits to the Company, by attracting like-minded employees and business partners to develop the Bellevue Gold Project.

Societal trends are increasingly demanding greater focus on sustainability, especially on climate change, gender diversity and modern slavery. Bellevue Gold will continue to increase its disclosure as further sustainability initiatives are rolled out across the business. The Company will continue to invest in data collection to allow responsible reporting to respond to investor expectations.

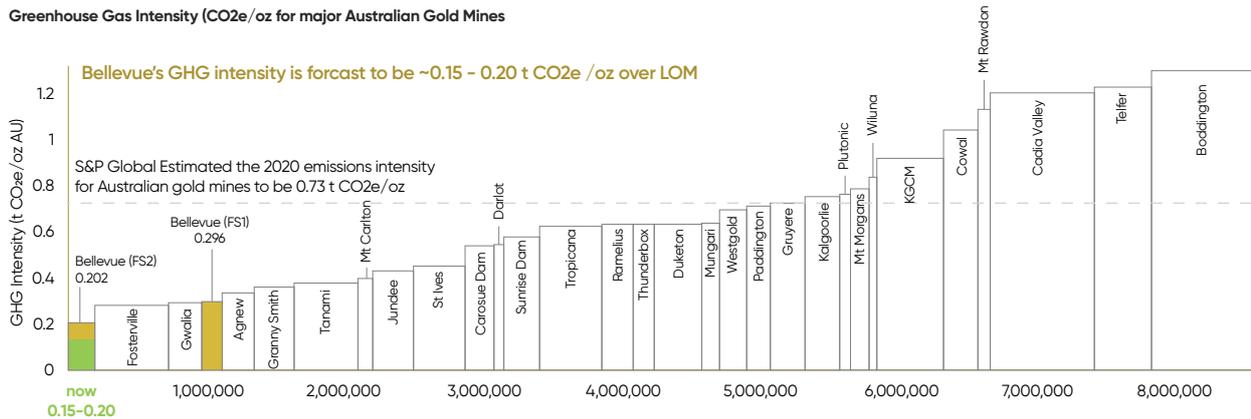
As part of the Company's commitment to stay abreast of investor concerns or issues, Bellevue Gold completed an inaugural materiality survey and canvassed forty external stakeholders. This 2022 Sustainability Report provides stakeholders with the data required to make assessments on Bellevue Gold, including non-financial metrics. The Company has reported against the GRI and SASB frameworks to show how sustainability affects the Company and how the Project's operations can (negatively or positively) affect its stakeholders.

The ability to build a new project, combined with strategic planning that is in alignment with the Company's vision and purpose presents a unique opportunity to deliver a mining project which meets the ESG demands of our stakeholders.

The benefits of this approach have already been demonstrated in the Stage 1 and Stage 2 Feasibility Studies, and the Project Update released in June 2022, which included a thorough analysis of forecasted greenhouse gas (GHG) emissions and energy use, including a comparison to the Company's peer group – which forecasts the Bellevue Gold Project to have the lowest carbon intensity of any major gold mine in Australia.



Figure 2: Bellevue Gold's forecasted greenhouse gas emissions intensity is forecast to have be the lowest emission intensity of any major Australian gold mine.



Source: All data sourced from public company disclosures, with GHG emissions and annualised production averaged over the last 2-7 years of available reported data. Since the Stage 1 Feasibility Study, the Bellevue Gold figures have decreased, and recent data points from other mines have been added. S&P Global issued a report on 18 August 2021, which stated the average 2020 GHG emissions intensity in Australia to be 0.73 t CO₂e /oz.

The recent Project Update highlighted the economic value add with over \$250 million spent in economic contributions since the discovery hole and a forecasted future economic contribution over the initial 10-year mine life of \$3 billion. Bellevue Gold will continue delivering returns to shareholders, employees, governments (through tax and royalties) and local communities, including Leinster and the Goldfields region. Bellevue Gold is forecast to employ up to 380 personnel over construction and 275 personnel on a steady-state basis.

To attract and retain the right employees to successfully execute the Project's delivery and forecast metrics, the Company places a premium on developing a culture on site and in the corporate office which supports Bellevue Gold's PACE core values. The Company is ensuring employees are strategically aligned to an improved environmental outcome through an employee equity incentive scheme, which was recently expanded to include Sustainability Performance Rights to incentivise and reward all employees on the pathway to net zero emissions by 2026.

Figure 3: Forecast life of mine economic contributions by Bellevue Gold, based on the Project Update released in June 2022 (excluding any multiplier effect).



- Procurement (goods and services)
- Bellevue salary and wages
- State and Federal taxes and government fees
- Royalties, donations and community investment

Native Title Agreement with the Tjiwarl Aboriginal Corporation

In October 2022, Bellevue Gold was pleased to announce that a Native Title Agreement (NTA) had been signed with Tjiwarl Aboriginal Corporation RNTBC (Tjiwarl AC) as the holder on trust for the Tjiwarl Native Title Holders, being the Native Title rights and interest holders and Traditional Owners of the land, which hosts the Bellevue Gold Project.

The NTA followed highly constructive and mutually beneficial collaboration between Tjiwarl AC and Bellevue Gold. The signing of the NTA formalises Bellevue Gold's commitment to Tjiwarl AC and the Tjiwarl Native Title Holders of the land on which the Company operates.

The NTA was signed following a community meeting of Tjiwarl AC in Leinster. It was executed at the Bellevue Gold Project on behalf of Tjiwarl AC by the Tjiwarl AC Chairman and Native Title Holder, Brett Lewis, and TAC Director and Member of the Negotiation Team, Mr Kado Muir, and on behalf of Bellevue Gold by the Company's Chairman, Kevin Tomlinson. Tjiwarl AC is the Prescribed Body Corporate that holds the Native Title on trust on behalf of the Tjiwarl Native Title Holders, representing eleven families who have been recognised by the Federal Court as being the holders

of Native Title rights and interests within the Tjiwarl Determination area, covering some 13,000 square kilometres of land and waters located between Leinster and Wiluna in the North-eastern Goldfields region.

The process involved extensive community consultation and gave the opportunity for many Tjiwarl Native Title Holders to visit country, engage with the Bellevue Gold team and review the proposed project layouts and designs. Tjiwarl AC and Bellevue Gold were able to work together through this process to ensure that cultural and heritage considerations have been included in the fundamental surface design and layout of the Project, protecting sensitive areas, and developing a co-designed Cultural Heritage Management Plan to manage future activities.

The NTA follows these mutually beneficial discussions between Tjiwarl AC and Bellevue Gold, resulting in the formalisation of an agreement that embodies a spirit of genuine collaboration and respect, facilitating project development while protecting heritage and country and providing opportunities for Tjiwarl people.



Tjiwarl AC Director Kado Muir, Bellevue Gold Chairman Kevin Tomlinson, Tjiwarl AC Chairman Brett Lewis, and Bellevue Gold CEO Darren Stralow.

Early works agreement for industry-leading 80% renewable energy hybrid power station

Bellevue Gold signed an Early Works Agreement with EDL, to secure the long-lead items required for the hybrid renewable power station. This is a pivotal step in Bellevue Gold's strategy to minimise greenhouse gas emissions, with the Project to be powered by a forecasted average of 80% renewable energy per annum. The hybrid renewable power station is forecast to consist of wind and solar generation, as well as a battery and thermal generation to supply the site's peak power requirement of ~13 MW.

The power station is forecast to enable the mine to have the lowest Scope 1 emissions of any major gold mine in Australia and provide the cleanest power supply of any off-grid major gold mine. The forecast emissions intensity of 0.15t CO₂e/oz to 0.2t CO₂e/oz is expected to be the lowest of any major Australian gold mine.

The power station is forecast to enable the Project to operate on 100% renewable energy and 'engines off' mode for up to days at a time during favourable weather conditions. Bellevue Gold's processing circuit has been designed to maximise the natural resources of wind and solar, providing a direct cost reduction and emission-free energy use, by time shifting up to 1 MW of power use, to times of ample low-cost and zero emission renewable energy.

The power station control system will prioritise the use of renewable energy and will also include a gas engine configuration, which will ensure there is always sufficient power for the mine, even in the rare absence of solar and wind resources. Containerised LNG will be trucked to site, which provides a much cleaner fuel than diesel. This was an important consideration to reduce emissions as far as possible. The gas engines can also accept a hydrogen blend to further reduce emissions.

At a steady-state production rate of 1Mtpa, renewable energy is expected to meet up to 80% of the Bellevue Gold Project's annual electricity needs, taking advantage of the region's strong solar and wind resources.

Bellevue Gold has been modelling the wind speeds and direction with a SODAR unit, which has allowed for the integration of wind turbines to increase the renewable energy penetration rate.

At the date of this report, the Bellevue Gold Project is forecast to be the most renewably powered off-grid mine in Australia and is the key to Bellevue Gold being able to reach the aspirational goal of net zero greenhouse gas emissions by 2026.



The hybrid power solution incorporating wind, solar and battery storage is forecast to enable 100% renewable energy operation, with all thermal generators turned off. Gas generation will ensure reliable baseload power generation when required. (Source: EDL)



Materiality Assessment

Bellevue Gold completed a Materiality Assessment in 2022 to develop a baseline understanding of the ESG topics that matter most to stakeholders, with outcomes informing the Company's ESG strategy and reporting priorities.

A survey was issued to a range of internal and external stakeholders to gauge their perceptions on various ESG topics and how well the Company is performing on each topic. The survey was sent to 40 internal and external stakeholders, with a 90% participation rate. The external stakeholders included the Tjiwarl Aboriginal Corporation, suppliers, contractors, local community representatives, relevant Government departments, and investors. Internal stakeholders included Directors, the Executive Management Team, and selected employees.

✓		90% survey participation rate
✓		Strong internal/external stakeholder alignment on topic importance
✓		Perception that the Company is performing well and is taking reasonable action overall
✓		Three most important topics: <ul style="list-style-type: none"> • Health and safety • Protecting Aboriginal cultural heritage • Tailings management

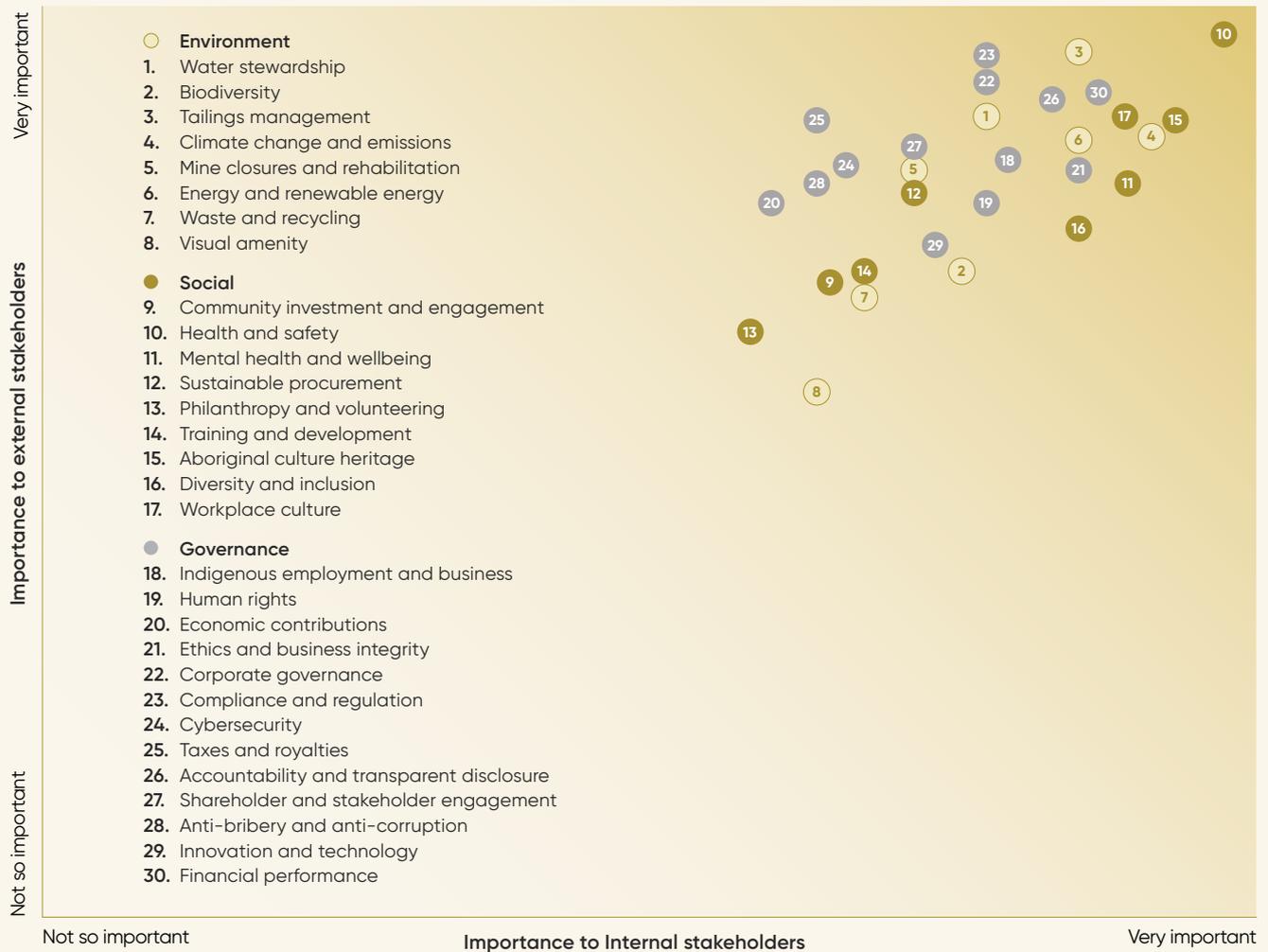
Alignment and Outcomes

The Materiality Assessment is important in ascertaining different internal and external stakeholders' views surrounding ESG priorities. The results showed strong alignment between internal and external stakeholders with both groups rating most topics as 'very important.' The topics presented to the stakeholders are shown in Table 2. The full plot of the materiality assessment is shown in Figure 4 and 5.

Table 2: List of ESG topics as used in the Sustainability Materiality Assessment.

Environmental	Social	Governance
<ul style="list-style-type: none"> • Water stewardship • Biodiversity • Tailings management • Climate change and emissions • Mine closure and rehabilitation • Energy and renewable energy • Waste and recycling • Visual amenity 	<ul style="list-style-type: none"> • Community investment and engagement • Health and safety • Mental health and wellbeing • Sustainable procurement • Philanthropy and volunteering • Training and development • Protecting Aboriginal cultural heritage • Diversity and inclusion • Workplace culture • Indigenous employment and business • Human rights 	<ul style="list-style-type: none"> • Economic contributions • Ethics and business integrity • Corporate governance • Compliance and regulation • Cybersecurity • Taxes and royalties • Accountability and transparent disclosure • Shareholder and stakeholder engagement • Anti-bribery and anti-corruption • Innovation and technology • Financial performance

Figure 4: Results of the materiality survey, showing how internal and external stakeholders view various ESG topics relevant to Bellevue Gold.



The materiality matrix identified priority ESG topics and showed strong alignment and understanding of shared value between internal and external stakeholders. In gauging stakeholder perception of Bellevue Gold’s actions and performance, the Company has identified improvement opportunities for specific stakeholder groups and topics which will be incorporated into the Company’s sustainability strategy and reporting mechanisms. This will ensure that the Company is focused on the topics that matter most and is communicating and appropriately engaging with stakeholders. The ESG topics have been grouped into three levels of ‘lower priority,’ ‘moderate priority’ and ‘high priority’ which is shown in Figure 5.

“The inaugural Materiality Assessment shows a strong alignment between the views of the internal and external stakeholders. This shows that Bellevue Gold clearly understands the views of our stakeholders and we are working together to address all of the material issues”

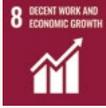
Darren Stralow, Chief Executive Officer

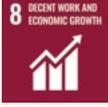
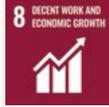
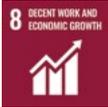
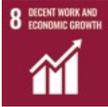
Figure 5: Simplified diagram showing the levels of importance placed on various ESG topics, by both internal and external stakeholders.



Bellevue Gold is committed to continuous improvement and intends to build upon the baseline materiality assessment, to seek stakeholder feedback and to benchmark these on-going results to the current Materiality Assessment results. Table 3 summarises the Company's top ten material ESG topics, providing a description of the topic and how it relates to Bellevue Gold, and how the Company has addressed this topic throughout this report.

Table 3: Top ten material topics as identified by Bellevue Gold's internal and external stakeholders.

Topic	Description/Bellevue Gold Context	Reference to GRI, SASB and UN SDG	Report reference
Social Health and safety	Ensuring the health and safety of all stakeholders including employees, contractors, business partners, visitors and the broader community is held to the highest standard, including by instilling a culture of safety leadership and risk awareness, driving innovation and continuous improvement – and taking a zero-tolerance approach on bullying and harassment, including sexual harassment, in the workplace.	GRI: 403 (Occupational Health and Safety) SASB: EM-MM-320a.1 UN SDGs:  	Page 56-66
Social Aboriginal culture heritage	Maintaining and protecting Aboriginal cultural heritage sites, including through baseline surveys, fencing, and mapping important sites, ensuring the workforce has a strong cultural awareness; and recognizing Traditional Owners' rights, values and aspirations and respect for their culture.	GRI: 411 (Rights of Indigenous Peoples) SASB: EM-MM-210a.1-3 UN SDGs:  	Page 68-71
Environmental Tailings management	Managing our tailings to be non-polluting, managing cyanide and other toxins and ensuring the landform is stable and will not collapse and minimising seepage.	GRI: 306 (Waste) SASB: EM-MM-150a.1-3 UN SDGs:   	Page 37
Environmental Climate change and emissions	Reducing our emissions as far as possible, and then using carbon offsets to achieve net zero emissions and mitigating the impact of a changing climate on our operations by assessing and implementing controls for physical and transitional climate risks.	GRI: 305 (Emissions) SASB: EM-MM-110a.1-2 UN SDGs:   	Page 25-33
Social Workplace culture	Promoting a happy, healthy, energetic, collaborative, and productive work culture where people want to work for Bellevue Gold, with strong retention figures, with employees who openly promote Bellevue Gold as a great place to work and is recognised as an employer of choice.	GRI: 401 (Employment) SASB: EM-MM-310a.1-2 UN SDGs:    	Page 52-55

Topic	Description/Bellevue Gold Context	Reference to GRI, SASB and UN SDG	Report reference
Governance Financial performance	Meeting or exceeding projected financial performance, and delivering returns for shareholders.	GRI: 201 (Economic Performance) SASB: EM-MM-000.A-B UN SDGs:  	Page 73-75
Governance Accountability and transparent disclosure	Effective communication with all shareholders, including ongoing disclosure per expectations of the ASX listing rules, and providing grievance mechanism and whistleblower outlets.	GRI: 2 (General Disclosures) SASB: EM-MM-510a.1-2 UN SDGs: 	Page 90-103
Environmental Energy and renewable energy	Optimizing our energy and fuel usage and maximizing our use of renewable energy.	GRI 302 (Energy) SASB: EM-MM-130a.1 UN SDGs:    	Page 16 and 25-29
Social Mental health and wellbeing	Ensuring the mental health of our employees is a priority (especially in FIFO roles) and looking after the wellness and wellbeing of our employees and contractors. Work to foster a workplace culture that is free from the stigma associated with mental health issues where employees feel safe to come forward if they are experiencing a mental health challenge.	GRI: 403 (Occupational Health and Safety) SASB: EM-MM-320a.1 UN SDGs:  	Page 51-55
Governance Compliance and regulation	Complying with all relevant legislation and our approvals, submitting reports on-time to government bodies, and always engaging constructively with government bodies.	GRI: 2 (General Disclosures) SASB: EM-MM-140a.2 UN SDGs:   	Page 35-36, 39 and 60

Environmental





Environmental



Bellevue Gold has chosen to voluntarily report on material environmental indicators across the Company and all of its subsidiaries. The material topics are those identified through frameworks such as GRI, SASB, TCFD and the UN SDGs.



Improvements to Environmental Management

In 2022, Bellevue Gold issued a company-wide Environmental Policy which provides the overarching framework for environmental management at Bellevue Gold. This includes a policy statement on the Environmental Management System; closure and ecosystem services; biodiversity and rehabilitation; the circular economy and waste; water; and air, soil and water pollutants. The Company's environmental management practices are described in more detail in the Environmental Management Plan which has been in use since 2020. This Environmental Management Plan includes topics on flora, fauna, vegetation, water, hydrocarbons and chemicals, waste management, air quality, rehabilitation and mine closure.

Since the last Sustainability Report there has been significant advancement in the development of the Bellevue Gold Project, including on-ground biodiversity and hydrogeology studies and approvals, Aboriginal

heritage studies and planning for an industry leading hybrid renewable power station. Bellevue Gold is seeking minimal land disturbance, efficient and careful water stewardship, and has an aspiration for net zero emissions by 2026.

Climate Change and Energy

Bellevue Gold acknowledges the changing climate caused by anthropogenic emissions and is mitigating the Company's impact on climate change by reducing emissions in accordance with the Paris Agreement and adapting to the changing climate by designing and operating the Bellevue Gold Project for a more extreme climate.

The Company's stance on climate change is articulated in the Company's *Climate Change Policy*, which was released in 2022. The Company is committed to creating a *Climate Change Strategy and Roadmap to Net Zero Emissions*.

Bellevue Gold is cognisant of the impacts of climate change on its operations. The Company is planning and managing risks from today through to 2030 via the Company's TCFD Action Plan, to consider and where necessary, adapt to, warmer temperatures and more sporadic and heavy rainfall. In particular, the potential for extreme flooding events was considered during the design of the Bellevue Gold Project site layout and ensuring that machinery can operate at higher temperatures. See page 114–123 on TCFD reporting.

Greenhouse Gas Emissions

Bellevue Gold is strategically focusing on avoiding, eliminating, reducing and offsetting greenhouse gas emissions. A significant amount of modelling has occurred through the study phase to ensure the Company avoids, reduces, abates or offsets these emissions. Some greenhouse gas emissions are currently unavoidable, in particular from the diesel-based underground mining fleet, but innovative technologies (such as electric vehicles and low-emissions fuels) are expected to progress in the coming years.

Roadmap to Net Zero Emissions

Bellevue Gold is taking a proactive science-based approach to reducing emissions during the mine life of the Bellevue Gold Project by using the following carbon mitigation hierarchy:

- 1 Avoid emissions where practicable;
- 2 Eliminate emissions from mining and processing activities;
- 3 Work on gradually reducing emissions through leveraging technological advancements; and
- 4 Use of high-quality carbon credits to offset the hard-to-abate emissions.

The Company has taken a strategic approach to carbon mitigation over the last two years, reducing future greenhouse gas emissions as far as practicable. Sector-leading work has gone into the design of the hybrid renewable power station for the Project with the design components shown in Figure 9. The Company is looking into better energy demand management solutions and the ability to utilise spilled energy in long-duration energy storage options, such as electrochemical batteries, gravity storage, pumped hydro or electrolysis for generating green hydrogen.

Throughout the economic assessment phase, the focus was understanding our emissions and opportunities to cost-effectively reduce emissions. This has resulted in the emissions intensity forecast improving from 0.296 tCO₂e/oz at Stage 1 Feasibility Study, to 0.202 tCO₂e at the Stage 2 Feasibility Study and is now forecast to be even lower and leading the gold mining sector in Australia. Further work is being conducted on the power plant design.

This application of the road map to net zero and using the carbon mitigation hierarchy at the Bellevue Gold Project is described in more detail below.

Figure 6: Carbon mitigation hierarchy to reduce greenhouse gas emissions in the most effective manner.



Figure 7: Carbon reduction trajectory of Bellevue Gold and roadmap to net zero emissions.

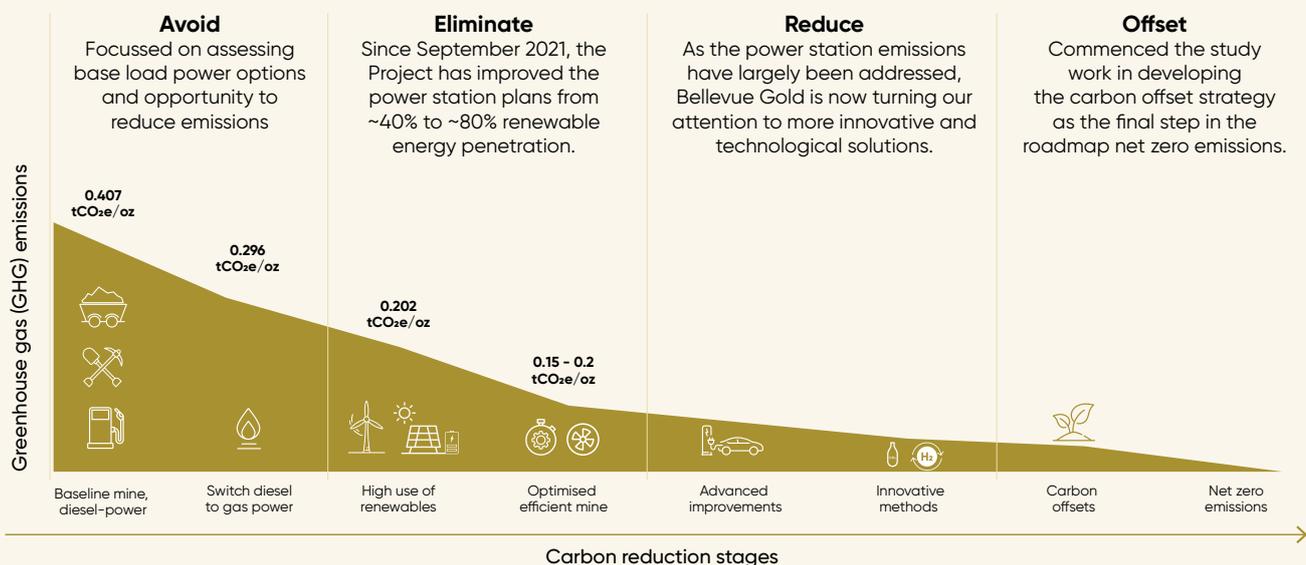


Figure 8: Emissions reduction stages from the power station planning, resulting in massive emission reductions.

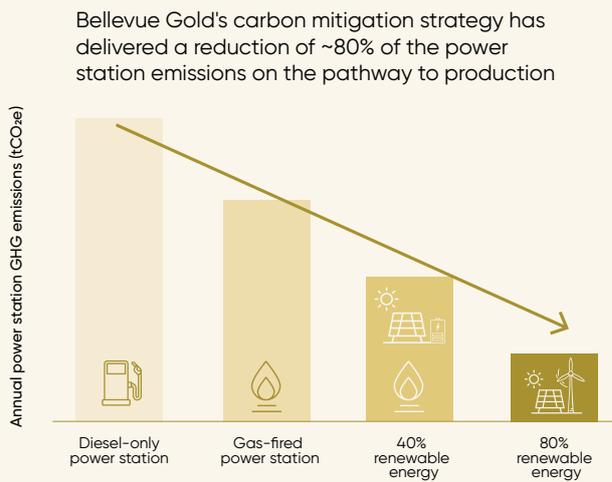
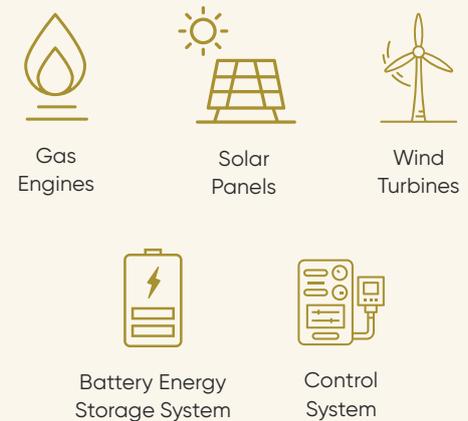


Figure 9: Components of the proposed power station.



Study Work

A key component of the development of the Project was to look at how the Company could design a low emission operation. Over the last two years, the Company has released three feasibility studies. Each study has demonstrated significant Project growth and, accordingly, Bellevue Gold has further refined Project design to incorporate higher levels of renewable energy penetration and decreased emissions intensity.

The Bellevue Gold Project Stage 1 Feasibility Study that was released in February 2021, estimated that a 100% gas-fired power station would have contributed 73% of the mine's overall emissions. An updated study was released in September 2021 that saw the Company include ~40% renewable energy penetration rate, through upgrading the design of the power station to include solar and a battery energy storage solution (BESS). A final Project Update was completed in July 2022, where the Company announced the progression towards up to ~80% renewable energy penetration. This is a world-leading configuration and has been possible through active design decisions.

The Bellevue Gold Project has been designed to optimise energy use and reduce environmental impact. The Company forecasts the Project as of one of the most energy efficient gold mines in Australia, based on forecast energy use per ounce produced.

Early works agreement for hybrid renewable power station

Bellevue Gold has recently signed an Early Works Agreement with Energy Developments Pty Ltd (EDL), a Tier-1 provider of sustainable distributed energy, for an off-grid hybrid renewable power station. This is a major step on the pathway to a full Power Purchase Agreement (PPA) to supply up to 80% renewable energy across the year to the Bellevue Gold mine.

The hybrid renewable power station will consist of solar, wind, a Battery Energy Storage System (BESS) and be underpinned by gas engines. This power station is forecast to enable the Project to operate on 100% renewable energy and 'engines off' mode for up to days at a time during favourable weather conditions. Bellevue Gold's processing circuit has been designed to maximise the natural resources of wind and solar, providing a direct cost reduction and emission-free energy use, by time shifting up to 1 MW of power, to times of ample low-cost and zero emission renewable energy.

At the date of this report, the Bellevue Gold Project is forecast to be the most renewably powered off-grid mine in Australia and is the key to Bellevue Gold being able to reach the aspirational goal of net zero greenhouse gas emissions by 2026.

Sector leading renewable energy penetration rate

Bellevue Gold made the strategic decision to base its power solution on an off-grid hybrid renewable power station, with the ability to be able to implement a higher level of renewable energy penetration than connecting to a regional power grid. This decision has allowed for more reliability, with a lower emissions profile and better optionality for future emissions reductions.

The hybrid renewable power station is forecast to provide up to 80% renewable energy penetration across the year. The hybrid renewable power station is being designed for 'engine off' capability, to run entirely on wind and solar for up to days at a time. When using thermal energy, Bellevue Gold will be using trucked LNG, which has less emissions than diesel and therefore reduces the emissions per kilowatt hour. The gas engines have been manufactured to accept a green hydrogen blend (when this zero-emission fuel source becomes available). This decision has positioned Bellevue Gold as a sector leader in renewable energy penetration rates with the potential for further emissions reductions at the Project.

The power station is forecast to be capable of creating excess energy of approximately 30,000 MWh per year. There are opportunities to increase Bellevue Gold's use of renewable energy beyond 80% renewable energy by capturing this spilled energy. The hybrid renewable power station has been designed for a Battery Energy

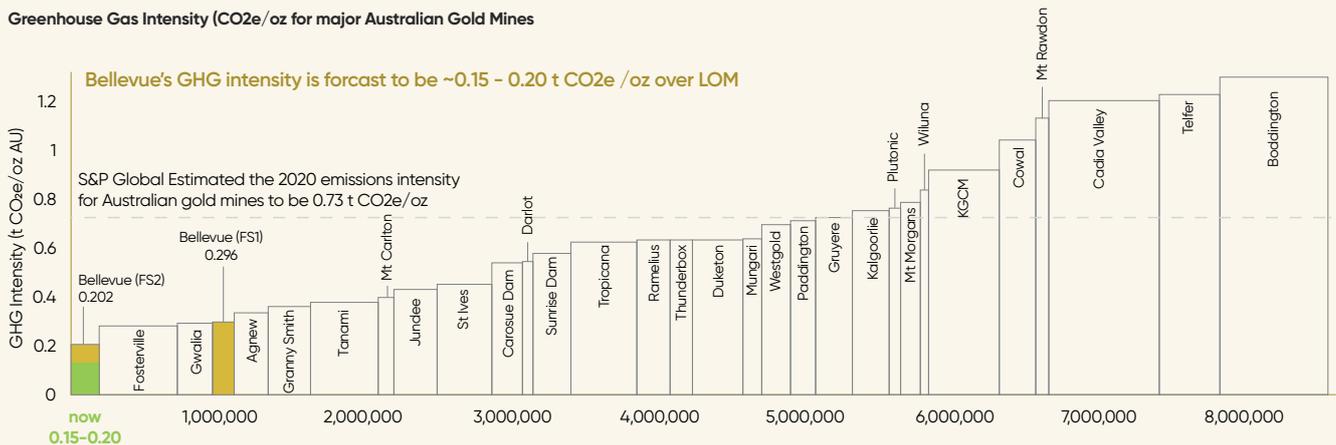
Storage System (BESS) to provide spinning reserve and peak-shaving capabilities and some load shifting capabilities. The Company is investigating long-duration energy storage options to reduce direct power costs and greenhouse gas emissions. Options for capturing spilled energy include additional electro-chemical batteries, gravity storage, pumped hydro, hydrogen electrolysis or charging electric vehicles exclusively with spilled energy.

The gas engines in the hybrid renewable power station have been designed to accept a 10% hydrogen blend with LNG. Bellevue Gold could utilise spilled energy to create green hydrogen for use in the gas engines which have the capability to be retro-fitted beyond 10%, to accept up to a 20% blend of hydrogen. Other low emission fuels (such as renewable diesel and other biofuels) could be considered in the future.

Emissions intensity per ounce and the gold peer group

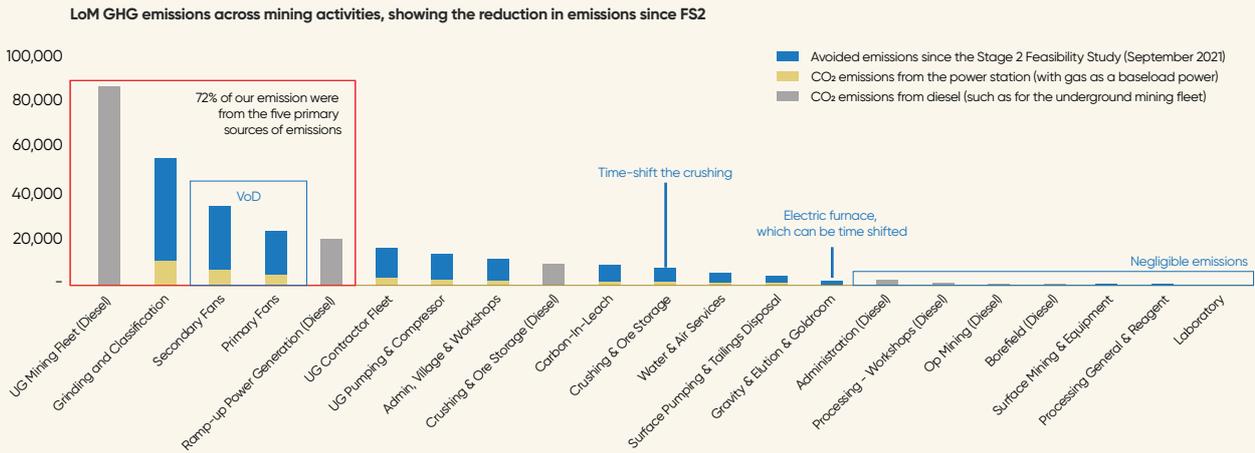
The Australian average emission intensity is 0.73 t CO₂e per ounce of gold produced. Bellevue Gold is forecast to produce gold with the lowest carbon intensity of all major Australian gold mines, and to be producing gold at an emissions intensity per ounce which is approximately 3.65 times better than the national average.

Figure 10: Greenhouse gas emissions intensity of major Australian gold mines, showing that Bellevue Gold is forecast to be the lowest carbon intensive gold mine of any major Australian gold mine (even before accounting for the use of carbon offsets).



Source: All data sourced from public company disclosures, with GHG emissions and annualised production averaged over the last 2-7 years of available reported data. Since the Stage 1 Feasibility Study, the Bellevue Gold figures have decreased, and recent data points from other mines have been added. S&P Global issued a report on 18 August 2021, which stated the average 2020 GHG emissions intensity in Australia to be 0.73 t CO₂e /oz.

Figure 11: Breakdown of emissions sources across the Bellevue Gold Project for the full Life of Mine, which shows how emissions have been addressed since the Stage 2 Feasibility Study and highlights the next areas of focus.



Mine planning and technology

In early 2022, the Company researched the potential for further reductions in greenhouse gas emissions from the Project based on the Stage 2 Feasibility Study. Figure 11 highlights the Mine Planning and Technology component of the roadmap and the effect of incorporating a higher level of renewable energy penetration across our largest emission sources. The areas shaded in blue show the emissions reductions which the Company was able to achieve since the Stage 2 Feasibility Study by incorporating an 80% renewable energy penetration rate.

Future emissions reduction potential

From modelling work completed to date, the Company sees the potential to time-shift approximately 1 MW of power demand, so that the mine will not be operating on a flat load profile. This has been made possible by oversizing the crushing circuit. By oversizing the crushing circuit, it will allow the circuit to operate intermittently and align the operation of the crusher when there is increased renewable energy, such as when there is a high output from the wind turbines and solar panels. The Company also aims to avoid crushing when wind and solar renewable energy lulls (which typically occurs between 5–7pm). Further optimisations will be achievable once production commences in the second half of calendar year 2023.

Due to the emissions reduction work completed to date, the Project's highest emission source is no longer forecasted to be from the electricity power supply (see Figure 11) but from the use of diesel in the underground mining fleet. This is a current technological barrier. The Company will consider the adoption of innovative technologies as they are developed to further reduce these hard-to-abate emission sources.

CASE STUDY:

Underground ventilation – reducing emissions

A state-of-the-art mine ventilation control system is currently being installed with industry leading technology which will have the benefit of a forecasted reduction in power consumption of an estimated 30% and the associated greenhouse gas emissions reductions. The 'DeltaVent' is an on-demand ventilation system, equipped with a variable speed drive for secondary fans and electrical control management and will be used to control the Northern decline underground ventilation fans. The design allows the system to respond to variations in the underground ventilation requirements. The system utilises the fibre optic network and RFID controls mounted on underground vehicles which allows for significant reductions in the vent circuit energy requirements.



Carbon offset strategy

The final step in the Company's roadmap to net zero emissions is a Carbon Offset Strategy. Carbon offsets will not be used as the primary means to achieve net zero emissions and will only be used for the hard-to-abate emissions. Bellevue Gold is reviewing the carbon offset market to procure or lead the development of high quality, local provenance, certified carbon offsets which will be accepted through a recognised independent standard, such as *Climate Active*.

A key driver of this approach will centre around economics and the ability for the Company to be able to measure a net positive social impact of the co-benefits from exploring carbon offset development partnering opportunities, which will ideally be in proximity to the Bellevue Gold Project. The Company will consider implementing a portfolio or multiple types of carbon offset projects to mitigate risk in this process.

Task Force on Climate-related Financial Disclosures (TCFD)

The G20 Financial Stability Board established the industry-led Task Force on Climate-related Financial Disclosures (TCFD) in 2015 to develop a voluntary framework for companies to provide consistent and decision-useful information to investors, lenders, insurers, and other stakeholders. In 2017, the TCFD released its recommendations aligned to the pillars of Governance, Strategy, Risk Management and Metrics and Targets (see Figure 12). Bellevue Gold is currently aligning to the TCFD reporting framework (as shown on pages 114-123), and the Company plans to have this fully implemented in 2023.

In 2020, Bellevue Gold committed to a phased approach to aligning to the TCFD recommendations. An independent consultant was commissioned to benchmark Bellevue Gold's 2020 TCFD disclosures against Australian and international gold mining producers (including Newmont, Newcrest, Gold Fields, South 32, St Barbara and Pretium Resources).

This process assisted Bellevue Gold to map a pathway to fully adopt the reporting recommendations of the TCFD frameworks.

A TCFD Action Plan was created to fully comply with the 11 TCFD recommendations by 2023 (and a high-level summary is shown in Figure 13). Bellevue Gold has made considerable progress in all four core elements of the TCFD by completing the first two phases of the TCFD Action Plan and the Company is confident that the disclosures are now among the best in the gold-mining peer group (see Figure 7 for detailed descriptions of climate activities to date). The Bellevue Gold Project is therefore set to enter the production phase measuring emissions, with an ambitious goal of achieving net zero emissions supported by a roadmap to achieve this, with consideration of climate change matters at the Board level and regular reviews and assessments of transitional and physical risks under multiple climate change scenarios. Bellevue Gold intends to meet the TCFD disclosure expectations and maintain climate change reporting and mitigation activities to high standards.

Figure 12: Pillars of the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.



Figure 13: Phased approach to TCFD implementation and the Company's progress to date with TCFD disclosures.



In 2021, Bellevue Gold engaged the climate change consultant Energetics to work with the Company to assess the physical and transition risks for the Bellevue Gold Project. This risk assessment was completed for inherent and residual risks in both 2022 and 2030, in accordance with the Company's Risk Management Framework. Climate risk has been incorporated into the Company's risk register and is being discussed throughout the Company during all stages of the development of the Bellevue Gold Project. All activities relating to the development and regular updates of the climate register are detailed on pages 114-123.

To date, Bellevue Gold has identified nine physical risks and 19 transitional risks, which are listed in Table 4. These climate risks are escalated to the HSSC, and all climate risks are assigned to a member of the Executive Management Team.

Table 4: Climate-related risks identified by Bellevue Gold, and sorted by TCFD category.

TCFD risk categories		Risk
Physical	Acute	<ul style="list-style-type: none"> Flooding of underground sites Flooding of surface operations Storm and heavy winds damage to surface operations Disruption and delays in goods supply from port operations from storms Heat affects workers' health and safety Operations affected by bushfires
	Chronic	<ul style="list-style-type: none"> Operations affected by sea level rise Groundwater scarcity Simultaneous or overlapping acute climate risk events across the value chain
Transitional	Policy and Legal	<ul style="list-style-type: none"> Climate-related legal action Onerous climate/emissions reporting obligations Fiduciary duty Imposition of a carbon cost (tax, trading scheme or regulation) Stricter environmental legislation Barriers to uptake of renewables opportunities Mining sector's diesel tax rebate scheme to change Increased costs of obtaining carbon offsets Changes to the Safeguard Mechanism
	Technology	<ul style="list-style-type: none"> Major investments required to switch from current to innovative technologies
	Market	<ul style="list-style-type: none"> Increased demand for recycled gold Higher costs and reduced availability of natural gas Increased climate-related due diligence Climate risk as a priority for investors Increased union presence Regional labour shortages driven by climate-related impacts Availability of affordable insurance
	Reputation	<ul style="list-style-type: none"> Loss of social license to operate Shareholder activism on climate change



Climate projections

Physical climate risks were assessed against the current climate and the changes in climate projected to occur by 2030 under the worst-case scenario.¹ The key changes to the climate for the Bellevue Gold Project are presented in Figure 14.

Recently, a refined climate risk analysis was undertaken with two divergent climate change scenarios, including a 1.5°C warming scenario and a 4°C warming scenario. This will be further disclosed in the 2023 Sustainability Report.

Climate opportunities

Bellevue Gold has identified 36 opportunities associated with climate change under the TCFD recommendations. Bellevue Gold is working with study partners to identify and implement climate risk reduction opportunities. In 2020, this assessment focused on the categories of energy efficiency and fuel switching, as well as the climate risks to new infrastructure.

The energy efficiency opportunities identified in 2020 fed into the Feasibility Studies and the June Project 2022 update for the Project. The primary focus was on power generation and incorporating a high level of renewable energy into the power station design. Extensive work was also undertaken to identify efficiency options that were most suitable in the context of the Bellevue Gold Project.

Within the fuel switching category, the Company is considering the potential costs and emissions associated with different fuel types to ensure this risk is appropriately managed. The current areas of research include:

- Additional applications for renewable electricity;
- Potential on-site generation and availability of green hydrogen;
- Utilisation of spilled energy, through energy demand management or long duration energy storage options; and
- Exploration of biofuel options such as biodiesel, renewable diesel, and green ammonia.

Figure 14: Projected climatic changes by 2030 as compared to the 1986–2005 baseline.²



¹ Representative Concentration Pathway RCP8.5 data obtained from the Climate Measurement Standards Initiative (CMSI).

² Data sourced from the Climate Measurement Standards Initiative (CMSI) Scenario analysis of climate-related physical risk for buildings and infrastructure: Climate science guidance (2020). This climate data results from a set of Coupled Model Inter-comparison Project phase 5 (CMIP5) global climate model outputs, supplemented with new insights from the emerging CMIP6.

Biodiversity and Land Management

Conserving the biological diversity and ecological integrity of the local environment was fundamental in the design of the Bellevue Gold Project. The Company understands that it is responsible for preserving the environmental values of the area, and hence particular attention was applied in the mine design process to avoid areas with significant environmental values. The Company released a stand-alone Environmental Policy in early 2022, which includes the requirement to consider the Company's impact with respect to the precautionary principle.

The Bellevue Gold Project will be predominantly an underground mine, as a result ground disturbance will be minimised. The Bellevue Gold Project has been designed (where possible) to avoid flora and fauna of conservation significance, which will support and maintain the visual amenity of the site.

Biodiversity impact assessments have been completed, and rehabilitation is being progressively completed at regional drilling and exploration sites.

As per the Environmental Policy, Bellevue Gold has committed to not mine or explore in UNESCO World Heritage Sites, Wetlands of International Importance, listed under the Ramsar Convention and to avoid protected areas, under IUCN Categories I-IV, such as national parks and nature reserves. Bellevue Gold is actively committed to ensuring that key biodiversity values are retained. The Company will follow the mitigation hierarchy to first avoid, minimise, rehabilitate and if required, then offset the residual environmental impact.

Biological surveys

Flora surveys have been undertaken on all tenure planned to be impacted as part of the Bellevue Gold Project, which required a survey of 2,258 ha. A total of 345 flora species (of which 336 are native species and nine are invasive species). The flora species are representative of 128 genera and 48 families. Flora surveys are undertaken to enable an accurate impact assessment of the Project to be undertaken, to manage environmental risk and to avoid impact to ecologically sensitive areas. The surveys did not identify any flora species which are listed as threatened flora under the *Biodiversity Conservation Act 2016* (WA) nor the *EPBC Act 1999* (Cth) or listed by the IUCN Red list of Threatened Species. However, three Priority Flora species were identified, and these are at a lower-level of conservation significance, which are

- *Grevillea inconspicua* (Priority 4)
- *Hibiscus sp.* Perrinvale Station (Priority 3)
- *Goodenia lyrata* (Priority 3)

There are no *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) listed Threatened Ecological Communities (TEC), but there is a WA-listed Priority Ecological Community (PEC) which is the Violet Range (Perseverance Greenstone) Banded Iron Formation ecological community. The Bellevue Gold Project is predicted to disturb 2.2% of this PEC, which has a total area of 19,256 ha – therefore the disturbance by the Bellevue Gold Project is minimal.

Bellevue Gold has followed the biodiversity mitigation hierarchy to first avoid, minimise impact and then rehabilitate, restore and offset residual impacts. Bellevue Gold operations will have minimal impact on the Violet Range Priority Ecological Community (PEC) and the *Grevillea inconspicua* (Priority 4) species.

Detailed fauna surveys were completed in 2018 and 2019, which systematically assessed the tenements. This included pitfall trapping, funnel trapping,

bird censuses, targeted surveys, motion sensitive cameras, bat echolocation recordings, audio recording, nocturnal searching and opportunistic invertebrate collection. The detailed fauna surveys were over an area of 554 hectares and across this area, there was a total of 110 vertebrate fauna species identified, comprising of one frog species, 32 reptiles, 64 birds and 13 mammals (nine native species, and four invasive mammal species).

Four species of conservation significance were identified during site surveys, which are the Common Greenshank (*Tringa nebularia*), Sharp-tailed Sandpiper (*Calidris acuminata*), Australian Bustard (*Ardeotis australis*), and the Bush Stone-curlew (*Burhinus grallarius*). The Sharp-tailed Sandpiper is listed as Vulnerable under the IUCN Red List, whereas the other three species are all listed as Least Concern but are listed under various WA and Australian protected species lists.

Approvals pathway on track

In 2022, Bellevue Gold was advised by the Environmental Protection Authority (EPA) that it had completed the environmental review process. Bellevue Gold self-referred the Project to the EPA in October 2021 and updated the submission in December 2021. The submission to the EPA was for recommencement of operations at the Bellevue Gold Project and involved extensions to existing mines and excavation of new open pits, associated mine dewatering, onsite processing, and waste disposal. The EPA held a public comment period in March 2022 and published their decision of their assessment on 27 May 2022 which was a decision to "Not Assess". The EPA determined that the environmental impact is not significant and does not warrant a full EPA review. Further environmental approvals are being sought through the Department of Water and Environmental Regulation (DWER) and the Department of Mines, Industry Regulation and Safety (DMIRS).

Rehabilitation and Mine Closure

Progressive rehabilitation will assist in restoring natural ecosystems, whilst reducing the costs associated with the annual levies payable under the Mining Rehabilitation Fund (MRF). The Bellevue Gold Project will be rehabilitated at mine closure, with the aim of re-establishing vegetation communities which are representative of the local area.

Mine closure is detailed in the Mine Closure Plan. This includes mine closure planning prior to mine development, closure-focused stakeholder engagement in accordance with the Cultural Heritage Management Plan for how Aboriginal cultural values can be maintained or enhanced through closure and land relinquishment, via consultation with the Tjiwarl Aboriginal Corporation. The Mine Closure Plan covers the full aspects of the Bellevue Gold Project.

Water Management

Bellevue Gold aims to have a high level of water stewardship to care for this vital resource. This is explained in the Environmental Policy, which states that: "The Company will actively manage water as a precious resource through every stage of the mine life. Water is a multifaceted feature, where the Company is cognisant of the withdrawal, discharge and water quality. The Company strives to have a strong stewardship approach to water, with minimal use of freshwater and to maximise use of hypersaline water that is an unusable resource in the area and the Company aims to not materially affect any municipal, agriculture or Traditional Owners requirements for water."

Water is a vital resource for Bellevue Gold. Water is currently being extracted from the underground workings to allow for exploration and mining operations to be conducted. This water is hypersaline and will be stored for use in the processing plant, which is designed to be able to accept hypersaline water. This water is an otherwise unused and uncontested resource.



The major use of water during operations will be the gold processing plant. A water balance has been developed to maximise re-use of water throughout the plant with limited water loss (mainly through evaporation). The use of the hypersaline water resource means Bellevue Gold is not using municipal water, nor using water which could otherwise be used for livestock or freshwater purposes.

Bellevue Gold also requires limited use of freshwater, such as for the village, offices and the processing plant elution circuit. The development of a bore field at the Bellevue Gold tenements (north of the village) is enabling the Company to use a local water supply and treat this water through a Reverse Osmosis (RO) plant to produce potable water. Potable water will be supplied to the village, administration offices and a small component into the processing plant.

Bellevue Gold has engaged an external expert to guide water management practices and inform planning. This work strengthens the ability for the Company to respond to water demands, and to plan for sporadic rainfall events. The studies completed include a Hydrogeological Conceptual Model, a Hydrology and Water Engineering Study, a Groundwater Model, a Site-Wide Water Balance, a Water Management Plan, and a Construction Schedule. The Water Management Plan considers the surface water hydrology, groundwater modelling, the water balance. The Water Management Plan outlines a strategy for the Company during the construction and operational periods.

Bellevue Gold will be utilising the existing infrastructure on site and pumping dewatered underground water into the Vanguard, Westralia, and Henderson pits as part of the water management plan.

Water discharge incident 2020

In mid-2020, Bellevue Gold was made aware of a discharge of water from its Prospero pit onto a neighbouring tenement. De-watering into the Prospero pit was immediately suspended. Bellevue Gold investigated the incident and assisted the Department of Water and Environmental Regulation (DWER) with its enquiries. The spill was caused by the unidentified discharge potential of an existing ventilation shaft on the neighbouring mining tenement.

Bellevue Gold's response and action post-incident

Bellevue Gold commissioned a third-party environmental assessment of the water release and its environmental impact which determined that the affected area would naturally recover based on the vegetation type and the climatic conditions.

Environmental impact

Since the incident occurred, periodic photography and visual inspection have been conducted by the Company. Aerial imagery of the spill was obtained from around the time of the spill (July 2020) and this is compared to a more recent aerial photograph (April 2022) showing the natural recovery of the land and naturally remediated soil without salt-scarring. These images are shown side-by-side in Figure 15, which is supportive evidence the salt scar is being remediated.

Recent site inspections show that there is native vegetation re-growth on the formerly salt-affected areas. The area is gradually returning to pre-release conditions. Photographic monitoring will be ongoing, and reporting will occur on an annual basis to further show that the impacts are being mitigated naturally.

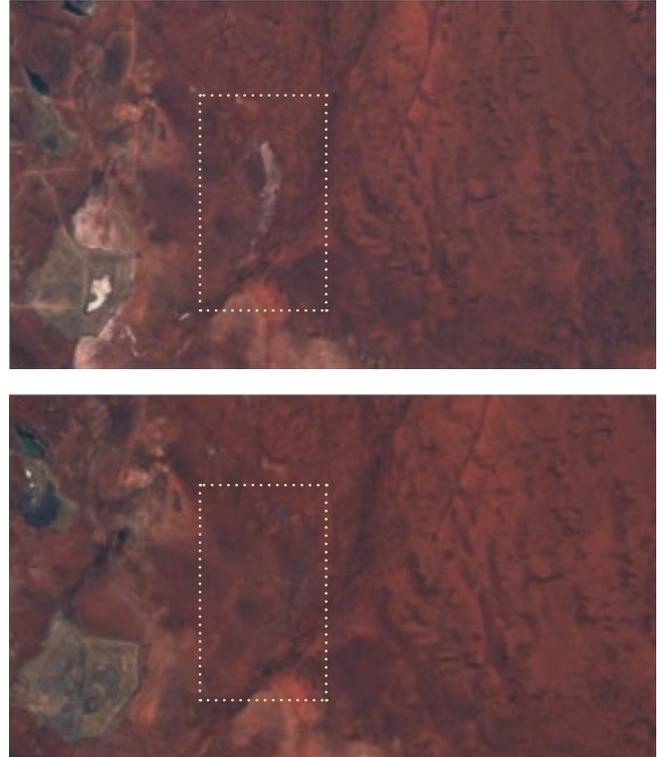


Figure 15: Aerial imagery of July 2020 (top) showing the water release impact, and then April 2022 (bottom) with a recovering ecosystem.



CASE STUDY

Renewable energy powering the bore fields

Solar panels were installed as part of the recent bore field pumping station. There are two 14.9kW solar arrays, each with 54 solar panels. This will reduce diesel use and hence greenhouse gas emissions. This is a vital piece of infrastructure as the clean water for the village is now supplied from the bore field - which reduces the need to truck water from the nearest town. The bore field pumps will preferentially run during daylight hours and can operate on 100% renewable energy, with diesel as the baseload fuel. The pumps currently service the village, but this will be expanded to also service the freshwater requirements for the mine and processing plant.

Chief Sustainability Officer inspecting the 14.9kW solar arrays at the bore fields.

Waste and Hazardous Materials Management

Cyanide use

Bellevue Gold will be using a conventional carbon-in-leach (CIL) process for gold recovery and tailings will be deposited in a Tailing Storage Facility. The processing plant has been designed to minimise cyanide use. The processing plant will include a tailings thickener to maximise the recycling of water. Ponding on the tailings dam will be minimised to reduce seepage risk. The processing plant will be built in accordance with all Australian regulatory requirements and will operate with safe disposal of cyanide and all other chemicals. The use of sunlight and a hydrogen peroxide dosing facility will ensure that the Weak Acid Dissociable (WAD) cyanide levels are treated to acceptable levels.

Once operational, the site will implement relevant standards and procedures for the safe and efficient use of cyanide, including spill prevention, mitigation, and secondary containment.

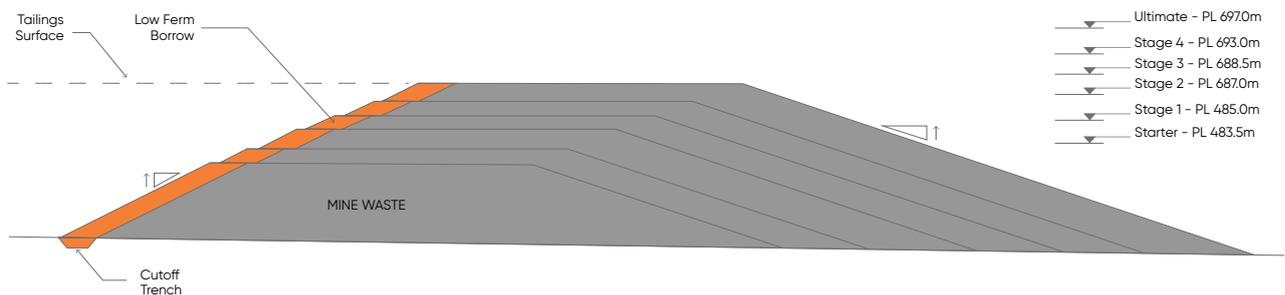
Tailings storage facility

The design of the Tailings Storage Facility (TSF) is aimed at optimising tailings storage capacity, maximising tailings density and water recovery thereby reducing environmental impact. This design minimises overall disturbance by using waste rock from the Vanguard Pit for the initial wall construction. The TSF will be lined with compacted material, with seepage monitoring bores placed downstream and piezometers monitoring wall stability. The staged embankments will be constructed progressively as waste is produced and hauled to the Integrated Waste Landform in a downstream configuration as shown in Figure 16.

REC Consultants have designed the tailings facility and will monitor the construction, and an external party will conduct independent annual audits of the facility. Operation of the TSF will be in accordance with all licence conditions, regulations, and be subject to periodic reviews. Tailings will be deposited from the perimeter embankments in a sub-aerial manner in thin lifts and beaching towards the rock ring at the centre of the facility to form a decant pond away from the main embankment. The configuration and location of the rock rings and the maximum decant pond size provides capacity for the 1:100 annual exceedance probability 72-hour storm event and required freeboard.

The proposed TSF has been developed with closure in mind, taking into consideration closure objectives for rehabilitated mines to ensure that premises are decommissioned and rehabilitated in an ecologically sustainable manner. Installation of a paste plant will be assessed to fill underground voids, this will result in an increased lifespan for the TSF and minimise tailings waste at surface.

Figure 16: Cross section of final TSF embankment.



Waste and recycling

Bellevue Gold is seeking to minimise waste sent to landfill, by prioritising recycling where practicable. Currently Bellevue Gold sends most of its waste offsite for disposal, including recyclables. Bellevue Gold is establishing a landfill facility for construction material (including concrete). New putrescible waste cells are being constructed to accept putrescible wastes to reduce transport and handling. Other wastes, such as oils, batteries, and scrap metals, are segregated and recycled. Biodegradable containers and biodegradable cutlery are used at the site village. Employees are given reusable plastic containers for their lunches. Bellevue Gold is adhering to the WA Plan for Plastics, and hence has removed many single-use plastics items from site, such as plastic cutlery, plastics plates and plastic straws.

Bellevue Gold has signed a management and catering services agreement with Northern Rise. This contract includes provisions for rubbish and recycling collection and implementing a village compost to reduce organic waste and kitchen waste from going to the landfill. Bellevue Gold will also be working with the Tjiwarl Aboriginal Corporation to establish and service recyclable collection stations for the Containers for Change at the Bellevue Gold Project, especially for the collection of cans and bottles.

The Perth office recycles printer toners, paper and cardboard, coffee pods and drinking containers. Bellevue Gold's Perth office donates all funds collected through the Cash for Containers initiatives to the Kids Cancer Support Group. The Bellevue Gold office also has a collection facility for used batteries.

CASE STUDY:

Using recycled plastics in the core trays

Recently, the geology team transitioned to using 100% recycled plastic core trays for housing drill core samples, this is a lighter, but still durable product, made from recycled plastics which assists the circular economy of repurposing and recycling old products.



Bellevue Gold staff volunteering with the town tidy-up for the Clean Up Leonora Day event.





Compliance

Bellevue Gold is committed to ensuring compliance with environmental laws and minimising the environmental impacts of its exploration and operation of the Bellevue Gold Project. No material breaches have occurred or have been notified to any Government agencies during the year ending 30 June 2022.

Reporting

Bellevue Gold operates in accordance with the Environmental Policy and Environment Management Plan, which includes the topics described on page 24–38. The Company has an Environmental Management System, which was reviewed by a third-party in 2021. Bellevue Gold has submitted annual reports to the DMIRS and the DWER as Annual Environment Reports (AERs) and the Company has submitted disturbance figures for land use to the Mining Rehabilitation Fund (MRF) as part of the annual reporting suite and as a levy payment to help fund the rehabilitation of abandoned WA mine sites. Additional annual reporting of water withdrawal is submitted to the DWER in accordance with the water licencing.

Assurance

Given the importance of climate change disclosures including emissions, the Company is investigating the appropriateness of assurance over greenhouse gas emissions and other relevant non-financial metrics. This could be conducted in accordance with ISAE 3410 (*Assurance Engagements on Greenhouse Gas Statements*) or the ASAE 3000 (*Assurance Engagements Other than Audits or Reviews of Historical Financial Information*). Additionally, per the Shareholder Resolution for net zero by 2026, Bellevue Gold has committed to external assurance and verification of net zero status, such as through the *Climate Active* standards, before the Sustainability Performance Rights will vest.

Social



TAC Board member and Native Title Holder Shirley Wonyabong on country at the Bellevue Gold Project conducting a cultural survey and salvage program.



People and Culture



From the initial stages of the Bellevue Gold Project, the Company has had a human resources strategy of becoming an 'Employer of Choice' through building an organisation with a great workplace culture and environment. This has enabled us to attract and retain a high calibre workforce. The social capital of Bellevue Gold includes employees, contractors, community engagement, human rights, Indigenous engagement and health and safety.



Bellevue Gold believes that a key element of creating a great workplace culture is to ensure that the Company is promoting wellbeing, offering training and development, supporting mental health and embracing diversity. Bellevue Gold has set out to build a workforce which reflects the diversity seen in the general population.

Bellevue Gold is one of the leaders in the Australian mining sector for gender diversity as shown by the following key metrics:

- 40% female directors, which is well above the WGEA mining sector average of 19.2%¹;
- 28% females in leadership positions, which is well above the WA mining sector average of 19%²; and
- 44% total female employees, which is well above the WGEA mining sector average of 18%³.

Bellevue Gold also places an emphasis on Indigenous employment and providing Cultural Awareness Training to staff, and maintaining a strong relationship with the Traditional Owners of the land on which the Company operates. Bellevue Gold's employment of Aboriginal and Torres Strait Islanders people sits at 5%, which is above the WA mining industry average of 4.7%.

1 2021 WGEA Report Mining Division

2 2021 WGEA Report Mining Division

3 2019 WA Resources Sector CME Report

Figure 17: Key highlights of Bellevue Gold's performance on diversity and training.



Recruitment Process

Bellevue Gold continues to be successful in its efforts to recruit a high calibre workforce who suit the Company's culture and PACE core values, and have the right technical knowledge required for their role. Employees play an essential role in supporting the Company to achieve its objectives and vision of becoming a sustainable gold mining company that enriches shareholders, community and people. With the mining and resources sector currently experiencing unprecedented skills shortages and Western Australia experiencing the lowest unemployment rate of all the states of just 3.1% (as of August 2022), now more than ever employees have an opportunity to be selective about their next role and career move and the type of organisation they want to work for. Throughout 2022 Bellevue Gold continued to place an emphasis on its employee value proposition to ensure the Company remains competitive within the industry.

Bellevue Gold offers a truly progressive workplace, with highlights such as:

- The commitment to operating sustainably. Bellevue Gold seeks to minimise the Project's environmental footprint as the Company progresses into production. The Company is on track to be one of the "greenest" gold operations in Australia;
- Gender diversity is currently at 44% female employment across all roles, and Indigenous diversity is at 5% – which is above the industry average. Bellevue Gold values and promotes diversity, equality, and inclusion, and seek to build an organisation which reflects the diversity representative in the general population;
- Bellevue Gold is a truly inclusive workplace where everyone's ideas are welcomed, valued, and considered. The positive workplace culture was rated highly by employees in the 2022 Bellevue Gold Culture Survey;
- The Company offers ongoing job security, with Feasibility Studies and Project Updates outlining a robust long-life Project and an exciting future for the Company; and
- Bellevue Gold has an annual employee incentive program which offers employees equity in the Company, linked to performance, so that all employees can share in the success of the organisation and are rewarded for their efforts and hard work. As of June 2022, almost 100% of employees are holding performance rights in Bellevue Gold.

Throughout the recruitment process Bellevue Gold places an emphasis on ensuring:

- People are recruited based on their ability to perform the role in question and are not discriminated against based on race, ethnic origin, religion, cultural background, colour, age, gender, sexual orientation, marital or family status, gender identity, disability, or political affiliation;
- That the **Equal Employment Opportunity and Diversity Policy** is applied, which recognises the many benefits to be realised by increasing and maintaining diversity in the Company;
- Bellevue Gold is attracting the right individuals to the Company by conducting a fair and thorough recruitment process; and
- A positive experience for applicants that will enhance the Company's reputation.

Remuneration Strategy

Bellevue Gold's Employee Remuneration and Benefits Policy outlines the Company's commitment to conduct annual remuneration reviews to ensure the Company continues to offer competitive remuneration. Bellevue Gold strives to pay above market rates, which are benchmarked against independent external data. This helps to ensure that the Company continues to attract and retain a highly skilled workforce.

The Company conducts an annual gender pay gap audit to ensure Bellevue Gold is working towards reducing the gender pay gap, which includes a review of any gender biases which may occur throughout the employment cycle, and to ensure women are given opportunity to gain experience and advance their careers. Bellevue Gold currently has an overall gender pay gap of 20% between males and females. However, when evaluating the gender pay gap for like-to-like roles, Bellevue Gold sits at -3%, meaning the Company pays experienced women more in certain like-for-like roles, where there are both women and men employed in the same role.

Remuneration for all employees is in compliance with the Australian modern award rates and Fair Work legislation. Fair payment is verified at the time of commencing employment and at least annually to ensure award specifications (and therefore all minimum wage commitments are met). This ensures all employees are paid well above a 'living wage' standard.



Employee Aligned Incentive Programs

Bellevue Gold understands the importance of aligning the Company's objectives to tangible outcomes for its employees.

Employees are encouraged to deliver high performance by:

- Providing employees with a 'line of sight' and alignment to the overall Company objectives and how they can contribute towards them through their role descriptions;
- Aligning behaviour to the Company's PACE core values and key attributes;
- Providing a mechanism for employees and managers to receive performance feedback and set expectations of what is required;
- Developing employees; leading to higher workforce capability and retention of talented staff; and
- Rewarding performance through the annual salary review process and incentive reviews.

Employees are measured through an assessment of behaviours which demonstrate the PACE core values as well as role specific objectives. Annual performance reviews and annual remuneration reviews were completed for all Bellevue Gold staff in 2022.

Short term incentives – annual program

Bellevue Gold is committed to ensuring it recognises the efforts of employees and rewards them for their contributions as this will be crucial in sourcing and retaining employees who live the Bellevue Gold PACE core values and will drive the Company's success.

In support of this, the Company offers performance rights to eligible employees under a short-term incentive program on an annual basis. Through this program, eligible employees are entitled to additional remuneration in the form of performance rights with a value which equates to a percentage of their total fixed remuneration and which vest (and can be converted into shares in the Company) based on continued employment and employee performance in the annual performance review process. Therefore, this is a short-term incentive program on an annual basis.

The program is aimed at promoting and increasing employee share ownership, by offering equity in the Company and aligning employee's financial interests with the Company's objectives. This creates an opportunity for everyone who performs well to be rewarded and is designed to develop a clear line of sight and alignment between business Company objectives and reward at all levels in the Company.

Sustainability performance rights – breaking new ground

In July 2022, Bellevue Gold introduced Sustainability Performance Rights for all employees. The sustainability incentives mirror the Sustainability Performance Rights introduced for the Executive Management Team in 2021, with the same performance hurdles that were voted on and approved by shareholders at Bellevue Gold's AGM in November 2021. This will ensure alignment throughout the organisation with employees at all levels working towards a common goal, with the view that the organisation can share and celebrate in its success together should it achieve the ambitious target of operating at net zero emissions by 2026.

Equal Employment Opportunity and Diversity Commitments

Bellevue Gold promotes diversity, equality and inclusion in all aspects across the Company.

Diversity refers to all the characteristics that make individuals different from each other, including attributes such as religion, race, ethnicity, language, gender, sexual orientation, disability, and age. The ages of employees range from 19 to 64, with an average age of 38.5 years old. The workforce is made up of over 15 nationalities working together to deliver on the Company's objectives.

Examples of Bellevue Gold's actions on diversity and inclusion include:

- Providing cultural awareness training to Bellevue Gold leaders managing First Nations employees (with specific regard to cultural specifications and communication);
- Facilitating 14 Diversity Ambassadors throughout the Company who meet regularly to promote diversity initiatives within the Company and assist Human Resources to ensure the commitment to inclusion and diversity is at the forefront of Bellevue Gold;
- Regular policy reviews to ensure inclusive, gender-neutral language is used throughout Company documents;
- Annual gender pay equity audits to ensure there is no gender bias during the remuneration review process or any stage during the employment process; and
- Programs to encourage female and First Nations employment.

Executive leadership plays a critical role in driving transformational change. At Bellevue Gold, the Board and management are passionate about diversity. The Company has pursued policies and initiatives in line with the focus on employment equity and diversity, which includes:

- **Parental Leave Policy** – paid Primary Carer's Leave for both men and women, up to eight weeks provided by Bellevue Gold, and offering facilities to support carers returning to work;
- **Flexible Work Policy** – supporting part-time, job sharing and flexible work arrangements to attract and retain talent and further support the Company's diversity plan, to enable employees to create a balance between their family caring responsibility and their work responsibilities; and
- **Indigenous Employment Policy** – to encourage employment opportunities and career development for Aboriginal and Torres Strait Islander people.

By setting measurable objectives and reporting on them, Bellevue Gold is demonstrating its genuine commitment to creating a diverse and inclusive workplace and building an organisation which provides equal opportunities for all its employees. The results of all these efforts are reflected in the table below which illustrates how Bellevue Gold currently stands against the Workplace Gender Equality Agency's (WGEA) averages for the mining sector.

Bellevue Gold is committed to becoming (and remaining) an industry leader in gender diversity. The Company set the aspirational goal of reaching >30% for female participation at Bellevue Gold, and this was achieved well-ahead of schedule in 2021.

Now the commitment and challenge is to keep up this industry-leading metric as the organisation grows at a rapid pace during the ramp up phase of the Project. The measurable objectives set by the Board and the Company's progress towards achieving these is shown in Table 6.

Table 5: Key diversity metrics at Bellevue Gold, as of 30 June 2022.

Diversity	Bellevue Gold	Mining Sector
Employee female participation	44%	18% ¹
Board female representation	40%	19.2% ¹
Females in leadership roles	28%	19% ¹
Overall Gender Pay Gap*	20%	14.2% ¹
Indigenous participation	5%	4.7% ²

* Gender Pay Gap measures the difference between the average earnings of women and men in the workplace. This is an internationally established measure of women's position in the economy in comparison to men.

1 2021 WGEA Report Mining Division

2 2019 WA Resources Sector CME Report

Table 6: Measurable objectives for the Company in FY22, including targets and achievement status of as of 30 June 2022.

	FY22 Measurable Objective	Achievement as of 30 June 2022
Gender diversity		
Board	Female membership at least 30%	Achieved The proportion of female Directors at the Company is 40%.
	Female membership is greater than or equal to industry average	Achieved The proportion of female Directors at the Company is 40% compared to the Workplace Gender Equality Agency's average of 19.2% for the mining sector (2021 WGEA Report Mining Division).
Employees	Greater than 30% female engagement	Achieved The proportion of female employees at the Company is 44%.
	Females in leadership roles – greater than or equal to industry average	Achieved The proportion leadership roles filled by female employees at Bellevue Gold is 28%, the Workplace Gender Equality Agency's average of 19% for the mining sector (2021 WGEA Report Mining Division).
	Gender pay gap – performing greater than or equal to industry average	The Company currently has an 20% gender pay gap. The Company has an objective of reducing this gap against the Workplace Gender Equality Agency's average of 14.2% for the mining sector (2021 WGEA Report Mining Division).
	Target 100% of employees returning to work after a period of parental leave (who choose to)	Achieved 100% of employees returned to work in FY22 after a period of parental leave (of those who intended to).
	Develop a plan to provide opportunities for training and professional development	Achieved Plan developed, and succession planning undertaken with pathways for internal promotion opportunities identified as part of annual performance reviews. The Company facilitated three of its employees to participate in the AusIMM structured mentoring program.
Aboriginal employment		
Employees	Indigenous engagement – greater than or equal to WA industry average	Achieved The proportion of Indigenous employees at the Company is 5% compared to the average of 4.7% for the mining sector (2019 WA Resources Sector CME Report).
	Develop a plan to provide opportunities for training and professional development	Achieved The Company has partnered with the Clontarf Foundation and the Clontarf Aboriginal College since 2019 to provide opportunities for pathways to employment for young Aboriginal and Torres Strait Islander men. Bellevue Gold offer trainees the opportunity to gain work experience in the mining industry to improve their chances of gaining permanent employment. Where an opportunity may become available, the Company will look to progress employees who have successfully completed the program into permanent work.

The measurable objectives set by the Board for the year ending 30 June 2023 (**FY23**) are shown in Table 7.

Table 7: FY23 measurable objectives on diversity targets.

Gender diversity	
Board	Female membership: at least 30% Female membership: greater than or equal to industry average
Employees	Female engagement: greater than 30% Females in leadership roles: greater than or equal to industry average Gender Pay Gap: performing greater than or equal to industry average Target 100% of women (who chose to) return to work after a period of parental leave Develop a plan to provide opportunities for training and professional development
Aboriginal employment	
Employees	Indigenous engagement: greater than or equal to WA industry average Target Tjiwarl Aboriginal Corporation member engagement as the key focus Develop a plan to provide opportunities for training and professional development

Gender diversity within the Group

As of 30 June 2022, the number and proportion of males and females employed by the Company or a wholly owned subsidiary of the Company (together, the **Group**) was as follows:

Table 8: Employee statistics, based on position in the Company and gender.

	# Female	% Female	# Male	% Male	# Total
Employees¹	28	44%	36	56%	64
Executives²	2	33%	4	67%	6
Board	2	40%	3	60%	5
Total	32		43		75

1 Excludes Directors and Executive Management.

2 Excludes Executive Directors.

Training

The passionate and dynamic leaders at Bellevue Gold are focused on building and developing a great team to share in Bellevue Gold's success and to be part of the Company's exciting future. Critical to the success is the recruitment and development of university graduates. In 2021, Bellevue Gold employed three graduate geologists who were the first to complete the Bellevue Gold's graduate program which involves on-the-job learning through a rotation schedule in various areas of the organisation. These employees are now on a pathway to promotion upon completion of their graduate programs in late 2022.

Bellevue Gold has a Learning and Development Policy and is committed to providing learning and development opportunities to employees including to:

- Improve performance of employees in their current roles;
- Offer training and upskilling programs;
- Provide study support;
- Prepare employees for future roles and career development;
- Enable employees to adapt to meet the changing requirements of the Company;
- Maintain and enhance the quality of service in all areas; and
- Increase job satisfaction.

Bellevue Gold has awareness training and aims to ensure all employees attend training on:

- Inclusion and Diversity;
- Bullying and Sexual Harassment;
- Mental Health First Aid Training; and
- Indigenous Cultural Awareness.

In June 2022 Bellevue Gold ran a Winter Vacation Program employing a Western Australia School of Mines (WASM) Mining Engineering student who worked on site, gaining valuable practical work experience. Upon successfully completing the Vacation Student Program, the student was offered a Graduate Mining Engineer role and will be commencing employment with Bellevue Gold in January 2023.



“From the mentoring program I have gained an understanding of how I can achieve my short-term goal of becoming a project geologist with Bellevue Gold and determining what skills I need to develop in order to move into that role. I have also received advice to support my longer-term plans. I aspire to have a family one day and would need to be in a role which permits flexibility around this. I am confident that this is achievable with Bellevue Gold as I have seen firsthand how they accommodate flexible working arrangements and support their employees.”

Verity, Mine Geologist



“I started working with Bellevue in July 2021, joining the Geology department as a trainee Field Technician. It was my first time ever working in the mining industry and it has been an amazing experience working with a supportive and encouraging group of people, who have helped me grow and thrive in this position. I am extremely grateful for this opportunity and looking forward to moving on to a new role next year as a Purchasing and Stores Officer. I am excited for this opportunity to upskill and grow in this role.”

Mirika, Field Technician



“While participating in Bellevue’s graduate program I’ve had the opportunity to develop my skills and experience as a geologist, having been exposed to multiple aspects of exploration and mine geology. I’m grateful to have access to many people at Bellevue who not only want to see the project succeed, but who are genuinely invested in helping me achieve success in my own career aspirations.”

Jordan, Graduate Geologist



Bellevue Gold wins AMEC Diversity and Inclusion Award

Bellevue Gold was honoured to win the 2022 AMEC Diversity and Inclusion Award. Bellevue Gold has been a long-standing member of the Association of Mining and Exploration Companies (AMEC) along with over 500 member companies from across Australia. The inaugural AMEC Diversity and Inclusion Award reflects the importance of encouraging and providing for diversity and inclusion in the mining and exploration industry. The award recognises a company that has made an outstanding effort to encourage diversity and foster inclusion in our industry. By embracing and encouraging diversity, the mining and exploration industry can attract and retain skilled and talented employees that contribute to a safe, inclusive, and productive mining and exploration industry and Bellevue Gold is proud to be leading the mining and exploration industry in diversity and inclusion, such as through the Diversity Ambassador program.

The Bellevue Gold and Clontarf Indigenous Employment Program

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equips them to participate more meaningfully in society. Bellevue Gold has partnered with the Clontarf Foundation and the Clontarf Aboriginal College since 2019 to provide opportunities for pathways to employment for young Aboriginal and Torres Strait Islander men. Bellevue Gold has partnered with the Clontarf Foundation for the Indigenous Employment Training Program to support Aboriginal and Torres Strait Islander candidates who wish to work in the mining industry but do not have the experience required. This program allows successful candidates to gain practical experience on the job in a 12-week structured training program. Where an opportunity may become available at Bellevue Gold, the Company will look to progress employees who have successfully completed the program into permanent work.



clontarf
foundation



Staff attending the 2022 Great Office Bake Off.

NAIDOC Week

Bellevue Gold is proud to celebrate NAIDOC Week each year, and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

During NAIDOC Week 2022, Tjiwarl Native Title holders hosted a workshop with Bellevue Gold office staff and a separate event at the mine site.

An interactive workshop was held in the office by a Tjiwarl Native Title holder, to help staff understand what culture means and to delve into the collective understanding of what belonging, independence, mastery and generosity mean. This was related to how employees' backgrounds may differ and hence employees may have various views of culture, and it is important to understand an Aboriginal perspective, and specifically a Tjiwarl-centric view of culture and traditions.

On site, two Tjiwarl Native Title holders hosted a NAIDOC Week presentation for Bellevue Gold site staff, and explained the theme of the 2022 NAIDOC Week, which is "Get Up! Stand Up! Show Up!" Mr Talbot and Mr Zabar Muir gave a presentation which included a Welcome to Country and a presentation on *tjukurrpa* (dreaming) in the area.



Mental Health and Wellness Strategies

Employee wellness is an important aspect of the Company's commitment to health and safety. Bellevue Gold believes that the wellbeing of employees is key to organisational success and sustainability. Bellevue Gold has a wellness program in place which delivers initiatives to encourage overall employee wellbeing. The Company is committed to supporting employee wellness from both a physical and mental health point of view and has implemented several initiatives which are detailed below.

A point of difference at Bellevue Gold is the established positive and inclusive workplace culture, which fosters a sense of family and community, where everyone looks out for each other.

Camp design

The Company has considered mental health and wellbeing during the mine and camp design and aligned majority of its employee working rosters to family friendly 8/6 rosters. Key design criteria for the camp design included:

- Ensuring the new Bellevue Gold camp is safe and inclusive. Particular attention was given to lighting design to ensure walkways are illuminated;
- CCTV is present, specifically in shared areas such as the laundry as an additional digital safety precaution;
- Ensuring dependable Wi-Fi and phone access at site and in the employee camp, to ensure employees can communicate with their families while working away from home;
- Consultation with existing staff as to room dimensions;
- Ensuring rooms were designed to minimise noise and disturbance;
- Allowing additional funding for landscaping for visual amenity;
- A modern gym and sporting facilities; and
- High quality kitchen facilities to cater for healthy and diverse meal options.

Health and fitness reimbursement program

Recently Bellevue Gold took on feedback from its employee engagement survey and upgraded the Health and Wellness Program. The Company now offers a Health and Fitness Membership reimbursement for each employee, to cover up to \$1000 per year. This can be used for employees' memberships at a gym, sporting or other health and fitness facilities. This is a direct benefit for employees which assists with happy and healthy lifestyles.

R U OK? Day

Bellevue Gold holds events at both the Perth office and on site to acknowledge R U OK? Day, to raise awareness of the importance of mental health and to encourage meaningful conversations between colleagues to check in on each other.



Employee assistance program

From the initial stages of the Project, Bellevue Gold has engaged the support of an Employee Assistance Program (EAP) provider to ensure all employees have access to a confidential counselling service to help them deal with personal or work-related issues in a positive way. This involves short-term counselling to assist employees in overcoming life's challenges and return them to a better state of emotional wellbeing. The EAP provider is currently PeopleSense. The EAP is a free, professional and confidential counselling service which can be used for any personal or work-related issues that may impact an employee's general wellbeing.

Mental health first aid training

The National Health Survey (2020-21) reported that 1 in 5 Australian adults will experience a common mental health challenge each year. Recent studies, such as the 'Mental Awareness, Respect and Safety in the mining industry – The Landmark Study: A review and synthesis of the literature' have reported that the prevalence of mental health issues in the mining industry is significantly greater than most industries.

Being equipped with mental health first aid skills will enable individuals to support a friend, family member or co-worker when they are experiencing a mental health challenge or are in a mental health crisis, which can make a real difference in a person's life. Bellevue Gold is committed to supporting the mental health of its employees. The Company is endeavouring to have all employees trained and qualified as Mental Health First Aiders (MHFA), with multiple training sessions already delivered throughout 2021 and 2022. Through open dialogue, the Company aims to reduce the stigma associated with mental illness and ensure that people feel comfortable asking for help when needed. Approximately 60% of Bellevue Gold employees have completed the training and are officially Mental Health First Aiders and Bellevue Gold is now classed as a gold standard skilled workplace.



COVID-19 Response

In 2022, Bellevue Gold has continued to implement interventions targeted at reducing transmission risk of COVID-19.

These measures were tailored to different work areas, including transportation of workers, mining, accommodation, and logistics, both for site and Perth office. The pandemic has required the Company to develop an agile approach, with teams adjusting to different processes and workplace practices. Bellevue Gold achieved 100% double vaccination record for all its employees and issued free Rapid Antigen Tests (RATs) for all employees to test before returning to work each shift or to be used freely wherever illness is self-detected. The Company has supported employees with sick leave, during the required 7-day or 14-day lockdown periods for positive cases of COVID-19 in 2022.

The Company established a holistic approach to care for workers, aligned with the PACE core value of "Care". This included isolation exercise regimes, provision of electronic gaming devices and regular support and engagement for isolated workers. Bellevue Gold prioritised connection, support, and physical exercise for the isolated mine site team members. Perth team members were supported at home with regular contact, updates, and provision of equipment to work at home if able. Recognising that work-life balance is important for mentally healthy workplaces, the Perth teams have continued to offer work at home options post COVID-19 mandates.

Labour Relations

Bellevue Gold places a strong emphasis on its employee relations and has built a solid relationship with its workforce formed on a foundation of trust. This has set the organisation in a strong position with limited industrial or employee relations issues occurring. All employees are on individual common law contracts, there are no collective bargaining agreements in place.

Culture Survey and Engagement

Bellevue Gold believes it is essential to regularly obtain feedback from employees on how the Company is performing as an organisation, with the view to strengthen the culture and employee working experience.

In support of this, the Human Resources team conducted an independent Employee Culture Survey of the whole workforce in May 2022 and encouraged all employees to participate, with an overall response rate of 97%.

Employees provided feedback on key focus areas which included, health and safety, employee engagement, job satisfaction, culture, the PACE core values, work life balance, remuneration and benefits, personal career objectives, relationship with manager/supervisor and Executive Management Team. This feedback will be used to shape the development of future internal People and Culture related initiatives across the organisation.

Employee Engagement Scores

The 'Net Promoter Score' reflects how positively employees speak about the business and the likelihood they would recommend the Company to a friend or colleague. Bellevue Gold employees rated the organisation very positively overall, with an average score of

7.4 out of 10

7.4 out of 10

Average Net Promoter Score

72%

Overall employee engagement score

82%

Rated Bellevue Gold as embracing diversity and inclusiveness

95%

Rated Bellevue Gold as providing good support and access to mental health resources

82%

are inspired to go above and beyond

Friendly, inclusive, progressive & positive

were the top associations employees mode of the Bellevue Gold culture



Bellevue Gold achieved completion of the 343 person camp in October 2022.

Health and Safety

Bellevue Gold is committed to the health, wellbeing, and safety of all stakeholders including employees, contractors, visitors, and the broader community. Safety is an integral component of the PACE core values and the Company expects everyone to perform their tasks in a safe manner.



Safety and Wellbeing

Initiatives

3.35 ↓ 79% vs FY21

Bellevue Gold's Total Reportable Injury Frequency Rate (TRIFR) improved throughout FY22

Critical Control Management Program

Critical Hazards and controls defined with a verification program

Throughout FY22, there was a decrease in the number of injuries and reduced severity of injuries recorded

Healthy Workplace Program

Holistic wellbeing approach focuses on physical and mental health. Developing a positive workplace culture, consistent with the PACE core value of 'C' for Care.

The health and safety initiatives planned for 2023 will continue to create a safer workplace

Lead Indicator Program

Operation driven program targeting key lead indicators to improve performance

**Health and Safety Policy**

The Health and Safety Policy and the Work Health and Safety Management Plan, set the standards for a safe and healthy working environment for all workers including employees, contractors and visitors. The Work Health and Safety Management Plan defines the Company's health and safety goals.

To support the on-going development of the Project, the Company continues to update the key health and safety systems and policies. Key updates completed in 2022 included the Work Health and Safety Management Plan, the Crisis Management Plan and the Emergency Management Plan. Additionally, the new *Work Health and Safety Act 2020 (WA)* and its regulations were implemented across Western Australia in March 2022, and the Company has adopted new processes to ensure health and safety practices are done in accordance with the new Act and the *Work Health and Safety (Mines) Regulations 2022 (WA)*.

Throughout 2021 and 2022, the Company continued to revise and enhance operational and corporate safety processes and plans to ensure these processes are concise and reflect the Company's current operations. This process strives to:

- establish Safety Standards through consultation with employees;
- implement the Company's health and safety standards;
- review internal practices through gap analyses and internal audits; and
- establish processes, guidelines, and templates to assist with successful implementation and embedding of management standards.

Measuring the Company's Performance

Health and safety statistics

Bellevue Gold is cognisant that the move from exploration into production carries varied and changing risks. As a result, the Company is implementing a health and safety management system that systematically manages health and safety. With this evolving risk, there is an imperative to focus on lead indicators to proactively identify and manage risk with metrics that measure safety performance and demonstrate and facilitate continuous improvement.

Health and safety management system performance data is provided to the Executive Management Team, Health, Safety and Sustainability Committee and the Audit and Risk Committee. All significant incidents are investigated, and action plans enacted to minimise risk of reoccurrence. The data below provides a snapshot of Bellevue Gold's leading and lagging indicators.

Lead indicator program and health and safety metrics

Bellevue Gold's commitment to a proactive safety approach is augmented by the planned development of the lead indicator program for FY2023. This program will focus on key elements of the Work Health and Safety Management Plan to reduce injuries and incidents. The program's key focus is to ensure operations:

- Promote and encourage high standards in health and safety;
- Continuously improve health and safety performance and processes;
- Integrate the work health and safety management system requirements into daily work; and
- Align contractors' safety systems to the standards set by Bellevue Gold.

Table 9: Key health and safety lagging indicators.

Metric	FY21	FY22	Trend
Number of fatalities	0	0	No change
Total Recordable Injury Frequency Rate (TRIFR)	15.84	3.35	Decreased by 79%
Lost Time Injury Frequency Rate (LTIFR)	3.17	0	Decreased to 0
DMIRS reported injuries (including injury and illness)	5	0	Decreased to 0
Serious Potential Incidents (excluding injury and illness)	2	5	Increased by 150%
Days lost due to reported injuries	1	0	Decreased to 0
All Injury Rate Total	85.39	63.56	Decreased by 26%
(Total number of injuries and fatalities including lost time, restricted, medical treatment and first aid injuries relative to one million hours worked) (which is also the MSHA all-incidence rate)			

Table 10: Lagging health and safety indicators employees and contractors.

Metric	FY21	FY22	Trend
Employees			
Lost-Time Injury Frequency Rate (LTIFR)	0	0	No change
Total Recordable Injury Frequency Rate (TRIFR)	20.54	0	Decreased to 0
The number of high-consequence work-related injuries (excluding fatalities)	0	0	No change
The number of recordable work-related injuries (includes high consequence, see line above)	0	0	No change
Number of injuries reported by employees.	4	2	Decreased by 50%
Number of lost working days of the employees only	0	0	No change
The number of hours worked	53,675	59,175	Increased by 10%
The number of cases of recordable work-related ill health	0	0	No change
Contractors			
Lost-Time Injury Frequency Rate (LTIFR)	3.17	0	Decreased to 0
Total Recordable Injury Frequency Rate (TRIFR)	14.98	4.07	Decreased by 73%
The number of high-consequence work-related injuries (excluding fatalities)	1	0	Decreased to 0
The number of recordable work-related injuries (includes high consequence, see line above)	5	1	Decreased by 80%
Number of injuries reported by employees.	25	10	Decreased by 50%
Number of lost working days of the employees only	1	0	Decreased to 0
The number of hours worked	106,302	110,559	Increased by 4%
The number of cases of recordable work-related ill health	0	0	No change

In FY2022, Bellevue Gold committed to implementing a systematic management system aligned to the recently passed *Work Health and Safety Act 2020* (Act). The Company's commitment to implementation of this system has resulted in improvement in health and safety performance. The Company recorded a decrease to zero lost time injuries and a reduction in the Total Recordable Injury Frequency Rate (TRIFR).

Health and Safety Targets

Bellevue Gold has also set public targets which are reported for the FY21 and FY22 data in Table 11. Due to the improved management systems and on-ground health and safety performance, the Company has met the targets and recorded a decrease in lost time workplace injuries and illnesses.

Table 11: Bellevue Gold's performance on setting and meeting targets for compliance and injuries.

Metric	Target	FY21	FY22
Compliance with health and safety legislation	(a) Zero Improvement Notices (DMIRS)	Target not achieved (One improvement notice)	Target achieved (Nil improvement notices)
	(b) Zero Prohibition Notices (DMIRS)	Target achieved (Nil prohibition notices)	Target achieved (Nil prohibition notices)
	(c) No injuries/illnesses resulting in ten days or more of lost time	Target achieved 2021: 1 days lost	Target achieved 2022: 0 days lost
Reduce occurrence or reoccurrence of workplace injuries and illnesses	(d) Zero lost time injuries frequency rate (LTIFR) (LTIFR target of 0.0)	Target not achieved LTIFR 2021: 3.1;	Target achieved LTIFR 2022: 0.00.
	(e) 5% reduction in musculoskeletal disorders (MSD) injuries resulting in ten days or more of lost time	Target achieved MSD injuries >10 days lost: 0	Target achieved MSD injuries >10 days lost: 0
	(f) 5% increase in reported incidents/injuries/illness (to reduce under-reporting of incidents)	Target achieved Increase in reported incidents and hazards: 2021: 271; 2020: 17	Target achieved Increase in reported incidents and hazards: 2022: 606; 2021: 271

Injuries and Notifiable Incidents

All incidents, injuries and potential serious events undergo a transparent reporting process and robust investigation process with actions and learnings to ensure that the Company does not have a similar incident again. There were no reportable injuries in 2022, but there was one serious injury and one potential serious illness in 2021.

Table 12: Disclosure of regulatory notifications for injuries and incidents.

Performance Indicator	2021		2022	
Serious injury or illness	Restricted work injury– foot injury	1	Nil	
	Hyponatraemia- overhydration.	1	Nil	
Incident or occurrence	Outbreak of fire above or below ground	2	Nil	
	Potentially serious occurrence	1	Nil	
	Nil		Electric shock (nil injury)	1
	Nil		Uncontrolled vehicle movement	1
Total	All incidents	5	All incidents	2

Management Systems

Bellevue Gold is focused on the development and implementation of key procedures and processes to ensure safe construction and site activities.

On the pathway to production, Bellevue Gold will continue to review and develop fit-for-purpose health and safety standards, processes and plans to ensure risks are effectively managed. This process involves:

- Developing safety standards for critical risks;
- Reviewing the critical risk standards through internal gap analyses and risk assessments, ensuring critical risks are understood and addressed; and
- Developing, implementing, verifying and embedding the management standards.

Health and Safety Management System (HSMS) audits

An independent, external surveillance audit was undertaken, which resulted in six criteria assessed as non-conformances. Corrective actions have been implemented and these non-conformances are being addressed. In 2022, the Company developed a site audit schedule to ensure that the health and safety management system is systematically audited, and continuous improvement was achieved.

An action plan has been implemented to address findings and opportunities from an internal audit in 2021, which identified non-conformances in four areas: hazard and risk management, emergency management, reporting systems, and training.

Health and safety resources

The roles of an Occupational Health and Safety (OHS) Principal and site OHS Manager were filled in early 2022. These positions provide strategic and operational leadership to continue the Company's ongoing safety journey. Additionally, these roles ensure the development and execution of the Company's Safety Systems Management Strategy and adherence to the *Work Health and Safety Act 2020* (WA).

Training management

An integrated IT system to manage staff competencies and role-based compliance was developed in 2022 and combined with the current OHS databases, creating an integrated Workplace Health and Safety Solution. The continued utilisation of this system will ensure all training needs can be managed effectively.

Emergency Preparedness and Response

Emergency and crisis management

Bellevue Gold reviewed the crisis and emergency management plans with an external specialist consultant to ensure the plans are appropriate for the Company's risk profile. Crisis and emergency management training was conducted with the corporate and site teams, as a fundamental component of a coordinated and cooperative approach to emergency management at all levels of the organisation. Realistic simulations were undertaken, with analysis and (post-event) review of each scenario and workplace event response. Any areas of opportunity were then addressed for continuous improvement.

Emergency Response Team (ERT)

The Company continues to expand and refine formal and scenario emergency response through recruitment and training of a growing Emergency Response Team (ERT). The ERT is a dedicated group of 25 members, and each team member receives a personal ERT kit.

This ERT group is a partnership of employees and contractors working together to ensure the Company can respond to any incident. The ERT consists of geologists, surface technicians, advisors, engineers, and underground operators. The team has a diverse experience and skills that create an effective multidisciplinary team to respond to any scenario.



Logo of the Bellevue Gold Emergency Response Team.



Bellevue Gold's new on-site ambulance.

Leadership commitment and support ensures that ERT members continually enhance their emergency response skills through simulated emergency scenarios each week, either at site or with other nearby mines. This teamwork and collaboration ensures that ERT members gain understanding of the criticality of emergency situations. Accredited training is a priority, with team members attending quality training providers to obtain nationally-recognised qualifications.

The Bellevue Gold emergency response is supported by fit-for-purpose emergency equipment, including the recently purchased fire equipment and ambulance – which are fully equipped to support the ERT.



New fire truck and Emergency Response Training scenario.

Employee Site Safety

Bellevue Gold commissioned a baseline Site Safety Survey to gain feedback and insight regarding the Company's safety and wellbeing culture. This survey was completed with 91% of participants responding, including site contractors. The survey results assisted in discovering the Company's strengths, as well as highlighting focus areas for future planning. Overall, the results demonstrated a strong safety culture was evident. Key themes of the report are listed in Table 13.

Table 13: Results of the 2021 Site Safety Survey.

Theme	Description	Question	Response
Reporting Culture	a safe organisation is dependent on the willingness of front-line workers to report incidents and near-misses	All accidents and near misses in my work area are reported	87% of respondents either agreed or strongly agreed
		I feel confident to speak up when I see unsafe behaviour	92% of respondents agreed or strongly agreed
Flexible Culture	safety information is exchanged because those with authority respect the knowledge of front-line workers	My direct Supervisor / Manager always asks employees for any safety improvements they can make in their job	86% of respondents strongly agreed
Learning Culture	an organisation will analyse reported information and then implement appropriate change	The safety of employees is never compromised Bellevue Gold has a safety-first culture	78% of respondents strongly agreed
		Accidents and near misses which are reported are fully investigated	88% of respondents either agreed or strongly agreed
Just Culture	leaders support and reward reporting	I am confident that if I saw someone working in an unsafe manner, I would stop them and discuss my concerns	98% of respondents either agreed or strongly agreed
		My direct Supervisor / Manager leads by example when it comes to safe behaviour	93% of respondents either agreed or strongly agreed

A key positive learning from the Site Safety Survey is the high level of care for individuals and work mates exhibited on site. Areas of opportunity included requests for safety training (expressed by a quarter of respondents) and improvement of emergency response capability. After the Site Safety Survey results were collated, the Company has proactively responded to address any areas of opportunity.

The Company has recently:

- Completed an emergency management gap analysis;
- Erected a fit for purpose medical center;
- Purchased a new ambulance and fire truck; and
- Purchased new emergency equipment (based on a risk assessment and phased approach).

Worker Health and Wellbeing

Bellevue Gold engaged an allied health professional in 2022 to provide essential occupational health services to monitor, maintain and improve worker physical and mental health and wellness. Key programs identified for implementation will include job role assessment, prevention and early injury intervention programs and initiatives encompassing physical and mental health.

Job risk analysis

As part of the 2022 and beyond strategy, each role will have a Job Role Risk Analysis completed to define the physical and mental demands of roles. The Job Role Risk Analysis assessments are created through direct evaluation of the physical and mental demands of each role and are used in a worker's journey through the business, from pre-employment screening, determination of fitness for work in event of illness or injury and to identify suitable duties for return to work following injury or illness.

Pre-employment risk-based medical protocols, developed from Job Risk Analysis improve risk control during the recruitment and engagement of new employees. Additionally, they provide a tool for contractor pre-employment medical alignment to the job requirements.

Occupational Health

The Company's health risk profile is defined by understanding potential exposures and their likely health consequences. Bellevue Gold manages personnel in the workplace, through allocation into similar exposure groups. Monitoring commences with pre-employment medicals and continues with regular noise, airborne and biological sampling, determined by the health risk assessment.

Bellevue Gold has developed schedules for promoting health and wellbeing topics relevant to workers. Programs vary from health presentations and assessments to activities in partnership with external organisations. The Company engages an external occupational hygienist to manage operational health risks and conduct monitoring plans.



Table 14: Bellevue Gold's occupation health risks and mitigation plans.

Principal exposure risks		
Exposure	Description	Controls
Noise	Site-based employees are exposed to noise from a variety of sources including the underground environment, workshop activities and construction activities.	<ul style="list-style-type: none"> All workers participate in monitoring programs across all operational work areas to provide representative samples of exposure; Noise protection is provided for all workers; A hierarchy of controls has been developed with extraction and ventilation controls; and A fit testing program is utilised.
Dust contaminants, welding fumes and diesel particulates	<p>The site Health Risk Assessment (HRA) identified:</p> <ul style="list-style-type: none"> Silica as a risk to mine workers and visitors; and Diesel particulate matter and lead welding fumes as a risk in maintenance workshops or underground. 	<p>To reduce risk exposure, the Company:</p> <ul style="list-style-type: none"> Monitors and maintains road surfaces; Ensures operational risk assessments of machinery are conducted and reviewed; and Undertakes preventative maintenance of mobile equipment to reduce vibration.
Vibration	Vibration sources include mobile equipment and handheld tools. Certain operator roles are exposed to risks associated with vibrating machinery while seated and standing.	<p>To reduce risk exposure, the Company:</p> <ul style="list-style-type: none"> Conducts pre-employment medical assessments to ensure that the worker is fit for tasks in the demands of the job; Reviews workplace layout, and equipment design considered; and Implements preventative strategies into risk management tools, with worker collaboration a key component.
Musculoskeletal disorder (MSK)	<p>Musculoskeletal injuries pose a major risk. This includes strains and sprains, tendon and muscle damage, joint and soft tissue injuries and muscular or vascular disorders. Musculoskeletal injuries can occur suddenly or develop over extended periods.</p> <p>Contributing factors include awkward postures, forceful exertion or repetitive actions, task duration and vibration of hand or arm and whole body (including jolting and jarring) and slips, trips, and falls.</p>	<p>To reduce risk exposure, the Company:</p> <ul style="list-style-type: none"> Conducts pre-employment medical assessments to ensure that the worker is fit for tasks in the demands of the job; Reviews workplace layout, and equipment design considered; and Implements preventative strategies into risk management tools, with worker collaboration a key component.

Over the two corresponding periods, all exceedence incidents were thoroughly investigated to understand the root cause. Controls have been initiated to ensure the safety of exposed workers, and to protect the long-term health and wellbeing of workers. Controls include scheduled, preventative equipment maintenance, extraction and ventilation upgrades and continued education to reduce exposure. The Results of the sampling program for long-term health monitoring in 2021 and 2022 are shown in Table 15.

Table 15: Results of the sampling program for long-term health monitoring in 2021 and 2022.

Sampling Element	2021		2022	
	Total exceedances	Total tests completed	Total exceedances	Total tests completed
Noise	1	16	1	16
Respirable Dust and Respirable Silica	1	13	0	15
Inhalable Dust	0	13	0	13
Diesel Particulate Matter	0	7	0	9
Airborne Asbestos	0	1	0	2
Nitrogen Dioxide	0	8	0	3



Indigenous Engagement



In October 2022, Bellevue Gold was pleased to announce that a Native Title Agreement (NTA) had been signed with Tjiwarl Aboriginal Corporation RNTBC (Tjiwarl AC) as the holder on trust for the Tjiwarl Native Title Holders, being the Native Title rights and interest holders and Traditional Owners of the land which hosts the Bellevue Gold Project.



The NTA followed highly constructive and mutually beneficial collaboration between Tjiwarl AC and Bellevue Gold. The signing of the NTA formalises Bellevue Gold's commitment to Tjiwarl AC and the Tjiwarl Native Title Holders of the land on which the Company operates.

The NTA was signed following a community meeting of Tjiwarl AC in Leinster. It was executed at the Bellevue Gold Project on behalf of Tjiwarl AC by the Tjiwarl AC Chairman and Native Title Holder, Brett Lewis, and TAC Director and Member of the Negotiation Team, Mr Kado Muir, and on behalf of Bellevue Gold by the Company's Chairman, Kevin Tomlinson. Tjiwarl AC is the Prescribed

Body Corporate that holds the Native Title on trust on behalf of the Tjiwarl Native Title Holders, representing 11 families who have been recognised by the Federal Court as being the holders of Native Title rights and interests within the Tjiwarl Determination area, covering some 13,000 square kilometres of land and waters located between Leinster and Wiluna in the North-eastern Goldfields region.

The process involved extensive community consultation and gave the opportunity for many Tjiwarl Native Title Holders to visit country, engage with the Bellevue Gold team and review the proposed project layouts and designs. Tjiwarl AC and Bellevue Gold were able to work together through this process to ensure that cultural and heritage considerations have been included in the fundamental surface design and layout of the Project, protecting sensitive areas, and developing a co-designed Cultural Heritage Management Plan to manage future activities.

The NTA follows these mutually beneficial discussions between Tjiwarl AC and Bellevue Gold, resulting in the formalisation of an agreement that embodies a spirit of genuine collaboration and respect, facilitating project development while protecting heritage and country and providing opportunities for Tjiwarl people. Mining at the Bellevue Gold Project will be predominantly from underground with limited surface disturbance.

Bellevue Gold has committed to a broad range of actions as a fundamental part of its development strategy, including land and water management, Aboriginal heritage management, cultural awareness and access, social opportunities and development and employment and contracting opportunities. Importantly, the NTA defines a process and pathway for ongoing active engagement with Tjiwarl AC and Tjiwarl Native Title Holders as the Project develops and matures. This includes opportunities for ongoing employment and capacity building for Tjiwarl people and Tjiwarl owned and operated businesses.

Prior to being admitted to site, all Bellevue Gold staff and contractors are required to complete an induction that includes information and operating procedures about protection of country and heritage. All staff and contractors are also required to undertake cultural awareness training, developed and facilitated by Tjiwarl Native Title Holders and covering all topics relating to culture and heritage.



Tjiwarl AC Director Kado Muir, Bellevue Gold Chairman Kevin Tomlinson, Tjiwarl AC Chairman Brett Lewis, and Bellevue Gold CEO Darren Stralow.

Indigenous Employment Policy

Bellevue Gold has a long-standing Indigenous Employment Policy to assist in the attraction and retention of Aboriginal employees, with an important part of this policy to promote a culturally sensitive workplace. Bellevue Gold and Tjiwarl AC are co-designing a 'Tjiwarl Employment and Contracting Plan', to provide traineeships, employment opportunities, on-the-job training, with a preference for providing opportunities to local Tjiwarl Native Title Holders. Additionally, the Company has a [Contractor Indigenous Employment Policy](#) which will be updated to align with the 'Tjiwarl Employment and Contracting Plan'.

Supporting Indigenous businesses

Bellevue Gold supports Aboriginal-owned businesses and is developing a plan with the Tjiwarl Aboriginal Corporation which will be facilitated and encouraged through the Tjiwarl Employment and Contracting Plan. This plan will be designed to provide mentoring opportunities, capacity building and training to Tjiwarl Native Title Holders, and importantly facilitate commercial contracts with Tjiwarl-owned companies.

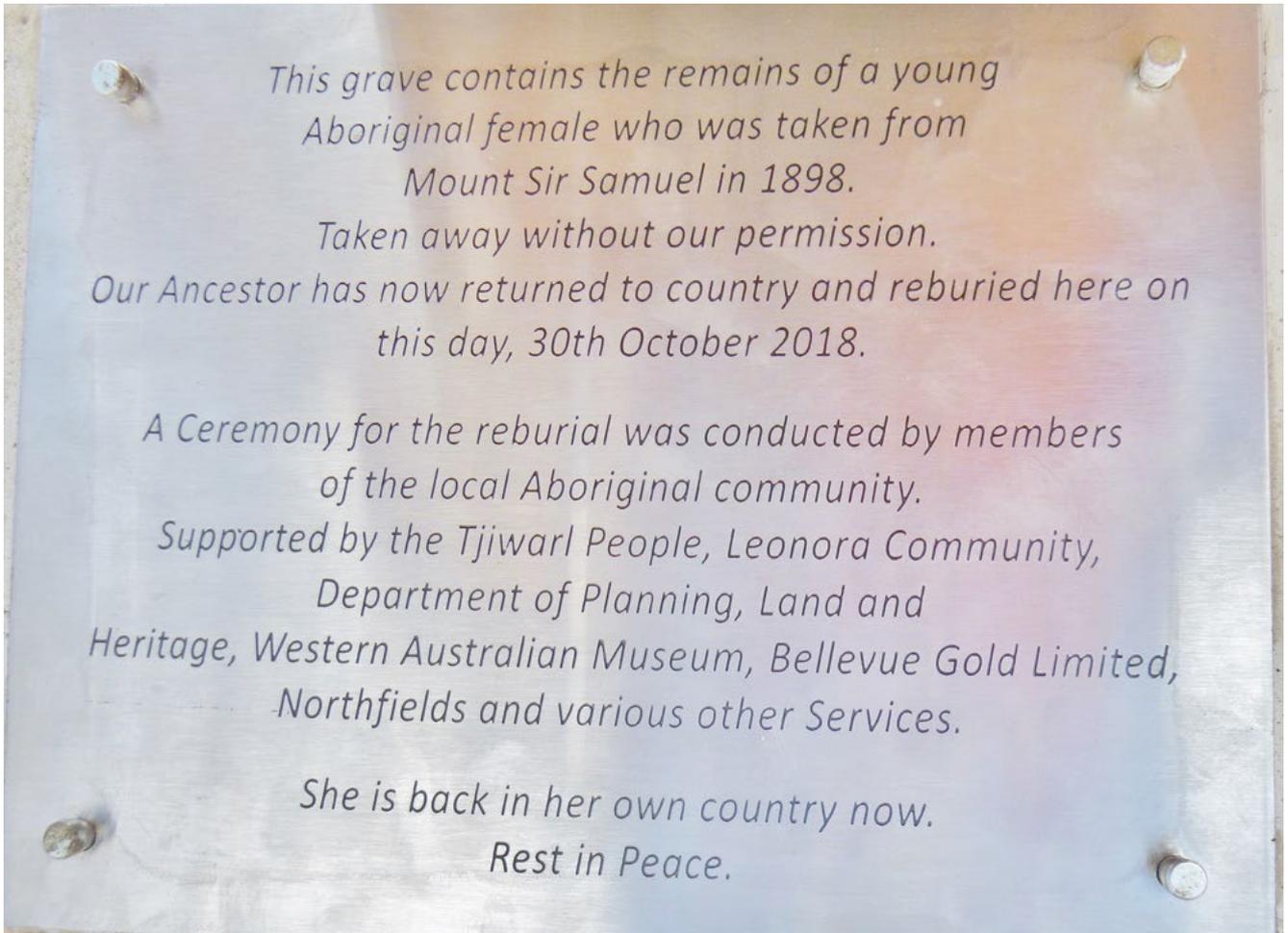
Bellevue Gold Managing Director Steve Parsons said the NTA marked a significant milestone for all the Project's stakeholders as it aligns directly with the Company's concept of shared value and the Company's PACE core values.

"Bellevue Gold is absolutely delighted to formalise a Native Title Agreement which genuinely reflects its long-standing commitment to the interests, concerns and well-being of the Tjiwarl people,"
Mr Parsons said.

"With this Agreement in place, we have no doubt that the Bellevue Project will deliver substantial benefits for the Tjiwarl people and all stakeholders."

Commenting on the Agreement, the Chairman of the Tjiwarl AC, Brett Lewis said:

"Tjiwarl AC are pleased to reach an agreement with Bellevue Gold. It has been a long process to get to where we are today. Tjiwarl native title holders worked hard to make sure culture and heritage is protected and managed the best way possible. This set the foundations for the negotiations between Tjiwarl AC and Bellevue Gold to progress in a comprehensive way to achieve a really good outcome."



CASE STUDY:

Sir Samuel Repatriation and Reburial Ceremony

Bellevue Gold has been a long-term supporter of Aboriginal matters, which stretches back to the early exploration days at the Bellevue Gold Project site, where the Company co-funded and helped coordinate the repatriation of Tjiwarl ancestral remains to the Sir Samuel Cemetery. The ancestral remains were collected in 1899 and stored at the WA Museum.

Over the past two decades the WA Museum, through its Federal Government-funded Indigenous Repatriation Program, has been working with Traditional Owners to return their ancestors back to country.

In October 2018, the ancestral remains were returned to the Tjiwarl people with a repatriation ceremony at the Sir Samuel Ceremony. Over 60 Aboriginal people attended and approximately 20 non-Indigenous people attended (from Bellevue Gold, the Agnew Gold Mine, Central Desert Native Title Services, the Department of Planning, Lands and Heritage (DPLH) and the WA Museum), followed by a 200-person celebration in Leonora. Bellevue Gold is committed to ongoing works to protect this significant site and this site is fenced off and will not be impacted by the Bellevue Gold Project.

Economic Contributions and Stakeholder Engagement

Economic contributions

Since the 'discovery hole' in November 2017, Bellevue Gold has injected over A\$250m into the Australian economy. During construction and operation, the recent Project Update forecast the Bellevue Gold Project to generate A\$3.0 billion to the economy, including capital and operating expenditure, such as goods and services procured, taxes and fees (including corporate tax, payroll tax, tenement rent and rates), royalties, employee salaries, donations, and community contributions. These forecasts assumes no economic multiplier. Bellevue Gold is forecast to employ up to 380 personnel over construction and 275 on a steady-state basis.



During construction and operations, the Project will deliver employment opportunities, increased support for local and regional businesses and quality of life for those people in the local communities and regional towns, in which Bellevue Gold operates.

The Project is forecast to make a significant contribution to the economy over the life of mine, with the vast majority of Project spend going towards local Western Australian suppliers and businesses.

Figure 18: Economic contributions of the Bellevue Gold Project, over the Life of Mine.



Further growth potential exists at the Project, with 1.3Moz of global Resources currently sitting outside the current mine plan in the Inferred category. With further conversion drilling the 1.3Moz Resource has the potential to convert into the mine plan in time. There is also the potential for extensional drilling to find additional Resources and underwrite life of mine extensions and/or the business case for future processing plant expansion.

Financial performance and tax transparency

Bellevue Gold operates on a fiscal year basis, hence the fiscal year-end date of 30 June. Bellevue Gold's cash position as of 30 June 2022 was \$117.5m and the Company's market capitalisation was \$660 million.

During the year, the Company made an after-tax loss of \$17.7m for the year ended 30 June 2022 (2021: after tax loss \$12.2m), which included investment in its employee base, implementation of new systems and development of processes to support growth of the Company through the development phase and beyond into production. The Group's net assets increased to \$350.5m (2021: \$220.6m).

Bellevue Gold has not currently published a tax strategy and governance document. However, the Company is committed to compliance with the spirit as well as the letter of tax laws, committed to not transfer value created to low tax jurisdictions and to not use secrecy, jurisdictions, or tax havens for tax avoidance. At its heart, Bellevue Gold aims to be a good corporate citizen, and this extends to the manner in which it treats its tax obligations. Bellevue Gold has currently incurred cumulative tax losses to date, however, once the Company enters production and exhausts those losses it will pay corporate tax at 30% of taxable profits.

Mitigating the potential financial impacts of a future price on carbon

Bellevue Gold has taken a strategic approach to mitigating the potential financial impost of a carbon cost being legislated. The Company has conducted a high-level sensitivity analysis using a \$50 per tonne carbon price in determining the potential cost to the Company. The impact on Bellevue Gold was less than a 1% increase in AISC per ounce. This risk is a systemic risk that all mining companies in Australia (or elsewhere) face and, comparatively, it is expected that Bellevue Gold is favourably positioned on this front given its Australian leading forecast carbon intensity per ounce. Further detail is provided in the TCFD disclosure on pages 114-123.

Economic contributions to community and government

Bellevue Gold's taxes and contributions to government for FY21 and FY22 is shown in Table 16. There have also been contributions to the wider community such as through community investment, donations and wages paid.



Table 16: Bellevue Gold's financial contributions to government, industry bodies, employees and other expenditure.

Tax or payment	FY21 \$'000	FY22 \$'000
Payroll tax	\$600	\$797
Total fees for industry memberships (AMEC, CME, and Gold Industry Group)	\$18	\$28
Total wages paid	\$7,574	\$11,957
Total paid to local government (eg, Shire rates for tenement costs)	\$91	\$94
Total paid to DMIRS (including for the tenement rent, safety levy and Mining Rehabilitation Fund)	\$248	\$295
Total other expenditure on goods and services, (excluding the five lines above)	\$60,490	\$101,275

Financial Audit

Bellevue Gold appointed a new auditor, EY, in early 2021. Both real and perceived auditor independence is critical to the effectiveness of the external audit function and auditor and/or audit partner rotation helps alleviate potential familiarity risks.

The appointment of EY addresses any concerns on auditor tenure and more adequately represents the size and ambition of Bellevue Gold. EY is an international accounting firm and has the appropriate size, scale, and global reach to provide international expertise in audit and assurance to adequately carry out this important governance function.

In the effort of transparent disclosure, the fees paid to the auditors over the last three years are:

- 2020: \$51,000 (audit fees \$38,000 non-audit fees \$13,000 for tax advice and compliance services)
- 2021: \$153,000 (audit fees \$76,000, non-audit fees \$77,000 for tax advice and compliance services)
- 2022: \$137,000 (audit fees \$97,000, non-audit fees \$40,000 for tax advice and compliance services)

Audit reports are presented in the Annual Report and the Company has a consistent history of unqualified opinions.

The Board has considered the non-audit services provided during the year by the auditor, and is satisfied that the provision of those non-audit services during the year is compatible with, and did not compromise, the auditor independence requirements of the *Corporations Act 2007* (Cth) for the following reasons:

- all non-audit services were subject to the corporate governance procedures adopted by the Company and have been reviewed by the Board to ensure they do not impact upon the impartiality and objectivity of the auditor; and
- none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants.

Financial Assistance

Financial assistance received from Government was detailed in the 2021 Annual Report with a COVID-19 Government Grant in of \$68,000 in 2021, and \$50,000 in 2020. Bellevue Gold did not apply for (nor receive) JobKeeper funding. Bellevue Gold was also a recipient of \$165,000 of funding received from the WA Government's DMIRS Exploration Incentive Scheme (EIS), which assisted Bellevue Gold to drill and discover gold mineralisation in 2020. Throughout the year, Bellevue Gold used diesel on-site for small-scale power generation and use in on-site vehicles and drill rigs. Bellevue Gold has claimed a diesel rebate through the fuel tax credit system, totalling \$895,060 in FY21 and \$1,621,170 in FY22. This is due to the increased diesel use on-site as the Project ramps up towards production.

Success with WA Government's co-funded Exploration Incentive Scheme (EIS) drilling

Three successful EIS programs in 2018, 2019 and 2020 assisted with funding for three significant discoveries at the Project and those discoveries now contribute over 1.8Moz of the 3Moz Resource. The co-funded EIS drilling has delivered significant scope to the Project:

2018 EIS drilling Viago

The Viago discovery was pivotal in highlighting the potential for future discoveries at the Project and led to the Discovery of Viago North

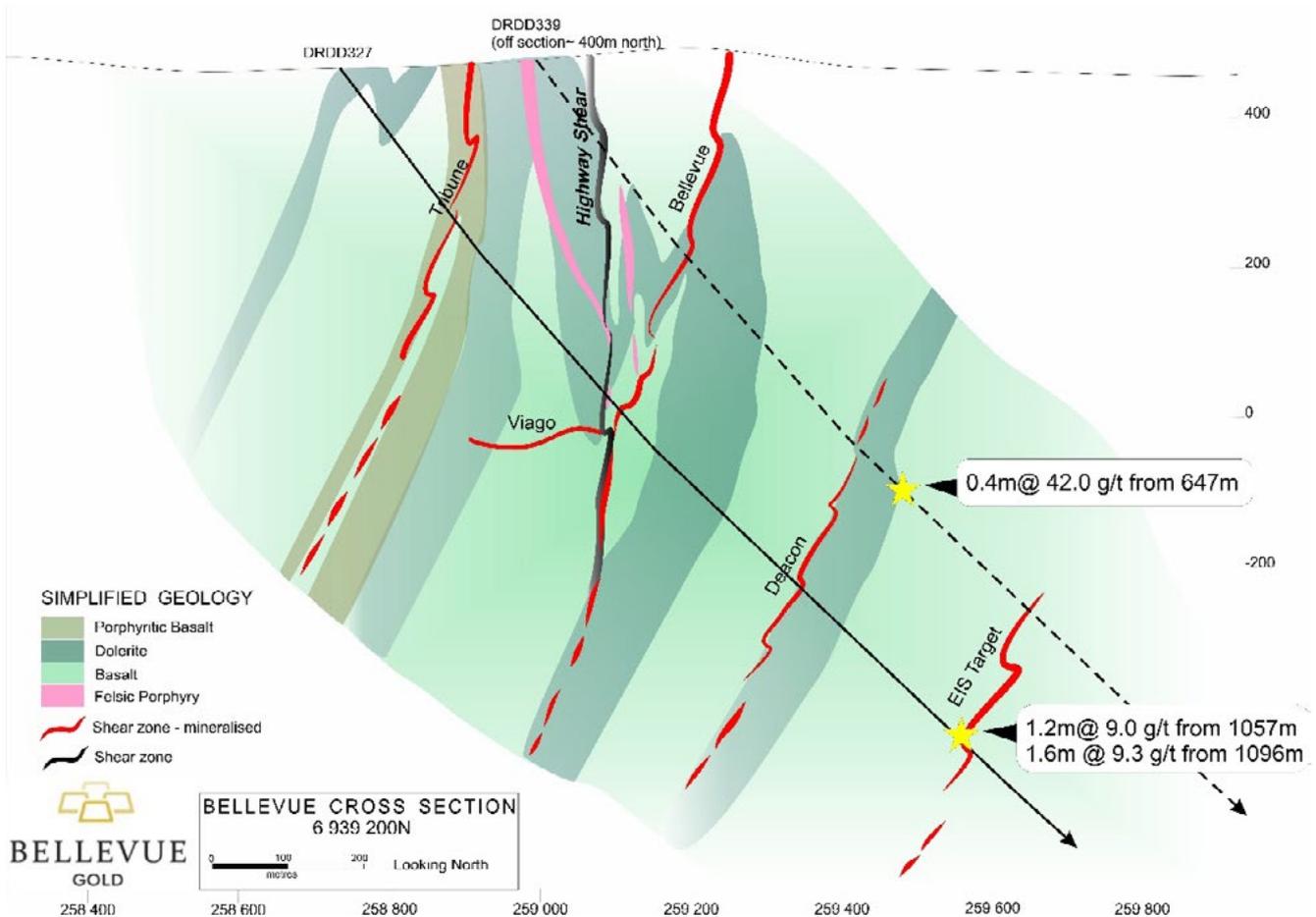
2019 EIS drilling Deacon

The Deacon discovery was significant in confirming the geological model that the deposit style is a conjugate fault set and the potential for further discoveries exist at depth. The Deacon discovery now hosts 1.3Moz and led to the discovery of the Deacon North and Marceline lodes.

2020 EIS drilling discovery

Mineralisation was intercepted in two lodes (flat and sub vertical) with follow up drilling to occur from underground.

Figure 19: Cross-section of the major Bellevue Gold discoveries, including those with EIS funding assistance.





CASE STUDY:
EIS Economic Impact Study, with UWA (2020)

The assistance by the WA Government is appreciated for the EIS funding. This has resulted in significant new discoveries, and this is recognised in a recent independent report on the economic impact of the EIS funding to the WA Government. A recent report commented that:

“This (Bellevue) case study illustrates that following a drilling campaign supported by co funding, and access to GSWA databases for historical activity, large subsequent exploration campaigns can be triggered it is possible to raise substantial funds from capital markets and that it is highly likely in the future there will be additional royalty income flowing to the Government of Western Australia from a new globally significant gold mine.”

The Honourable Rita Saffioti MLA (Minister for Transport; Planning; Ports), the Honourable Bill Johnston MLA (Minister for Mines and Petroleum; Energy; Corrective Services; Industrial Relations) and the Honourable Mark McGowan MLA (Premier; Treasurer; Minister for Public Sector Management; Federal-State Relations) visited the West Perth office in May 2022, for an update on the Bellevue Gold Project. Managing Director Steve Parsons displays some drill core from the high-grade 1.3 Moz Deacon discovery. The Deacon discovery was one of the three lodes that was discovered through the WA Government’s EIS funded drilling.

Stakeholder Engagement

Bellevue Gold's approach to community engagement is encompassed in the 'C' for 'Care' in the Company's PACE core values. "We care for the health, safety and wellbeing of our community and people. Respect for our people, stakeholders and the environment is critical to our success." Bellevue Gold's engagement with the communities in which we operate forms a large part of the Company's identity and aligns directly to the concept of shared value.

Bellevue Gold regards engagement, communications, and consultation with the community as a core component and is integral to maintaining its social license to operate. The Company remains committed to ongoing positive collaboration with its stakeholders.

Stakeholders include host communities, Traditional Owners, investors and all responsible decision-making authorities and neighbouring operators (including mines and pastoral stations). The potential impacts of the Project on each identified potential stakeholder were evaluated and the list of stakeholders identified.

As part of Bellevue Gold's commitment to community consultation, the Company has been:

- Holding various meetings with key stakeholders;
- Providing stakeholders with access to relevant information;
- Enabling stakeholders to express their views on operational and project risks, Aboriginal cultural heritage preservation and other environmental and social impacts and mitigation measures;
- Incorporating the views of the affected communities into operational and project decision-making; and
- Engaging with Government departments and WA Government Ministers.

In undertaking consultation, Bellevue Gold has incorporated feedback from stakeholders into its planning to ensure the Project can be implemented in a manner that does not compromise the values of the area or the interests of key stakeholders.

Stakeholder engagement was sought in the inaugural Materiality Assessment survey. Engagement is also conducted on an as needed basis, where stakeholders are informed as their input and advice is required. The purpose and objectives of the Community Engagement and Stakeholder Plan is:

- To establish a full and frank dialogue between Bellevue Gold and communities in Western Australia;
- To establish a mutually beneficial, open, and honest approach to the relationship between the Company and its communities; and
- To develop and maintain positive relationships with key stakeholders in the communities.

As per the Community Engagement and Stakeholder Plan, Bellevue Gold has identified the following major stakeholder groups:

- All Tjiwarl people as represented by the Tjiwarl Aboriginal Corporation (TAC);
- Minister for Mines and Petroleum; Energy; Hon Bill Johnston MLA;
- Department of Mines, Industry Regulation and Safety (DMIRS);
- Department of Water and Environmental Regulation (DWER);
- Department of Planning, Lands and Heritage (DPLH);
- Environmental Protection Authority (EPA);
- Main Roads WA (MRWA);
- Industry associations (including AMEC, CME, and the Gold Industry Group);
- Employees;
- Major shareholders;
- Major suppliers and contractors (including Develop, GR Engineering Services, EDL and Northern Rise);
- Leonora High School;
- Leonora Police;
- Leonora Hospital;
- Shire of Leonora;
- Clontarf Foundation;
- St John of God Ambulance;
- Leonora Youth Centre;
- Leinster Community School;
- Yakabindie Pastoral station;
- Cosmos nickel mine, owned by IGO (ASX: IGO); and
- Agnew gold mine, owned by Gold Fields (JSE: GFI)

Through Bellevue Gold's community investment program with local communities and wider corporate sponsorship programs, the Company aims to leave a legacy of improved community outcomes for the communities in which the Company operates. Concentrating on providing better life outcomes and creating a sustainable community, including in alignment with the UN SDGs.

Community Engagement

Bellevue Gold's Community Relations program has funded several programs including the following:

- Children's Charity Network
- Telethon
- WIMWA Event Sponsorship
- High School Education
- Shire of Lenora
- Leinster Community School Water Fun Day
- Charity Cricket Day
- Leonora Golden Gift
- AFL Events
- Staff fundraising events
- Supporting employees volunteering within the community

Children's Charity Network

The Children's Charity Network delivers an Aboriginal Art and Literacy Program into classrooms at the Leinster Community School. Bellevue Gold has sponsored the Children's Charity Network to enable the Leinster Community School to run the program for 2022. It is a creative program that helps vulnerable children see a pathway forward and creates self-esteem and achievement. Bellevue Gold is proud to support the Children's Charity Network to supply Indigenous Art and Literacy books for the Leinster Community School. Bellevue Gold has also assisted with the general running of the Leinster Community School.

Marjory Gardner is a children's book illustrator and has delivered drawing workshops in schools and communities around Australia. Recently, Marjory Gardner was one of the judges of the Children's Charity Network's Annual Art Awards (CCN). The CCN runs the Young Australian Art and Writer's Awards to nurture and encourage literacy and creativity in Australian students from Pre-Primary to Year 12. As well as motivating students to enter the Children's Charity Network's Annual Art Awards, visiting artists encourage school attendance - particularly in remote community schools. Their aim, which aligns to Bellevue Gold's PACE core values, is to inspire students to improve their reading, literacy, and artistic skills and to boost their self-confidence. In June 2022, Bellevue Gold's sponsorship assisted Marjory Gardner and Meredith Costain, to present workshops for local students at the Wiluna and Leinster Schools.



Art work classes held at the Leinster Community School

Students with their drawings from the class taught by Marjory Gardner.



The feedback from Marjory Gardner, was that:

"We received an overwhelmingly positive reaction from the teachers and students. Many commented that they are happy that our 2022 workshops are longer and with many more books being supplied, thanks to Bellevue's support. At these communities, previous poor school attendance levels coupled with a lack of encouragement at home meant that many students saw themselves without hope and no incentive to develop any kind of skills. What a change to see them now, actually flourishing and enjoying their creativeness. Drawing and being able to verbally explain and describe the meaning of their depictions creatively is so important and rewarding. Having more visits from practicing artists and authors helps to motivate these students and encourages them to develop confidence in their abilities."

One of the teachers at the schools also commented that:

"It was lovely to see all the children so engaged in the drawing and storytelling activities. They were definitely inspired. Thank you Bellevue Gold, for your wonderful support from these children, many of whom come from desperate circumstances, where suicide and self-harm rates have historically been amongst the worst in Australia. The improvements you have helped to bring about are amazing to witness."

Recent drawings from the 2022 art class workshops.



By: Chloe Rodney



"Dancing Snake"



"Birds at Sunset" – by Naika Wasaga

Telethon

Bellevue Gold supports Telethon, a major charity in Western Australia which assists with providing equipment for children in hospital, critical services for children with disabilities and life-changing opportunities for disadvantaged children.



WIMWA Event Sponsorship

Women in Mining and Resources Western Australia (WIMWA) established a networking group for women working in the mining industry. WIMWA provides a forum for women (and men) to talk about their lives, share their experiences, and extend their professional networks. WIMWA hosted an event at the Diggers and Dealers conference in 2021 and 2022, which was attended by Bellevue Gold staff, and the Company sponsored both events.



High School Education

Bellevue Gold is excited to be taking place in a program to educate high school students about careers in mining. Bellevue Gold has so far selected five employees who have completed the training to become facilitators who can deliver the program at primary schools and high schools around Perth and talk about their individual experiences working in the mining industry. Two Bellevue Gold employees won an award from the Gold Industry Group in 2021. This is an important aspect of promoting the gold industry to the next generation and for demonstrating that mining is a great career option for women. Bellevue Gold hopes to see the flow on effects of inspiring young women to join the gold industry with increased female engagement in the mining industry in the years to come.

Students learning at an incursion through the Gold Industry Group's Gold Class Facilitators program.



Students with two of Bellevue Gold's Gold Class Facilitators – teaching the next generation about gold mining.



Shire of Leonora

High School Meals program

Bellevue Gold, in conjunction with our catering contractor, committed its support for the High School Meals program in the 2021 school year. This program assists reducing crime rates and increasing school attendance.

NAIDOC Week

To assist the Shire of Leonora, Bellevue Gold provided funding to the town, to assist the Shire in celebrating NAIDOC Week to for the town to come together to celebrate and honour Aboriginal and Torres Strait Islander culture, history, and achievements.



Leinster Community School Water Fun Day

To support student health and wellbeing Bellevue Gold sponsored the Water Fun Day at the Leinster Community School. The school was able to provide four water activities for its students over two-day period in December 2021. The objectives were to embrace inclusion for all students, to strengthen school and community relationships.



Local community members enjoying the Leinster Community School Water Fun Day.

Charity Cricket Day

Bellevue Gold held a Charity Cricket Day in March 2021, as a fundraising event. The two charities supported by Bellevue Gold were the Leonora Hospital and the Purple Truck program through the Western Desert Nganampa Walytja Palyantjaku Tjutaku Aboriginal Corporation (which supports access for regional people to a self-contained dialysis unit).



Bellevue Gold's Charity Cricket Day in March 2021.

Leonora Golden Gift

The Golden Gift is Australia's richest mile race running along the dusty main street of Leonora. Bellevue Gold is proud to be a Bronze sponsor of the event for the last two years. The Leonora Golden Gift attracts hundreds of competitors from around the State, which is one of the most popular foot racing events in regional Western Australia. The event also attracts tourists and support people who make Leonora their home for the long weekend in June.



Competitors in the Leonora Golden Gift.

AFL Events

Sport can bring communities together and Bellevue Gold has funded and participated in a few community events centred around AFL, such as donating to the Goldfields Aboriginal Football Club in FY21, assisting the Leonora Football Team in FY22 with providing new footy jerseys (with the Bellevue Gold logo) and sponsorship for the Goldfield's Aboriginal Football Cup. In July 2022, Bellevue Gold sponsored the Western Australian School of Mines (WASM) Football Club to compete in the annual Kalgoorlie Masters "Miners vs Masters" Australian rules football tournament. All funds raised were donated to 'Miner's Promise' game to raise awareness and provide better mental health services for mine workers and their families.



Will Vaisey (President of WASM Football Club) presents Darren Stralow with a Bellevue Gold sponsored WASM jumper.

Staff Fundraising Events

Bellevue Gold hosts a variety of staff fundraising events at site and at the Perth Office. In 2022, Bellevue Gold staff held a bake-off challenge (where all items were coloured pink) and raised awareness and funds through the Bellevue Gold Great Office Bake Off – supporting Pink Ribbon Day. Staff fundraising for the event was matched by the Company. Meanwhile, the mine site ran a raffle and enjoyed pink ribbon cupcakes in support of breast cancer research. For men's mental health, a bake sale was held where staff raised funds for Movember. Then staff also held a Cancer Council sponsored 'World's Biggest Morning Tea' event in May 2022.



Staff attending the 2022 Great Office Bake Off.



Supporting Employees Volunteering Within the Community

In line with the Company's PACE core values, Bellevue Gold has supported employees in pursuing activities in the community.

Protecting and caring for Country

Bellevue Gold has a Defence Service Leave entitlement that aligns with the National Employment Standards. Bellevue Gold is supportive of employees that are members of the Australian Defence Force Reserves (ADFR). The Company is committed to supporting employees who are members of the ADFR.

At the start of 2022, Bellevue Gold's Chief Sustainability Officer, Luke Gleeson, enlisted with the Australian Defence Force (ADF) as a Patrolman with 3 Squadron Pilbara Regiment. The Pilbara Regiment is one of three Regional Force Surveillance Units employed in surveillance and reconnaissance of the remote areas of northern Western Australia. The Bellevue Gold Project sits within the Pilbara Regiments area of operations. The Regional Force Surveillance Units (RFSUs) employ Indigenous soldiers, many of whom are employed from local communities on a part-time (Reserve) basis or through the Regional Force Surveillance List. The Pilbara Regiment are also integrally involved with local Indigenous communities and the employment of local Indigenous people. The Regiment has a proud history of working with Indigenous Australians.

The Regimental motto is "Mintu Wanta" which loosely translates to "Always Alert" and is the first motto of an Aboriginal language to be incorporated in a regimental crest in the Australian Defence Force. The motto is one of the Western Desert dialects and was selected after discussions with the Aboriginal Language Department of Hedland College.



Logo of The Pilbara Regiment and their slogan of "Mintu Wanta".



Human Rights



The Company is taking a proactive approach on human rights. In 2022 the Company published its Human Rights Policy. Bellevue Gold seeks to continually improve its processes and practices to protect human rights and, ultimately, eliminate modern slavery within the Bellevue Gold operations and supply chains.



The Company is committed to seeking to identify, reduce and ultimately prevent abuses of human rights (including modern slavery) from occurring in the Bellevue Gold operations and supply chain. The Company is committed to implementing policies and procedures that meet the Company's legal and ethical obligations. The Company supports the *1948 Universal Declaration of Human Rights*, and the two principles of the UN Global Compact relating to human rights, which are Principle 1 (where the Company should support and respect the protection of internationally proclaimed human rights) and Principle 2 (where the Company should make sure that they are not complicit in human rights abuses). The Company will strive to meet these principles, especially on the prohibition of modern slavery.

Bellevue Gold is also in the process of becoming a signatory to the UN Global Compact, which requires adherence to certain sustainability expectations, including human rights.

Bellevue Gold's pathway to a Modern Slavery Statement

Bellevue Gold will be subject to the *Modern Slavery Act 2018* (Cth) when the Bellevue Gold Project moves into steady state production, with production forecast to commence in the second half of calendar year 2023. However, the Company plans to voluntarily publish its inaugural Modern Slavery Statement earlier than required by law.

As the Project is in Western Australia, the risk of modern slavery in the Bellevue Gold Project's operations is low. The major focus is therefore on the risk of modern slavery within the Company's supply chain. The Company's standard contracts contain provisions which require suppliers to comply with modern slavery laws. The Company also reviews suppliers in sectors that it considers to be elevated risk for modern slavery issues, as highlighted by the case study shown on the following page.



CASE STUDY:

Modern slavery risk identified in solar panel procurement

Greenhouse gas emissions and human rights are two of the most pressing ESG issues and these two issues can be intertwined, especially in the procurement of solar panels.

The supply chain risk of modern slavery involved in solar panels is high, and is well documented, such as through reports, including *"In Broad Daylight: Uyghur Forced Labour and Global Solar Supply Chains"*¹ and *"The Energy of Freedom"? - Solar energy, modern slavery, and the Just Transition"*².

During the Company's tender evaluation for the power supply contract, all tenderers were asked to describe their modern slavery practices, and this formed a scoreable component of the overall assessment. The major consideration for the power station was cost, capability, and climate. However, ESG was a separate component which included modern slavery considerations. Detailed questions were asked of the two leading tenderers through a Modern Slavery Self-Assessment Questionnaire. Through this process it was identified that the tenderers could source solar panels from suppliers with lower risks of modern slavery.

Bellevue Gold has engaged EDL through an Early Works Agreement on the power station contract. EDL has a well-documented process on addressing modern slavery. EDL addresses this through their Human Rights Policy, Supplier Code of Conduct, Supplier Onboarding Form and their 2020 and 2021 Modern Slavery Statements.

Bellevue Gold has oversight of the supplier of solar panels and the Company has assessed their stances and likelihood of modern slavery occurring within the production of the solar panels. This review included inspecting their Modern Slavery Statement and their Business Ethics Code. EDL's subcontractor has provided a Supplier Audit Report of the solar panel manufacturer which was completed in April 2021.

1 Murphy, L. and Elimä, N. (2021). "In Broad Daylight: Uyghur Forced Labour and Global Solar Supply Chains." Sheffield, UK: Sheffield Hallam University Helena Kennedy Centre for International Justice. Available at: <https://www.shu.ac.uk/helena-kennedy-centre-international-justice/research-and-projects/all-projects/in-broad-daylight>

2 Cockayne, et al., (2022). "The Energy of Freedom"? Solar energy, modern slavery, and the Just Transition". University of Nottingham, Rights Lab. Available at: <https://www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/resources/reports-and-briefings/2022/march/the-energy-of-freedom-full-report.pdf>

The Roadmap to Bellevue Gold's inaugural Modern Slavery Statement

In 2021, the Company began outlining a process to addressing modern slavery and to allow it to voluntarily publish a Modern Slavery Statement earlier than required by law. Table 17 show the Company's initiatives in addressing modern slavery, with six key deliverables.

The Company's initiatives to address modern slavery were outlined at an initial meeting with the Bellevue Gold Modern Slavery Working Group. The initial three steps have been completed, including publishing a [Human Rights Policy](#), and ensuring that the Company's standard contracts include provisions for modern slavery, and Bellevue Gold has also adopted the use of a Modern Slavery Supplier Self-Assessment Questionnaire, which was completed by Bellevue Gold's major contractors (GRES and Develop) and the two leading Independent Power Providers (IPPs) tenderers. Their responses were evaluated and reported to the Health, Safety and Sustainability Committee.

The next two documents have been drafted and are undergoing internal review. The Supplier Code of Conduct will detail standards that suppliers are required to meet to uphold the Company's PACE core values and meet the Company's ESG commitments. The Supplier Code of Conduct will detail the Company's expectations for suppliers in relation to matters including environment, child labour, human rights, working conditions, remuneration, occupational health, and safety and ethics. Bellevue Gold is also drafting a Sustainable Procurement Policy which will detail how the Company evaluates non-financial metrics when procuring goods and services. The Company is also investigating ways to assess the greenhouse gas emissions of the Company's suppliers (which are Bellevue Gold's Scope 3 emissions).

Table 17: Key deliverables of integrating human rights into the Bellevue Gold processes.

Human Rights Policy		
A Company-wide policy outlining Bellevue Gold's stance on modern slavery, as published on the Company website	✓	Completed
Terms and Conditions		
Including modern slavery in the contractual Terms and Conditions	✓	Completed
Supplier Code of Conduct		
Create standards for suppliers to uphold the Bellevue Gold PACE core values and meet ESG commitments		Drafted
Supplier Self-Assessment Questionnaire		
Using a pre-made questionnaire and sending this to the Company's suppliers to quiz them on how they are addressing modern slavery	✓	Completed
Sustainable Procurement Policy		
Developing a publicly available Policy, to form how Bellevue Gold considers non-financial metrics when procuring goods and services		Drafted
Modern Slavery Statement		
Voluntarily submit the Modern Slavery Statement earlier than required by law (mandatory compliance at \$100m revenue)		Initial stages

Governance





Governance



Bellevue Gold recognises that effective corporate governance improves company performance, enhances corporate social responsibility, and benefits all stakeholders – including shareholders. Governance practices are not a static set of principles, which is why the Company assesses its governance practices on a regular basis. At Bellevue Gold, changes and improvements are made in a ‘substance over form’ manner, to appropriately reflect the changing circumstances as Bellevue Gold grows and evolves on the pathway to producer status. The Company's governance processes and procedures are described in the Corporate Governance Statement.



Each year, the Company reviews its governance practices against relevant governance frameworks. In 2022, the Company conducted a review against the ASX Corporate Governance Principles and Recommendations (4th Edition) (ASX Recommendations). Bellevue Gold is pleased that its current practices align with best practice in many areas, including meeting all 35 of the ASX Recommendations under the eight Principles (as shown in Table 18) and explained further in the 2022 [Corporate Governance Statement](#). The Company will continue to review, disclose, and improve its governance practices.

Table 18: Assessment of Bellevue Gold governance practices against the ASX Corporate Governance Principles and Recommendations.

Principle	Aligned
Principle 1 – Lay solid foundations for management and oversight	✓
Principle 2 – Structure the board to be effective and add value	✓
Principle 3 – Instill a culture of acting lawfully, ethically, and responsibly	✓
Principle 4 – Safeguard the integrity of corporate report	✓
Principle 5 – Make timely and balanced disclosure	✓
Principle 6 – Respect the rights of security holders	✓
Principle 7 – Recognise and manage risk	✓
Principle 8 – Remunerate fairly and responsibly	✓



Governance structure

The parent company of the Group is Bellevue Gold Limited, which is ASX-listed (ASX: BGL). The entities included in the consolidated financial statements are Bellevue Gold Limited and its seven subsidiaries, which are each incorporated in Australia and are 100%-owned by Bellevue Gold Limited, as shown in Figure 20.

The operations of the Bellevue Gold Project occur primarily through the subsidiary Golden Spur Resources Pty Ltd, whereas the other subsidiaries are primarily for exploration at regional locations (such as Kathleen Valley, Leinster Downs and South Yandal), hold critical infrastructure tenements in relation to the Bellevue Gold Project or are intermediary holding companies.

Figure 20: Bellevue Gold Group structure.



Board of Directors

The Board has ultimate responsibility to the Company's shareholders for the strategy and performance of the Company in general. The Board is dedicated to fulfilling these duties in a lawful and professional manner and with the utmost integrity and objectivity. The Board comprises one Executive Director and four Non-Executive Directors. The Chairman is a non-executive and independent director.

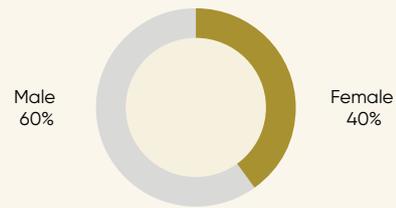
The **Board Charter** outlines the roles, responsibilities, and authority of the Board and of management in setting the direction of the Company. As part of its responsibilities, the Board must ensure that appropriate systems (including occupational health and safety systems) are in place for the well-being of all employees.

The Board Charter requires that the Board shall be comprised of a minimum of four Directors, three of whom shall be non-executive. The Board's policy is that the majority of the Directors shall be independent, non-executive Directors. This will ensure that all Board discussions or decisions have the benefit of outside views and experience, and that the majority of Directors will be free of any actual or perceived conflicts of interest. The Board has adopted the definition of 'Director independence' set out in the ASX Recommendations.

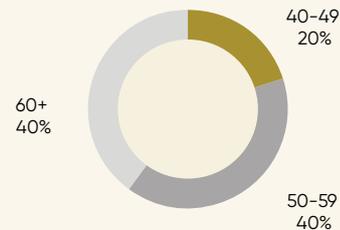
The Board's composition by gender, age and nationality is reflected in Table 19. As of 30 June 2022, the average tenure of the Directors was 3.25 years.

Figure 21: Summary of the Board's demographics based on gender, age and nationality.

Gender



Age



Nationality

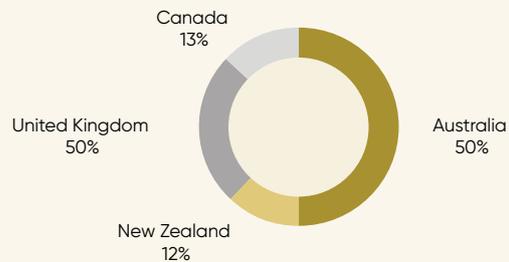


Table 19: Bellevue Gold Board's composition and key metrics, as of 30 June 2022.

Director	Role	Profession	Age	Independent	Date of appointment	Service (years)	Nationality
Kevin Tomlinson	Non-Executive Independent Chair	Mining Professional and Geologist	62	Yes	9 Sep 2019	3	Australia, UK, Canada
Steve Parsons	Managing Director	Mining Professional and Geologist	50	No	31 Mar 2017	5	NZ, UK
Michael Naylor	Non-Executive Director	Mining Professional and Chartered Accountant	47	No	24 Jul 2018	4	Australia
Shannon Coates	Non-Executive Independent Director	Corporate Lawyer and Advisor	50	Yes	13 May 2020	2	Australia
Fiona Robertson	Non-Executive Independent Director	Corporate/ Project Finance Advisor and Geologist	66	Yes	13 May 2020	2	Australia, UK

The Board's skills assessment is shown in the 2022 [Corporate Governance Statement](#), which includes a skills evaluation on governance; executive leadership, culture and values; strategy; human resources and remuneration; audit and corporate finance; legal; capital markets, mergers and acquisitions; risk management; stakeholder relations; environment, social, governance (ESG); industry knowledge; exploration; development; and operations.

The Board believes that, collectively, the Directors have a diverse and relevant range of skills, backgrounds, knowledge and experience to ensure effective governance of Bellevue Gold in line with its current strategy and goals. To the extent that any skills are not sufficiently represented on the Board, they are augmented through the Executive Management Team and external advisors.

The procedures for selecting and appointing new Directors to the Board are detailed in the Nomination and Remuneration Committee Charter. The Board Charter provides that, in the interest of ensuring a continual supply of new talent to the Board, Non-Executive Directors will serve for a maximum of 10 years unless there are exceptional circumstances. The exception to this policy is that a Director who is serving as Chair that

at conclusion of the usual term may serve an additional term in that role. If a Director has served in their position for more than 10 years, the Board will regularly assess if their independence may have been compromised.

In accordance with the Company's Constitution and the ASX Listing Rules, each Director must not hold office without re-election past the third annual general meeting following their appointment or last election or for more than three years (whichever is longer), and then may stand for re-election. Appropriate background checks are carried out on proposed Directors prior to their appointment or submission to shareholders for election.

Board effectiveness

The number of Board meetings (including meetings of Board Committees) held during the year, and the number of meetings attended by each Director is as shown in Table 20. All Directors were eligible to attend all meetings held, including those committees where they are not members (except for those parts of the meetings held "in camera" from management, of which Mr Parsons and Mr Naylor (while an Executive Director) did not attend).

Director meetings

Table 20: Directors' attendance at Board and committee meetings in FY22.

Board Meetings			Audit and Risk Management Committee		Nomination and Remuneration Committee		Health, Safety and Sustainability Committee	
Director Name	Held While Director	Attended	Held while Committee Member	Attended as a Committee Member	Held while Committee Member	Attended as a Committee Member	Held while Committee Member	Attended as a Committee Member
Shannon Coates	13	13	7	7	5	5	NA	NA
Michael Naylor	13	13	NA	NA	2	2	NA	NA
Stephen Parsons	13	12	NA	NA	NA	NA	3	3
Fiona Robertson	13	13	7	7	5	5	3	3
Kevin Tomlinson	13	13	7	7	5	5	3	3

Mr Parsons and Mr Naylor were invitees to Audit and Risk Management Committee meetings. Mr Parsons was an invitee to Nomination and Remuneration Committee meetings. Mr Naylor was an invitee to Nomination and Remuneration Committee meetings while an Executive Director until 1 April 2022, and after that date was a member of the Nomination and Remuneration Committee and attended meetings as a member of that committee. Mr Naylor and Ms Coates were invitees to Health, Safety and Sustainability Committee meetings.

The Health, Safety and Sustainability Committee was established in mid 2021. The former Nomination, Remuneration and Culture Committee was renamed as the Nomination and Remuneration Committee due to the 'People and Culture' responsibilities being moved to the Health, Safety and Sustainability Committee.

The role of the **Health, Safety and Sustainability Committee** is to monitor, review and make recommendations to the Board with regards to the Company's health, safety and sustainability (e.g., environmental (including TCFD and climate change matters), social, governance (ESG) and people) strategies, processes and considerations.

The Board is aware that outside Board appointments or positions with a considerable time commitment could affect a Director's ability to fulfil the requirements as a Director. The **Nomination and Remuneration Committee** Charter provides that, prior to appointment or being submitted for re-election, Non-Executive Directors should specifically acknowledge that they have sufficient time to fulfil the requirements of the role. Further, a Director must not accept an appointment to a Board outside of the Company or a position with considerable time commitment attached unless that Director has first received the Chair's approval to do so (or in the case of the Chair, the approval of the Chair of the **Audit and Risk Management Committee**). The details the Directors' other listed directorships are outlined in the 2022 Annual Report.

Performance Evaluation and ESG Consideration

The Nomination and Remuneration Committee is responsible for overseeing annual performance evaluations of the Board, Board Committees and individual Directors in accordance with the Board Charter, Nomination and Remuneration Committee Charter and **Performance Evaluation Policy**. The reviews include examination of the Board's interaction with management, reviewing the Board's performance in achieving the Company's objectives and strategies and assessing the performance of each Committee and identifying areas where improvements can be made. To assist in this process, an independent advisor may be used.

As noted in the **2022 Annual Report** and shown in Table 21, the Executive Management Team had a short-term incentive program for FY22, which included weighting on safety and environmental objectives. This is described on page 53 of the 2022 Annual Report and all targets were met.

As noted in the 2021 Annual Report, 25% of the Managing Director's STI for the first half of 2021 was scored based on the Company having in place a cost-effective ESG approach and finalised an optimised ESG plan that had been approved by the Board. In addition to the ESG scoring, there was a weighting of 25% on strategy, safety, and culture, which included a target of maintaining more than 30% gender diversity. All components of the 2021 STI were met in full.

Table 21: FY22 short-term incentive performance targets and performance outcomes.

Performance Target	Weighting	Target Opportunity (50% weighting)	Stretch Opportunity (100% weighting)	Outcomes
Safety and environmental objectives	33.33%	No loss of life or serious injury No serious environmental or heritage breaches		Achieved
Completion of the Stage 2 Feasibility Study	33.33%	50% higher net present value (NPV) than prior feasibility report (FS1)	Further optimisation work to prior 30 June 2022 to further enhance the NPV above 50% higher NPV than prior feasibility report (FS1)	Stretch achieved
Funding	33.33%	Debt and equity raise completed to enable the Board to make a Final Investment Decision based on funding		Achieved

Committees

The membership of the Board and its three committees is outlined in Table 22. All three members of the Audit and Risk Management Committee and all four members of the Nomination and Remuneration Committee are Non-Executive Directors. The Health, Safety and Sustainability Committee comprises two Non-Executive Directors (both of whom are independent, including the Chair of the Health, Safety and Sustainability Committee) and the Managing Director. This ensures that health, safety and sustainability matters have strong oversight by the Managing Director, who is the conduit between the Board and Executive.

Table 22: Composition of the Board and Board Committees.

	Bellevue Gold Board	Audit and Risk Management Committee	Nomination and Remuneration Committee	Health, Safety and Sustainability Committee
Kevin Tomlinson	Chair	Member	Member	Chair
Stephen Parsons	Member	Invitee	Invitee	Member
Michael Naylor	Member	Invitee	Member	Invitee
Fiona Robertson	Member	Chair	Member	Member
Shannon Coates	Member	Member	Chair	Invitee



Standards of Behaviours and Company Policies

Bellevue Gold actively promotes ethical and responsible decision-making through the [Statement of Values](#) and [Code of Conduct](#). The standards of behaviour expected of all employees, Directors, officers, contractors, and consultants are set out in policies adopted by the Company.

There is a concerted effort to improve Bellevue Gold's policies and processes prior to production for the Company to uphold the highest levels of sustainability and good governance. Any material breaches of the [Code of Conduct](#) are reported to the Board. The standards of behaviour are also driven through Company policies including the key corporate governance documents listed in Table 23, and the Committee which provides oversight, review, and approval for this documentation. These corporate governance documents are publicly available on the Bellevue Gold website.

Table 23: Key Company policies as sorted by the relevant committee and ESG topic.

	E	S	G
Bellevue Gold Board			
Board Charter			✓
Code of Conduct		✓	✓
Continuous Disclosure and Communication Policy			✓
Trading Policy			✓
Minimum Shareholding Policy			✓
Statement of Values		✓	
Social Media Policy			✓
Audit and Risk Management Committee			
Audit and Risk Management Committee Charter			✓
Anti-Bribery and Anti-Corruption Policy			✓
Whistleblower Policy			✓
Risk Management Policy			✓
Nomination and Remuneration Committee			
Nomination and Remuneration Committee Charter		✓	✓
Performance Evaluation Policy		✓	
Health, Safety and Sustainability Committee			
Health, Safety and Sustainability Committee Charter	✓	✓	✓
Climate Change Policy	✓		
Environmental Policy	✓		
Equal Employment Opportunity and Diversity Policy		✓	
Health and Safety Policy		✓	
Human Rights Policy		✓	
Sustainability Policy	✓	✓	✓

Risk and Compliance Management

The Board (through the Audit and Risk Management Committee) is charged with overseeing, reviewing and ensuring the integrity, adequacy and effectiveness of the Company's risk and compliance systems.

The Audit and Risk Management Committee Charter provides that the Audit and Risk Management Committee must have at least three members, all of whom are Non-Executive Directors and a majority of whom are independent, and an independent Non-Executive Director as Chair (who is not the chair of the Board). The Audit and Risk Management Committee Charter requires that members must have sufficient technical expertise and knowledge to allow them to discharge the Committee's mandate effectively and that at least one member must have accounting and/or financial management expertise (e.g., a qualified accountant or other financial professional). The Audit and Risk Management Committee is currently comprised of Ms Fiona Robertson (Chair), Ms Shannon Coates and Mr Kevin Tomlinson. The Audit and Risk Management Committee is responsible for ensuring that the Board is kept regularly informed on all matters relating to audit, financial reporting, governance, and risk management that might significantly impact upon the Company, in a timely manner. The [Audit and Risk Management Committee Charter](#) is publicly available on the Company's website.

The Audit and Risk Management Committee reviews and makes recommendations to the Board in relation to the scope, adequacy and quality of audits conducted by the Company's external auditor and the appointment or removal of the external auditor.

Executives report to the Audit and Risk Management Committee on the Company's risk management on an ongoing basis. The Audit and Risk Management Committee has overall responsibility for risk management, however the Health, Safety and Sustainability Committee has specific responsibility for oversight of environmental and sustainability risks and opportunities (including climate change risks).

The highest-level Executive with oversight for risk management is the Chief Financial Officer. Risk management workshops are held periodically involving relevant personnel and business risks are continually monitored and reassessed in their entirety at least annually by the Board in accordance with the Risk Management Policy.

The Audit and Risk Management Committee meets at least four times a year, and risk management is a standing agenda item.

Business Ethics and Transparency

Bellevue Gold operates in Australia, which is a politically stable region, with low sovereign risk, minimal corruption and low levels of modern slavery. Earlier in 2022, the *Fraser Institute's Annual Survey of Mining Companies* ranked Western Australia as the most attractive jurisdiction in the world for mining investment. Bellevue Gold is committed to being a sustainable, ethical and transparent company.

Bellevue Gold is committed to disclosure in line with the ASX Recommendations. All ASX announcements (including notices of meeting, reports, results and other investor/external presentations) are uploaded to the Company's website following release to the ASX.

Bellevue Gold seeks legal advice when required and has a General Counsel who is a member of the Executive Management Team.

Bellevue Gold recognises that it is important that the Company communicate effectively with shareholders. The [Continuous Disclosure and Communication Policy](#) sets out how the Company communicates with shareholders and the market effectively and is designed to promote a two-way dialogue. Bellevue Gold, and especially the Board, recognise the importance of shareholder interaction and participation, and the Company respects the 'one share – one vote' principle. Shareholders are invited to submit questions or make comments on the management or performance of the Company at the Annual General Meeting (AGM). Shareholders are encouraged to attend the AGM. Shareholders can vote on resolutions at the AGM in person or by proxy.

As of 23 August 2022, the Company had three substantial shareholders (i.e., holding more than 5% of issued capital) which is detailed in the 2022 Annual Report, being: BlackRock Inc and subsidiaries (17.86%), Bank of Nova Scotia and subsidiaries (9.09%) and Van Eck Associates Corporate and subsidiaries (7.87%).

Related party transaction notifications are required in accordance with the *Corporations Act 2001* (Cth) and ASX Listing Rules. This includes ASX Announcements referred to as Appendix 3X, 3Y and 3Z for initial, changes to, and final interests of directors. An Appendix 3Y (Change of Director's Interest Notice) is published whenever a director's interests in the Company change, such as when shares are acquired or disposed of.

Strong employee and Director alignment with the Company's objectives

All three of the then Directors participated in the 2020 Share Purchase Plan (refer to ASX Announcement dated 21 August 2020) and all five current Directors participated in the 2021 Share Purchase Plan (refer to ASX Announcement dated 17 November 2021). Further, all five current Directors made on-market purchases of shares in February 2021 (refer to ASX Appendix 3Ys dated 19 February 2021) (i.e., 100% of Directors have made on-market purchases of Bellevue Gold shares) and more recently in June 2022, with additional Bellevue Gold shares purchased by the Managing Director. Bellevue Gold shares are also held by members of the Executive Management Team and employees, with a strong in-house culture of Company ownership.

The most recent annual issue of performance rights occurred in September 2022 at which time 100% of eligible employees were issued performance rights with vesting conditions relating to meeting performance criteria and continued employment at Bellevue Gold. Additionally, 100% of eligible employees were issued with Sustainability Performance Rights to encourage and incentivise all staff to collectively work towards achieving net zero emissions by 2026.

Proxy advisor and other stakeholder engagement

Bellevue Gold engages proactively with proxy advisors on remuneration policy and environmental, governance and social issues. The Company also participates in various investor and industry forums, conferences and roadshows.

Codes of Conduct

Bellevue Gold promotes ethical and responsible decision-making through the Statement of Values and **Code of Conduct**. Several policies provide guidance on the behaviour expected of all employees, Directors and officers. The Company is working to extend the sustainability considerations to all contractors, consultants, and stakeholders across the value chain. For example, in the recent mining services and power station contract, Bellevue Gold considered ESG scoring when selecting the Company's preferred partner. The score included Indigenous employment policies, reviewing modern slavery risks and considering their environmental policy, community involvement and greenhouse gas emissions.

Governance policies include the following:

Whistleblower Policy

The **Whistleblower Policy** supports the Company's commitment to creating and maintaining a culture of integrity and fair and honest dealing in its business activities. The Company encourages the reporting of any instances of suspected unethical, illegal, fraudulent, unacceptable or undesirable conduct involving the Company and provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation or reprisal.

The purpose of the Whistleblower Policy is to help detect and address improper conduct and maintain a working environment in which employees are able to raise concerns regarding instances of improper conduct without fear of intimidation, disadvantage, or reprisal.

The Whistleblower Policy outlines the processes for internal and external reporting, investigation of improper conduct and the measures in place to protect those who report improper conduct.

All incidents reported under the policy must be reported to the Board by the Company's "Whistleblower Protection Officer". Incidents reported through the Whistleblower Policy may include human rights and modern slavery incidents.

Anti-Bribery and Anti-Corruption Policy

The Company has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all business dealings. The **Anti-Bribery and Anti-Corruption Policy** provides information and guidance to those working for the Company on how to recognise and deal with bribery and corruption issues.

Any material breaches of the Anti-Bribery and Anti-Corruption Policy must be reported to the Board by the Company's "Authorised Officers" (who are detailed in the policy).

The Board adopted an Anti-Bribery and Anti-Corruption Policy to set out the responsibilities of Directors, employees and suppliers in observing and upholding the Company's position on bribery and corruption, to further reinforce the Company's values as set out in its Statement of Values and to provide information and guidance to those working for the Company on how to recognise and deal with bribery and corruption issues. Bribes are strictly prohibited. Any gifts over the value of \$500 must be reported. During 2020, 2021 and 2022, there have been no material breaches of the Anti-Bribery and Anti-Corruption Policy reported to the Board.

Although gold may be classed as a high risk in corruption risk exposure, this is heavily mitigated by operations being located in Australia, which is ranked as a region with low levels of corruption, political instability, violence, or terrorism.

Social Media Policy

The **Social Media Policy** regulates the use of social media by people associated with the Company to preserve the Company's reputation and integrity. The policy outlines requirements for compliance with confidentiality, governance, legal, privacy and regulatory parameters when using social media to conduct Company business.

Code of Conduct

The **Code of Conduct** applies to all employees. The Code of Conduct also applies to all subsidiaries of Bellevue Gold. The purpose of the Code of Conduct is to provide a framework for decisions and actions in relation to ethical conduct in employment. It underpins the Company's commitment to integrity and fair dealing in its business affairs and to a duty of care to all employees, clients and stakeholders. The Policy sets out the principles covering appropriate conduct in a variety of contexts and outlines the minimum standard of behaviour expected from employees, Directors and management.

Trading Policy

The **Trading Policy** outlines the Company's policy for Directors, officers, employees, consultants and contractors when dealing in Company securities. Except in limited circumstances, employees must obtain prior written approval from an Executive Director or the Chief Executive Officer prior to dealing in Company securities. Subject to specified exceptions, Directors and employees may not deal in Company securities during explicit black-out periods which are set around financial reporting periods.

The Trading Policy includes prohibitions on employees entering into arrangements in relation to invested equity instruments or vested Company securities that are subject to disposal restrictions (such as a holding lock) that would have the effect of limiting their economic exposure to holding the relevant securities.

Privacy Policy

The **Privacy Policy** explains how the Company manages personal information of individuals that interact with the Company, including representatives of the Company's suppliers, customers, business partners, landowners, industry association representatives, users of the Company's website, shareholders and job applicants. The policy details the Company's obligations and the rights of individuals that interact with Bellevue Gold in relation to the Company's dealings with such persons' personal information.

Conflicts of Interest

Directors and employees have a duty to avoid conflicts of interest between the interests of the Company and their own personal or commercial interests.

Directors have an obligation to be independent in judgment and actions and must disclose actual or potential conflicts of interest that may or might reasonably be thought to exist. Directors have an opportunity to declare any such interests upon appointment and should update this disclosure by notifying the Company Secretary in writing as soon as they become aware of any conflict.

The Board can request a Director to take reasonable steps to remove a conflict of interest. If a Director cannot or is unwilling to remove a conflict of interest then the Director must absent himself or herself from the room when discussion and voting occur on matters to which the conflict relates, unless in accordance with the *Corporations Act 2001* (Cth).

Controversial Activities

For the sake of clarity, Bellevue Gold does not engage in any controversial activities which are typically screened by ethical or sustainability funds. Bellevue Gold strives to be included in ethical and sustainable funds, such as the so-called 'light green' (Article 8) and 'deep green' (Article 9) Funds per the EU Sustainable Finance Disclosures Regulation (SFRD) regulations.

Local Procurement

In FY2022, Bellevue Gold spent approximately \$101.2m through more than 300 suppliers. The Company assessed that 97% of these suppliers are based in Australia and that approximately 8.4% of the total Company expenditure was to local suppliers, where local to Bellevue Gold means the Goldfields region (including Wiluna, Leonora, Laverton, Leinster, Kalgoorlie, and surrounding areas). Bellevue Gold's expenditure is concentrated in the largest suppliers, with approximately \$76.6m of the total \$101.2m coming from the top ten highest value suppliers.

The Company has engaged with the Goldfields-Esperance Business Register, which is designed to assist local suppliers connect with industry and government. This includes a capability register which details relevant suppliers, business-to-business options to secure local procurement options and support local employments and contracting opportunities.

Cybersecurity

Cybersecurity risk is reviewed by the Audit and Risk Management Committee and delegated through the CFO to the IT Manager.

Throughout 2021 and 2022, PwC was engaged to complete a Cybersecurity Maturity Assessment in accordance with a NIST Cybersecurity Framework. These reviews helped provide a base-line as to Bellevue Gold's current risk profile and a "Pre-Operation Target", which was presented to the Board in the original Cybersecurity Maturity Assessment in 2021 and subsequent performance measurement has been against. Continued progress has been made towards achieving targets and the Company is on track to meet or exceed these targets.

The assessments undertaken focussed on the five core functions of cybersecurity of Identify, Protect, Detect, Respond and Recover, which have covered the following key areas:

Identify

Implementation of an asset tracking system, to include consultation with risk management advisors for a risk register, policies, and procedures.

Protect

Improved systems that help identify potential threats to the Company and the information held in systems. Further planned improvements in this area include security awareness training and operation level systems.

Detect

Systems implemented have improved the ability to detect threats, malicious activity and hardware and software failures within Bellevue Gold's IT infrastructure. Work is ongoing in relation to implementing processes and tools to provide high level operational technology detection coverage for site village and processing plant systems.

Respond

Response to cyber threats has continued to improve and new policies are being finalised and implemented with respect to responding to threats. With near constant network and system visibility, the Company can rapidly react to threats before they can cause issues within systems.

Recover

The Company has continued to improve its systems and processes to ensure recovery activities are more robust and reliable.

Bellevue Gold's systems and processes that are designed to reduce and respond to cybersecurity risks, and consider the core areas above, include:

Recovery and Continuity Measures

Processes and procedures to ensure the organisation knows what to do to bounce back from cybersecurity disasters and incidents. Third parties have also been introduced that can aid with recovery processes, to the extent needed.

IT Asset Management

An inventory management tool has now been implemented to track and manage physical and virtual assets owned by Bellevue Gold. Assets are allocated to Bellevue Gold personnel, including software licenses and desktop peripherals.

Risk Identification

Cybersecurity is included in the corporate risk register. Controls to reduce the risk of a cybersecurity event have been implemented.

Network Oversight

The network is monitored on a real time basis by newly introduced technology. This allows proactive management of network related risks, event detection and response and auditability of network activity.



CASE STUDY

Supporting regional pharmacies and seeing the flow on effect with other miners supporting local communities.

Bellevue Gold is supporting local procurement such as with the Leonora Pharmacy. Bellevue Gold's former practice was to use a major pharmacy chain in Perth. The Company recently made the decision to buy these supplies locally and support local business. Two thirds of the Company's general pharmacy needs are met through the local supplier. Other nearby mine sites are now following suit and sourcing their pharmacy needs from the local supplier.

Membership of Industry Groups

Bellevue Gold is a member of the Gold Industry Group (GIG) and the Association of Mining and Exploration Company (AMEC) and has recently joined the Chamber of Minerals and Energy of WA (CME). These are local, WA-based organisations who can support Bellevue Gold's exploration and production ambitions. This provides networking and learning opportunities, both for Bellevue Gold and the wider gold and resources sector. For example, Bellevue Gold staff have conducted teaching to secondary schools through the Gold Industry Group. Bellevue Gold staff are members of other leading practice industry groups such as the Australasian Institute of the Mining and Metallurgy (AusIMM) and the Australian Institute of Geoscientists (AIG).

Bellevue Gold's payment to industry groups was \$18,200 in FY21 and \$27,681 in FY22 (reflecting the addition of joining the CME).



Public Policy Involvement

As part of the on-going engagement with industry and government, Bellevue Gold has met with relevant Government Ministers, including site tours to the Bellevue Gold Project. The total expenditure on political events was \$4,545 in FY21 and \$15,664 in FY22.

Bellevue Gold maintains strong relations with the WA Government and hosted the Hon Bill Johnson MLA at site in October 2020. The Minister congratulated Bellevue Gold on receiving EIS funding, commenting that:

"It's an amazing project. The grade that they've found here is incredible and I'm sure that it's going to make a great contribution to Western Australia, the local communities, employment as well as royalties for the Government"

Hon Bill Johnston MLA (Minister for Mines and Petroleum) onsite February 2021

"Bellevue is a great example of how the EIS works here in Western Australia...the result is projects like...Bellevue as well, stand-out, globally important projects - that are returning money for investors"

Hon Bill Johnston MLA (Minister for Mines and Petroleum) on-site February 2021



Hon Bill Johnston MLA speaking on-site about the Bellevue Gold Project.

Communicating on ESG Matters

Bellevue Gold has presented at several resources conferences in FY22 to engage with existing and potential investors.

Due to the Company taking a strategic approach to sustainability, the Company is being asked more frequently to discuss its sector leading carbon mitigation strategy and to explain the work that is being done within the Company.

Canaccord Genuity's Global Metals & Mining Conference in California

CEO Darren Stralow was invited on a panel discussion on *'Can gold go net zero?'* alongside Karora Resources' VP Corporate Development Oliver Turner, hosted by Canaccord Director of Equity Research Michael Fairbairn.

Meanwhile, at the same conference, Chief Sustainability Officer Luke Gleeson was on a panel discussing carbon offsets to be used in the gold mining sector, which is the final part of the Bellevue Gold pathway to net zero emissions by 2026. This panel discussion was entitled *'Back in black – Carbon credits for your debits'*, discussing ESG and the approach Bellevue Gold is taking towards renewable energy and reducing greenhouse gas emissions. Bellevue Gold was able to espouse the excellent work the Company is doing, such as how Bellevue Gold is forecast to have the lowest total Scope 1 and Scope 2 emissions of any major off-grid gold mine in Australia and to have the cleanest power supply for any off-grid gold mine in Australia.



Chief Sustainability Officer Luke Gleeson (on the far left) presenting on the topic of *'Back in black – Carbon credits for your debits'*.

WA Mining Club luncheon on sustainability and climate change

Bellevue Gold's Senior Sustainability Advisor was the moderator at the WA Mining Club luncheon in May 2021, on the topic of *"Sustainability and Climate Change"*. This included a panel discussion with industry leaders from FMG, Deloitte, Hydrogen Energy and the Mineral Council of Australia (MCA) regarding how the resource industry is responding to climate change and how the mining sector can become more sustainable, such as with renewable energy, green hydrogen, efficient water use, and better engagement with communities.



Senior Sustainability Advisor, Michael Williams (on the far left) moderating a discussion at the WA Mining Club luncheon on sustainability and climate change.

The Energy and Mines Summit

CEO Darren Stralow spoke on a panel discussion on *"Key Considerations for Mining Hybrids"* alongside speakers from Entura, ANZ Bank and OZ Minerals. This conference was held on 6-7 September 2022 in Perth, WA.

Minerals Research Institute of Western Australia (MRIWA) Net Zero Emission Mining WA Conference 2022

CEO Darren Stralow presented on *"Bellevue Gold's mission for net zero emissions and quest to become Australia's 'Green and Gold miner'"*, followed by a panel discussion with representatives from Hitachi Energy, the University of Adelaide, and the WA Environmental Protection Authority (EPA). This conference was held on 1-2 September 2022 in Perth, WA.



CEO Darren Stralow presenting at the MRIWA Net Emission in Mining Conference.

Shareholders overwhelmingly vote in favour of net zero ambition

At the Company's AGM in November 2021, the Company received resounding support for its ambition to achieve net zero emissions by 2026.

Resolution 8 at the 2021 AGM sought shareholder approval to issue Sustainability Performance Rights to Executive Directors. This resolution linked a measurable ESG goal to remuneration. Sustainability Performance Rights have since been issued to the Executive Management Team and to all other employees to encourage and incentivise all staff to collectively work towards achieving this ambitious goal.

The background information relating to this shareholder resolution is repeated in full below (extracted from the explanatory memorandum to the AGM notice of meeting (refer to ASX Announcement dated 25 October 2021)). This provides the background and context for the aspirational goal of net zero emissions by 2026, including the definition of net zero, the planned roadmap to net zero and how this will be externally assured and verified using an independent standard (such as *Climate Active*).

Introduction

Bellevue has set the ambitious goal of achieving net zero emissions by 2026 and is proposing to introduce a one-off net zero emissions incentive in support of this. With the increase in extreme climate events globally and growing international consensus on the need to act, sustainability has become a key focus for governments, investors, and organisations around the world. Bellevue is committed to its goal of limiting its impact on the environment and the goal of net zero emissions is linked to the longer-term overall ESG objectives of the Company, whilst also maximizing returns to Shareholders.

The Board and senior management are aligned in their intent for Bellevue to be a sector leader in its approach to sustainable mining and believe this goal aligns directly with the Company's core purpose and values.

On Bellevue's pathway to reducing carbon emissions the Company will be focused on not sacrificing profitability to do so. The Company believes it can achieve financial benefits for the Company and Shareholders through producing premium 'green' gold as well as mine efficiencies that will reduce carbon emissions. Efficiency based initiatives that will be considered include smart blasting, energy efficient grinding, variable speed drive motors / high efficiency motors, improving driver practices, automation, and maintenance procedures. Such initiatives, as well as reducing energy use and carbon emissions, will result in a reduction in mining costs. The purchase of carbon offsets is not intended to be the Company's primary strategy for achieving net zero emissions.

The intent of these Sustainability Performance Rights is for the incentive for the Bellevue Gold Project to proactively avoid, then reduce and offset the Project's Scope 1 and Scope 2 greenhouse gas (GHG) emissions. Bellevue is also investigating the quantification of the upstream and downstream Scope 3 emissions, but the target to reach net zero emissions does not include Scope 3 emissions. However, it should be noted that the downstream Scope 3 emissions of gold in Western Australia is negligible, as the Perth Mint has its own 2021 Sustainability Commitment. The World Gold Council estimates that globally, only 0.005% of gold production emissions are from refining (such as through the Perth Mint).

However, the greater source of Scope 3 emissions is from upstream sources, such as emissions from suppliers and contractors. These emissions are also being addressed and quantified, but the intent of the Sustainability Performance Rights is for the Scope 1 and Scope 2 emissions at the Bellevue Gold Project. These are the vast majority of the Company's emissions and are under the Company's operational control.

Vesting Conditions

The Sustainability Performance Rights will only vest upon the Company being independently verified and assured by an appropriately qualified assurance provider to have reached the following levels of carbon emissions at the Bellevue Gold Project over a 12-month period post first gold pour by 1 January 2026:

CO ₂ emissions per ounce at the Bellevue Gold Project	Percentage vesting
> 50% of the most recent annual average CO ₂ e/oz of Australian gold mining companies as reported by S&P Global	Nil
< 50% of the most recent annual average CO ₂ e/oz of Australian gold mining companies as reported by S&P Global but > 0 tCO ₂ e/oz	Pro rata between 50% and 100% vest
0 tCO ₂ e/oz or negative emissions	100% vest

According to an August 2021 report by S&P Global Market Intelligence, the 2020 emissions intensity for Australian gold mines was 0.73 tCO₂e/oz.

Further, the Company will be looking to create an opportunity to sell this net zero emissions gold at a premium to market value gold prices, for example, targeting European buyers on the back of the European Green Deal.

Bellevue intends to achieve this ambitious target by continually reviewing and making active decisions to reduce its carbon emissions, with a target of achieving net zero emissions. The Company currently plans to achieve this goal through a variety of initiatives. The key initiative will be the use of renewable energy on site, and this will be the basis for the Bellevue Gold Project's low carbon emission target. Bellevue has

undertaken a detailed analysis of its potential carbon emissions and ability to avoid, reduce and offset emissions. Bellevue is in advanced discussions with fuel suppliers and Independent Power Providers (IPPs) regarding innovative options with a high renewable energy penetration. Under the initial Stage 1 Feasibility Study (February 2021), which was based on a gas-fired power station, approximately 73% of the mine's emissions were predicted to originate from the gas power station.

There has since been considerable focus on reducing these emissions through the use of renewable energy, such as solar and wind power, with support by batteries. There are also study initiatives looking at future provisions for use of green (zero-emission) hydrogen or biodiesel. Instead of using the typical 'industry standard' 100% gas or diesel power station, the Company is now considering sourcing more than 50% of its energy needs from renewable energy sources, which would be one of the highest renewable energy penetration rates of any mine in Australia. The Company is also looking and planning how to increase this renewable energy fraction to grow above 50% and towards +70% leading up to 2026 and beyond. This would be a major achievement for the Company and would place it as a clear leader for the gold industry carbon emissions average. The Company is also considering future-proofing the power generation, such as including the capability of displacing natural gas with green hydrogen as this zero-emission future fuel becomes available in the future and other options, such as allowing for electrification of the fleet (to displace diesel use) which will then require charging stations and increased energy demands.

As outlined in the recent Stage 2 Feasibility Study (September 2021), other initiatives considered and planned that will reduce carbon emissions are efficiency-based (including smart blasting, energy efficient grinding, variable speed drive motors / high efficiency motors, improving driver practices, automation and maintenance procedures), or fuel switching (including use of renewable energy to power operations and considering the use of hydrogen, such as through fuel cells, or as part of a hydrogen blend into the gas engines).

Other carbon reduction initiatives that will be considered include efficiencies such as optimising energy demands through the use of Ventilation on Demand (VoD) technology which will be enabled by a full fibre-optic underground network allowing efficient use of the primary and secondary fans, electrification of the fleet (which further reiterates the importance of having a high renewable mix in the electricity supply), carbon capture and storage, and the use of batteries and innovative energy storage options.

These mining and processing efficiencies at the Bellevue Gold Mine will not only reduce carbon emissions but are also expected to reduce costs associated with producing gold. This would be of financial benefit for the Company and its stakeholders and importantly Shareholders. Power is one of the largest costs with mining, therefore this extra attention on reducing power has direct cost benefits, in addition to reduction to emissions.

Bellevue may also preferentially use local province carbon offsets, such as Australian Carbon Credit Units (ACCUs) and other carbon offsets such as those allowed by the Australian government's carbon offset certification body (Climate Active) and is exploring ideas such as the WA Carbon for Conservation Initiative. However, the purchase of carbon offsets is not intended to be the Company's primary strategy for achieving net zero emissions

Bellevue also intends, where available and considered appropriate, to take advantage of Government concessions to reduce emissions (such as through increased renewable energy power generations via the WA Clean Energy Future Fund) or the Federal Government's Australian Renewable Energy Agency (ARENA)).

International context

The Paris Agreement was signed by all major nations in 2015 and set the trajectory for the world to respond to climate change by reducing emissions (through mitigation) and managing the impacts of a more disruptive climate (through adaptation). Nations are setting emissions reduction targets via Nationally Determined Contributions (NDCs), with increasing ambition from Australia's major trading partners such as the UK, USA, Canada, New Zealand, the EU, Japan, and South Korea. International action on climate change will increase and be highlighted at the upcoming UN Climate Change Conference (COP26) in Glasgow in early November 2021. An example of international action is the EU's European Green Deal and the implementation of a Carbon Border Adjustment Mechanism (CBAM), which may apply a carbon tariff to any imports into the EU (if those goods were not subject to a comparable national carbon price in their nation of origin).

The World Bank tracks the jurisdictions with carbon pricing mechanisms. There are currently 64 carbon pricing instruments in operation around the world, covering more than 20% of global greenhouse gas emissions – and the rate of uptake is increasing with China's Emissions Trading Scheme commencing in 2021. Therefore, there are clear trends for international action on climate change.

191 nations are parties to the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC). To achieve the goals of the Paris Agreement, international collaboration is required to reduce emissions. A simple economic instrument is the use of a carbon price paid per tonne of carbon dioxide or equivalent (CO₂e) emissions. Based on the global carbon budget, according to the Carbon Pricing Leadership Coalition's (CPLC) Report of the High-Level Commission on Carbon Prices, the required carbon prices to achieve the targets of the Paris Agreement are US\$40-80/tCO₂ by 2020 and US\$50-100/tCO₂ by 2030. It is possible that Companies that emit carbon such as mining companies will be liable to pay a carbon price on part or all of its emissions under future carbon pollution regulation or trade barriers.

Therefore, Bellevue proactively reducing emissions, with a stretch target of the Bellevue Gold Project have net zero emissions by 2026, will assist in mitigating this potential future financial risk.

Australian context

Within Australia, all states and territories are setting emission reduction targets, in addition to the Federal Government's NDCs. Bellevue will likely be required to report Scope 1 and Scope 2 emissions in accordance with the National Greenhouse and Energy Reporting Act 2007 (NGER Act).

Bellevue is also exploring opportunities to seek Federal assistance through the Australian Renewable Energy Agency (ARENA) and the Clean Energy Finance Corporation (CEFC) for assistance in alignment with the Technology Investment Roadmap and the National Hydrogen Strategy.

Western Australia has an aspirational target of net zero emissions by 2050. There is consideration of legislating the net zero emissions target in Western Australia, similar to legislation in Victoria and the UK. In September 2021, the WA Government announced a \$750 million Climate Action Fund to address emissions and climate change impacts in Australia.

Therefore, there is government pressure and potential funding to assist in this transition and Bellevue will, where available and considered appropriate, utilise government concessions to reduce emissions.

The gold mining sector

The mining sector is quickly adopting climate action plans and net zero commitments for Scope 1 and Scope 2 emissions. Within the gold sector, emission reduction targets have been defined by a number of larger gold companies including Newmont, Evolution Mining, Northern Star, Newcrest, St Barbara, OceanaGold, Barrick, Gold Fields, and Kirkland Lake, among others. Some emission targets are intensity-based, with many targeting net zero emissions by 2050. Additionally, most large banks (eg. HSBC, Barclays, Bank of America, BNP Paribas, Credit Suisse, Deutsche Bank, Lloyds, Morgan Stanley, and Societe Generale through the Net-Zero Banking Alliance), many investors (eg. BlackRock, Invesco Advisers, Vanguard, Franklin Advisers, UBS, State Street and Macquarie through the Net Zero Asset Managers Initiative), superannuation funds (eg. AustralianSuper, HESTA, Cbus, UniSuper, REST and those outlined in the Net Zero Momentum Tracker – Superannuation Sector report) and insurers (eg. Allianz, AXA, Munich Re and Zurich Insurance Group through the Net-Zero Insurance Alliance) are becoming increasingly carbon conscious and will require many of their portfolios to be net zero emitters by 2050.

However, Bellevue is aiming to be ahead of the trend with its ambitious timeline of significant carbon reduction versus its peers and ultimately neutrality by 2026. Bellevue is proud of this near-term commitment and believes that the Sustainability Performance Rights will ensure alignment, with executives being incentivised to achieve this important ambition.

Assurance and verification

Bellevue is undertaking credible steps, underpinned by science, external assurance, verification, and strong short-term incentives, towards carbon reduction and ultimately having net zero emissions by 2026. As explained in the Feasibility Studies, Bellevue is also investigating the use of a Science Based Target (SBT).

Bellevue will regularly publish updates on its GHG emissions and targets in its Sustainability Report and the Annual Report. GHG emissions will also be reported in accordance with the NGER Act to the Clean Energy Regulator. Furthermore, Bellevue will seek independent verification and assurance through an appropriately qualified assurance provider, which may include use of standards such as ISAE 3410, Assurance Engagements on Greenhouse Gas Statements or the ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information. If the Company elects to use carbon offsets, then this may be reported and verified by Climate Active, an Australian government body to certify the use of carbon offsets and carbon neutrality claims through the Climate Active Carbon Neutral Standard. Therefore, gold produced via carbon neutral means may carry the Climate Active Carbon Neutral Standard verification.

Bellevue may also seek extra reviews of its action on climate change, such as through the EY Global Climate Risk Disclosure Barometer, Climate Action 100+, and review of climate change disclosures by the Australian Council of Superannuation Investors (ACSI).

Bellevue hopes to become a beacon, to lead in our own right, and to prove to the gold sector what is possible in responding to climate change and truly creating a sustainable and highly profitable gold mine.

Sustainability reporting, including TCFD alignment

In 2020, Bellevue published its maiden Sustainability Report. This is the first Sustainability Report published by an ASX-listed company that is in a pre-production and pre-feasibility study phase. This is a testament to the sustainability commitment at Bellevue and PACE values. The inaugural Sustainability Report included a commitment to aligning to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. As part of this reporting, Bellevue is ensuring climate change is considered through governance, strategy, risk management and metrics and targets. In 2021 the Board established the Health, Safety and Sustainability Committee, which will ensure climate change is regularly considered at the highest levels of the Company (including Board).

ESG scoring and inclusion in additional ETFs

Bellevue is currently assessed on its sustainability performance by various external entities within the investments space, such as ESG ratings agencies including ISS, S&P Global, MSCI and Refinitiv. These non-financial scores are beginning to drive investment as individuals and entities seek to maximise investment in sustainable companies (such as those taking action on climate change and those with gender diverse boards). An example of the use of these ESG scores is the AuAg ESG Gold Mining UCITS ETF, which is listed on the London Stock Exchange. This ETF is linked to the Solactive AuAg Gold Mining Index, an index based on gold miners with a market capitalisation above US\$500 million which meet ESG screening barriers, such as no violations of the UN Global Compact and a high ESG score through Sustainalytics scores. Therefore, with higher ESG-scores, Bellevue will be well-placed to be included in additional ESG-focused index funds. Historically, mining has inherently been excluded from 'deep green' funds which primarily invest in renewable energy, telecommunications, education, and healthcare – however, a carbon neutral gold company should be able to meet the more stringent criteria of 'deep green' ESG funds. Therefore, Bellevue shares could be purchased by an investing group that has previously rejected mining companies, allowing the investor pool to grow, which could lead to greater demand for investment in Bellevue.

Having a clear sustainability mandate, will also assist investment firms to include Bellevue in additional funds. The EU's recent Sustainable Finance Disclosure Regulation (SFDR) is attempting to simplify how EU-based funds are classed, such as through the definitions in Article 8 of the SFDR for 'environmental and socially promoting' funds (also known as 'light green' funds) or Article 9 for 'products targeting sustainable investments' (also known as 'dark green' funds). Therefore, the clear, industry-leading target should be received favourably by many asset managers, as they seek to decarbonise their investment portfolio and offer new sustainable funds to younger generations who are demanding sustainable goals from the companies, they invest in.

Retail demand for net zero emissions gold

Bellevue believes that there could be a future market for net zero emissions gold which could increase demand for gold produced at Bellevue and potentially attract a premium. This builds upon existing customer demands for sustainability in the retail market, such as avoidance of conflict diamonds and environmentally-sustainable items, such as electric vehicles. Such car manufacturers may require their Scope 3 emissions to be net zero, which means that lithium, nickel, or other metals that are used within the car need to be carbon neutral. This is an example of companies exerting pressure on their suppliers to meet the demands of the future, driving battery metals miners to decarbonise their mines. There is also growing pressure on other miners to decarbonise their operations, including gold miners.

In an effort to link sustainability to profitability, Bellevue is looking to be an industry leader by offering external stakeholders the option to purchase certified 'net zero emissions gold' which will put Bellevue ahead of any of our peers in this space and at the forefront of the sector. In the future Bellevue could look to provide such a platform via an online auction process or offtake or a sales agreement to test the market to offer 'net zero emissions gold' at a potential premium to the spot market. An example could be targeting European buyers on the back of the European Green Deal. This will be externally verified, such as through use of assurance or the Climate Active verification.

Non-financial benefits

The net zero emissions incentive is also expected to bring other non-financial benefits, such as attracting and retaining staff, proving incentives for suppliers and contracts to preferentially work with Bellevue and the possibility of gaining recognition and media exposure including industry awards. As the Bellevue Gold Project grows to over 300 employees, we will need to attract staff in an already-constrained market, therefore sustainability goals and initiatives such as net zero emissions will drive prospective employees to preferentially choose to work at Bellevue.



Appendices





ESG Data Tables





SUSTAINABLE DEVELOPMENT GOALS



UN Sustainable Development Goals (SDG)

The UN SDGs were originally developed for action by governments, but there has been strong uptake throughout the corporate world. Bellevue Gold aligned its 2020 Sustainability report to the UNSDG's and has continued this alignment. To address the UN SDGs, Bellevue Gold is seeking to minimize the Company's impact and to maximise meaningful impact for employees, shareholders, communities, and governments by contributing across the 17 UN SDGs.

Bellevue Gold has an impact on each of the 17 Goals, as described in Table 24.

Table 24: UN SDG Data Table.

Action by Bellevue Gold	UN SDG
<ul style="list-style-type: none"> • Bellevue Gold has recently signed a Native Title Agreement, part of that Agreement allows for poverty alleviation and support for remote communities, through royalty payments based on gold production • Bellevue Gold is producing donations, community investments and local procurement to support regional and disadvantaged communities 	
<ul style="list-style-type: none"> • Donations to the Leonora high school meals program 	
<ul style="list-style-type: none"> • Mental health training for staff • Gym and sporting subsidies offered to staff • On-site gym and recreation facilities are being built • Health and safety statistics reported for staff and contractors • Bellevue Gold funded the Leonora Mental Health Week 	
<ul style="list-style-type: none"> • Hosting events with school students through the Gold Industry Group • Producing training and development opportunities for staff • Partnering with Clontarf Foundation for an Indigenous Training Program • Donated to the Children's Charity Network to deliver an Aboriginal Art and Literacy Program into classrooms at the Leinster Community School 	
<ul style="list-style-type: none"> • Reaching 44% of female employment as of 30 June 2022, and achieved 50% female employment earlier in 2022 • Conducting gender pay gap audits, and encouraging female career development and progression to help close the gender pay gap over time • Setting and achieving targets on diversity and inclusion • Won the 2022 AMEC Diversity and Inclusion Award 	
<ul style="list-style-type: none"> • Installing new reverse osmosis treatment for drinking water • Utilising hypersaline water in the processing plant • Designing the mine to maximise recyclability of water 	
<ul style="list-style-type: none"> • Constructing a sector-leading 80% renewable energy power station • Time-shifting energy demand to match the solar and wind resources 	
<ul style="list-style-type: none"> • Providing highly skilled and well paid employment opportunities • Growing the Bellevue Gold team, by hiring >100 more staff over the next year, prior to gold production • Forecasted economic contributions over the initial 10-year mine life of \$3.0 billion • The Native Title Agreement will facilitate local jobs for Tjiwarl members. There are provisions for procurement spend directed to Tjiwarl-based businesses 	

Action by Bellevue Gold

UN SDG

- Constructing a new village, gold processing plant, hybrid renewable power station, roads, and other infrastructure
- Seeking innovation options, including blockchain technology and Ventilation on Demand, with variable speed drives
- Planning to time shift crushing equipment and use energy demand management to maximise the use of renewable energy



- Hosting NAIDOC events and holding Aboriginal Cultural Awareness Training
- Creating a Diversity and Inclusion committee
- Through the Native Title Agreement, Bellevue Gold is ensuring Tjiwarl people are offered jobs and opportunities at the mine, such as through the Aboriginal heritage survey process and on-going jobs at the mine
- Bellevue Gold has commitments on employment standards for Aboriginal and Torres Strait Islander employees



- Creating a safe and welcoming camp, for employees when they are working onsite
- Planning for the eventual mine closure, and to rehabilitate the site
- Working with the Tjiwarl Aboriginal Corporation to support regional communities



- Recycling paper, cardboard, metals, and other wastes
- Reusing water through the processing plant
- Looking to create a differentiated market for the sale of net zero emissions 'green gold'



- Aspirational goal of achieving net zero emissions by 2026
- Reporting aligned to the TCFD recommendations on climate change disclosures
- Climate change risks and opportunities are being considered
- Forecast to have the lowest total annual Scope 1 emissions of any major gold mine in Australia



- Working with the Tjiwarl Aboriginal Corporation to conduct Aboriginal heritage surveys and to designate areas of cultural significance, which includes Lake Miranda



- Minimising land disturbance
- Conducted fauna, flora and ecological community surveys
- Progressive rehabilitation of drill holes at the regional exploration sites



- Signed a Native Title Agreement with the Tjiwarl Aboriginal Corporation
- Collaborating constructively with all stakeholders, including government, industry bodies and contractors
- Reviewing suppliers for their risk of modern slavery



- In the process of becoming a signatory to the UN Global Compact
- Working with like-minded groups, such as Develop, EDL and Tjiwarl Aboriginal Corporation who are all seeking similar sustainability outcomes in alignment with the UN SDGs



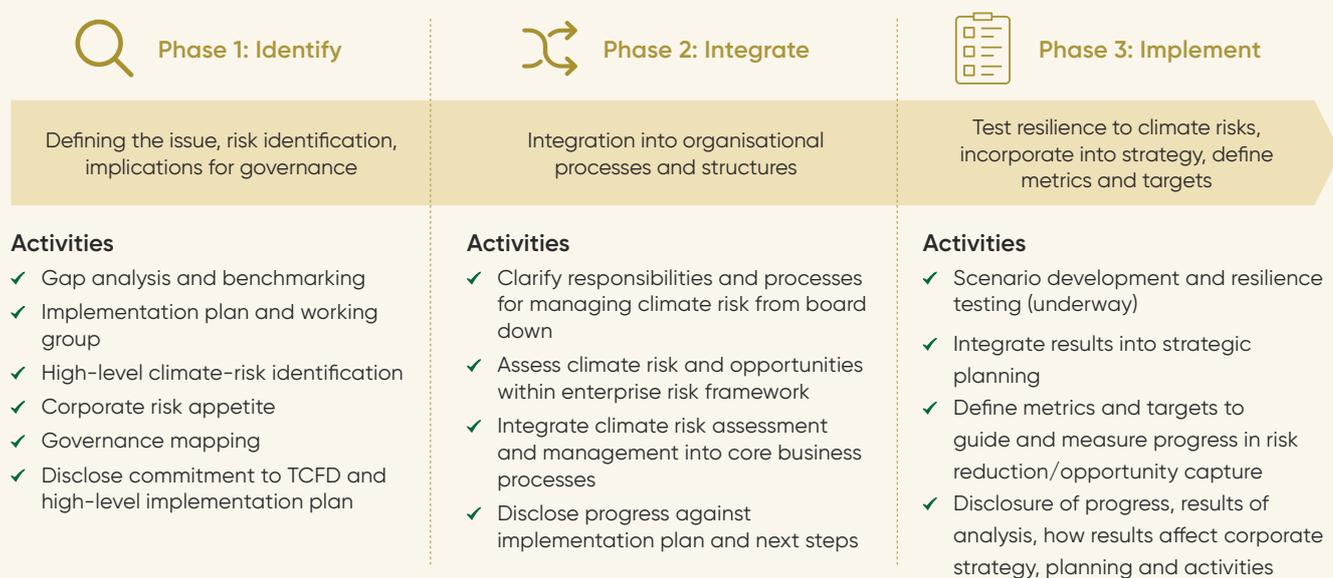
Task Force on Climate-Related Financial Disclosures (TCFD) Data Table



The Company recognises that climate warming trends will result in increasingly damaging physical impacts, posing risks to the Company's operations. Bellevue Gold aims to be proactive and maximise the Company's ability to realise positive impacts from the transition to a low-carbon economy. The Company has an aspirational goal for net zero (Scope 1 and Scope 2) emissions at the Bellevue Gold Project by 2026. The Bellevue Gold mine is projected to be the least intensive greenhouse gas emitter of all Australian gold mines. The mine will have the cleanest power supply of any off-grid gold mine in Australia.

In its inaugural Sustainability Report in 2020, the Company committed to aligning climate-related disclosure with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The report included a high level TCFD Action Plan which was further refined in 2021 to assist the Company to operate and report in alignment with the TCFD recommendations. By starting the TCFD journey well ahead of gold production, the Company has sought to develop policies and processes to embed climate risk management within all levels of decision making and operation, such as through the [Climate Change Policy](#). The Company will progressively implement the TCFD Action Plan across governance, strategy, risk management, and metrics and targets. Figure 22 provides a summary of the progress to date and outlines how the Company is currently addressing each of the TCFD's 11 recommendations and next steps.

Figure 22: Bellevue Gold's summary of progress against TCFD Action Plan.



Governance: Disclose the organisation's governance around climate-related risks and opportunities

Describe the board's oversight of climate-related risks and opportunities

Current: Bellevue Gold has integrated sustainability into its actions, which ensures the oversight of climate-related risks and opportunities is a core board responsibility. Bellevue Gold has the aspirational target to create net zero carbon gold, while integrating environmental, social and governance (ESG) considerations into all aspects of the Company's decision making.

In 2021, the Health, Safety and Sustainability Committee (HSSC) was formed in 2021 and meets quarterly. The current members of the committee are Mr Kevin Tomlinson (Chair), Mr Stephen Parsons and Ms Fiona Robertson. The **HSSC Charter** was endorsed by the Board and published in July 2021. The HSSC Charter provides an overview of the HSSC's remit, which can be accessed on the Bellevue Gold website.

Within the context of climate change, the HSSC aids the Board in maintaining oversight of risks and opportunities by reporting material matters and making recommendations on ways to minimise and manage these risks and impacts, whilst optimising opportunities. The HSSC is also responsible for target-setting and climate-related risk assessments.

Climate-related risks and opportunities are reviewed annually. The HSSC escalates decision-making requirements to the Board and the Board retains ultimate responsibility for the Company's activities. A key outcome of this newly established governance structure was Board approval for the publication of a Climate Change Policy in early 2022.

As required under the Corporate Governance Statement, Board members self-assess their experience in integrating ESG principles into decision making, proactive identification and prevention of ESG risk and maximisation of ESG opportunities. The Board's skills are regularly enhanced through the HSSC Papers presented quarterly to the HSSC and other specific training to the Directors, as deemed appropriate.

Future: The HSSC will continue to meet quarterly, with assistance provided by the management team, including the Chief Sustainability Officer. Climate risks will continue to be reviewed annually, per the Bellevue Gold Risk Management Framework. The HSSC will delegate ownership of climate risk processes to management, and regularly review and update risk management structure, roles, and policies.



Describe management's role in assessing and managing climate-related risks and opportunities

Current: The Board and HSSC are aided in climate change matters by the sustainability team, with support from external consultants. The Board oversees climate change matters, by approving the sustainability strategy, overseeing implementation and monitoring climate change risks. These matters are escalated to the Board, via the Health, Safety and Sustainability Committee. Whereas the management team provide the advice and implement the actions to reduce climate change risks, maximise climate change opportunities, and propose and then implement the strategy on all sustainability matters, including the roadmap to achieve the aspirational goal of net zero emissions by 2026. The Company's governance structure for climate risk management is shown in Figure 23 and respective responsibilities are outlined in Table 25.

Figure 23: Bellevue Gold's governance structure for climate risk management

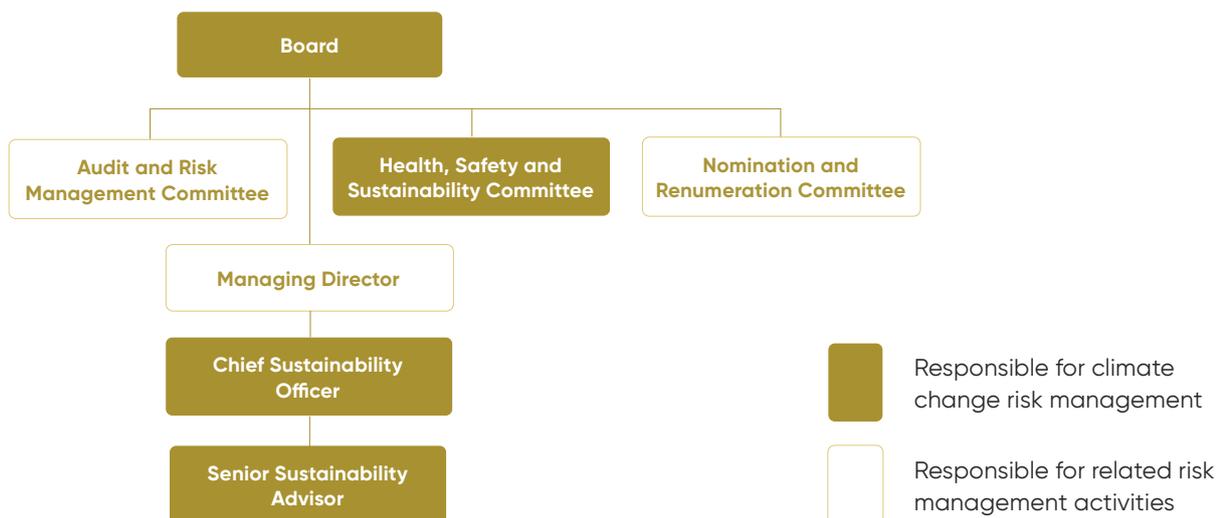


Table 25: Responsibilities for climate risk management.

Key responsibilities within the context of climate change	
Board	<ul style="list-style-type: none"> • Maintains oversight of climate-related risks and opportunities; • Holds ultimate responsibility for the Company's activities; and • Approves Company targets and capital expenditures, such as for emission reduction technology.
Health, Safety and Sustainability Committee	<ul style="list-style-type: none"> • Oversees the Sustainability Policy, Sustainability Strategy and Sustainability Report; • Monitors the strategies to minimise environmental risks, whilst maximising environmental opportunities; • Target-setting; and • Reviews risk assessments.
Chief Sustainability Officer and Senior Sustainability Advisor	<ul style="list-style-type: none"> • Implements the Sustainability Policy and Sustainability Strategy; • Writes the Sustainability Report; • Manages implementation of the TCFD Action Plan; • Reviews and owns certain climate-related risks; • Advises Executive Management Team on climate-related and other sustainability matters; • Drafts documentation and disclosure; • Manages projects undertaken by external consultants; and • Assists with risk reviews and implementing actions to reduce climate-related risks.

Future: The HSSC and management will continue to work together on assessing and managing climate-related risks and opportunities. In time, an additional task for management may include a review of how ESG factors are incorporated into due diligence for proposed mergers and acquisitions.

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning, where such information is material

Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term

Current: The Company undertook a detailed review of the climate-related risks and opportunities in 2021 and developed a dedicated climate risk register. This was also reviewed in 2022. This process included:

- An initial external review of risks by an independent consultant;
- The collection of relevant climatic projections, such as increased extreme heat, increased extreme fire weather days, increases extreme rainfall, variable annual average rainfall, sea level rise and increased average temperatures;
- The integration of identified risks into the standard Bellevue Gold Risk Template; and
- A risk assessment that included all areas of the Company, covering inherent and residual risks. All climate-related risks were assessed based on the current (to assess short-term risks) and the projected 2030 climate conditions (to assess medium-term risks) and in line with the Risk Management Framework. The worst-case climate projections were examined for 2030, given the temperature change under various emissions pathways only changes post-2030 (ie, by 2030 the temperature will be broadly similar, regardless of which Representative Concentration Pathway (RCP) is modelled, whereas after 2030 the temperature increase will vary depending on the global response to emission reduction in the 2020s decade.)

The potential climate-related risks identified to date include nine physical and nineteen transitional risks. The highest rated physical risks are the increased risk of severe bushfires and flooding, caused by projected increased fire weather days and increased intensity and duration of rainfall. The key transition risks are linked with the cost of maintaining Bellevue Gold's market-leading position or the reputational implications of lagging behind.

Additionally, 36 opportunities were identified across the TCFD categories of markets, products/services, energy source, resource efficiency and resilience. Climate opportunities are primarily based on the use of a very high penetration of renewable energy for the off-grid mine, increasing resource efficiency and the potential to sell certified 'green gold' at a premium. Climate opportunities will be described in more detail in future Sustainability Reports.

Bellevue Gold also conducted a detailed inaugural baseline stakeholder Materiality Assessment in 2022 – which included climate change, along with other sustainability topics such as biodiversity, waste, energy, health and safety, human rights, and economic performance. This survey sought the responses from forty stakeholders, including community, investors, suppliers, Directors, and employees about the relative importance of various sustainability topics. The results of the materiality assessment are described on pages 18-21.

Future: The Company has engaged a consultant to undertake scenario analysis out to 2050 to consider risks in the long term. The analysis may identify additional trends to be monitored for risks and opportunities and lead to further actions to be developed and assigned to the Executive Management Team. The outcomes of the analysis and further detail on the climate-related opportunities will be disclosed in the 2023 Sustainability Report.

Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning

Current: The potential impacts of direct physical impacts from climate change and the potential impacts of the transition to a low carbon economy are described in page 32. Physical risks have the potential to directly impact worker safety, production, and the supply chain. The transition risks typically have financial, legal, or reputational implications.

Climate change matters are integrated across the Company, and Bellevue Gold will update its planning as new findings emerge. This iterative process is apparent through the Bellevue Gold Project Stage 1 and Stage 2 Feasibility Studies and the Project Update Study that was completed in June 2022:

- The Stage 1 Feasibility Study forecasts that 73% of the Bellevue Gold Project's greenhouse gas emissions over the 7.4-year mine life (at the time of the release), would have been from the use of a 100% gas-fired power station.
- The Stage 2 Feasibility Study considered a ~38% renewable energy power station, which reduced the overall greenhouse gas emissions of the Bellevue Gold Project.
- The Company is now in the final stages of negotiating a Power Purchase Agreement (PPA), which is set to engage an off-grid hybrid renewable power station reaching a sector-leading 80% renewable energy penetration rate (with solar and wind generation), which will further reduce the total emissions and be the major step on the roadmap to net zero greenhouse gas emissions by 2026.

The Company is applying the same iterative approach when considering integrating electrification, technology innovation in vehicles, biodiesel, green hydrogen, and long-term duration energy storage options into the roadmap to net zero for the Bellevue Gold Project.

Future: The Company will review its strategy and risk management considering the results from the scenario analysis and possible initiatives to reduce the impact of climate risks, especially under different climate scenarios.

To pave the way to the Company's zero emissions goal, Bellevue Gold will look to commit to some of the opportunities investigated and further outline a pathway to net zero.

Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Current: Bellevue Gold has engaged a consultant to help evaluate and describe the resilience of Bellevue Gold under a 1.5°C and 4°C climate scenario. This will assess the materiality of risks under each climate scenario, and then Bellevue Gold can consider the relative significance of climate risks compared to other risks and ensure that climate change is included in all operational and environmental management plans. There will be on-going reviews of scenario analysis, disclosure of the scenarios considered and stress-testing of the operations based on climatic changes. The outcomes of the scenario analysis can inform the Company's overall strategy and risk management.

Bellevue Gold is projected to have the lowest greenhouse gas emission intensity of all major Australian gold mines, emit the lowest total Scope 1 and Scope 2 emissions of any major Australian gold mines, and have the cleanest power supply of any major off-grid gold mine in Australia. Bellevue Gold's projected position as the least intensive greenhouse gas emitter provides resilience against transition risk under different climate scenarios.

Bellevue Gold has considered the impact of a A\$50/t or a A\$100/t carbon price on all major gold producers in Australia and the impact of this price on top of the All-In Sustaining Cost (AISC). The impact of a \$50/tCO₂e carbon price on Bellevue Gold was less than a 1% increase in AISC, which the Company considers to be negligible. These theoretical carbon prices were assessed through the Report of the High-Level Commission on Carbon Prices by the Carbon Pricing Leadership Coalition's (CPLC). The Company has explored the impacts of other carbon prices, especially as the cost of carbon offsets (such as ACCUs) increase in value.

Future: The results of the climate scenario assessment currently in process will be published in the 2023 Sustainability Report, and updated regularly, with the potential to investigate additional climate scenarios in future years.

Risk Management: Disclose how the organisation identifies, assesses, and manages climate-related risks

Describe the organisation's processes for identifying and assessing climate-related risks

Current: The Audit and Risk Management Committee (ARMC) assists the Board in fulfilling its responsibilities relating to risk management and performs an annual review of the Company's **Risk Management Policy** and Risk Management Framework and maintains oversight of the Bellevue Gold Risk Register. Oversight of climate-related risks falls under the HSSC's remit but occurs alongside that of other risks to ensure the process is integrated in broader risk management processes. Bellevue Gold management regularly reviews, and updates risks and opportunities in the climate risk register. Figure 24 summarises the activities to date.

Figure 24: Bellevue Gold's climate risk assessment activities to date.



The risk and opportunity register incorporates all climate-related risks identified-to-date associated with the Bellevue Gold Project and the corporate activities of the Company.

Risk identification and updates have been undertaken in collaboration with a third-party consulting firm to ensure the process is as thorough as possible. Input was sought from key staff across the corporate development, mining operations, environmental, geology, financial and legal teams to evaluate and validate the findings and incorporate internal expertise. The materiality of the climate risks was determined according to the Bellevue Gold Risk Management Policy. The process draws on the Bellevue Gold Risk Assessment Criteria to assign:

- Likelihood (Rare, Unlikely, Possible, Likely, and Almost Certain)
- Consequences (Insignificant, Minor, Moderate, Major and Catastrophic)
- Associated risk rating (Critical, High, Medium, or Low risks) for both inherent and residual risk (after consideration of controls).

The annual review process is led by a risk expert and overseen by the sustainability team, together with the risk owner (and all climate risk owners are members of the Executive Management Team).

Future: Bellevue Gold will continue to review the climate risks and opportunities in an annual risk review, overseen by the HSSC and forming part of the group's overall risk management processes. The Company will also formalise an identification process for new risks as they arise such as risks relating to changes or proposed changes to climate legislation and government policy. The identification and assessment of material risk will continue to be governed by the Risk Management Framework.

Describe the organisation's processes for managing climate-related risks

Current: Under Bellevue Gold's Risk Management Framework, the process for managing all risks is to identify actions to be completed by the risk control owners. Actions are reported to the risk owner, with the aim of keeping the risk to a tolerable level and to monitoring the control effectiveness.

To mitigate the climate-related risks, large-scale and all-encompassing controls have been put in place, such as the aspiration for net zero by 2026, planned integration of a highly renewable off-grid power station, oversight by the HSSC and the publication of a Climate Change Policy. This has resulted in the 2022 risk review of a general downward trend in residual risk ratings for climate-related risks.

Table 26: Responsibilities around climate related risks and opportunities.

Entity	Key responsibilities within the context of climate-related risk management
Board	<ul style="list-style-type: none"> • Maintains oversight of climate-related risks and opportunities; • Establish risk management expectations set out in the Climate Change Policy; and • Approve risk criteria, appetite, and tolerance.
Audit and Risk Management Committee	<ul style="list-style-type: none"> • Performs an annual review of the Company's Risk Management Policy and risk profile; and • Reviews management's identification and assessment of the Company's risks.
Health, Safety and Sustainability Committee	<ul style="list-style-type: none"> • Ensure material health, safety and sustainability risks are recognised and adequately controlled; • Gain assurance that health, safety and sustainability risk practices are appropriate; and • Make appropriate recommendations to the Board on health, safety and sustainability risk practices and controls.
MD/CEO/CFO	<ul style="list-style-type: none"> • Establish and maintain an effective risk management framework; and • Coordinate risk management reporting and communications to management, ARMC and the Board.
Chief Sustainability Officer	<ul style="list-style-type: none"> • Responsible for coordinating climate change risk management activities and reporting to the HSSC and to the MD/CEO/CFO.
Risk owners	<ul style="list-style-type: none"> • Ensure effective controls are in place to manage their risks; • Monitor the status of any planned controls and actions that are to be implemented; and • Ensure risks are communicated to relevant levels across the Company.
Control owners	<ul style="list-style-type: none"> • Ensure assigned controls are in place, effective and up to date; • Develop improvement plans where relevant, to better manage risks; and • Implement assigned actions in accordance with action plans.

Future: Climate-related risks will be reviewed periodically as part of the Group's annual risk management review, assessed against the Group's risk tolerance under the overall Risk Management Framework and against key risk indicators (such as comparing against the Risk Acceptance Criteria and the Control Effectiveness Criteria). Where appropriate the Company will develop a Risk Treatment Plan for mitigation measures once the risk tolerance threshold is reached in accordance with the Group's Risk Management procedures.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management

Current: Bellevue Gold has integrated climate risk management into the overall organisation-wide risk management system. Due to the nature of the HSSC's remit, climate-related risks are reviewed alongside other sustainability and health-related matters, demonstrating the integration of these risks in the broader processes. Bellevue Gold retains a dedicated climate-related register to ensure climate-related risks are granted the importance needed during this review.

Climate risks are reviewed at least annually, with a risk consultant, the sustainability team, and the risk owner. New risks and opportunities are added when identified and disclosed in this Sustainability Report. High and critical risks are shown at the HSSC meetings, highlighting which risk profiles are projected to change the most from the 2022 risk rating to the forecasted 2030 risk rating. The annual risk review also includes a reassessment of the current practices, re-rating the risk and assessing the control effectiveness.

Future: Bellevue Gold will continue to develop processes for the integration and responsibility of climate risks between executive, audit, and risk teams and the HSSC as climate risk management evolves. The annual risk reviews will consider the projected risk ratings, included assessments of more longer-term and severe climate scenario analysis.

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process

Current: Climate-risk assessment metrics use the same consequence ratings that are used in the Bellevue Gold Risk Assessment Criteria. Consequence ratings are defined for each category, such as Health and Safety, Environment, Social/Cultural Heritage, Legal and Compliance, Reputation and Financial. A thorough understanding of the current and projected greenhouse gas emissions has included a peer benchmarking exercise, and carbon price stress testing to assess how Bellevue Gold would perform under varying carbon price scenarios, which would potentially add to the All-in Sustaining Cost (AISC) calculations.

Bellevue Gold successfully sought shareholder approval at the 2021 AGM for an incentive to be established for awarding key management personnel for achieving net zero emissions by 2026. This resolution was supported by >87% of all shareholders. In 2022, Sustainability Performance Shares were issued to all employees, to incentivise and align all employees to assist the Company in achieving net zero emissions by 2026.

Future: Bellevue Gold has developed the tools for NPI and NGER reporting to assist with the scenario analysis and contribute to the development of further metrics and targets. Bellevue Gold may also develop a process for tracking climate-related laws, policies, cases, and government targets. Bellevue Gold plans to publish data and other initiatives through the Sustainability Report in alignment with ESG reporting frameworks, such as on energy use, emissions, water management, reporting of environmental incidents and other relevant environmental and climate change disclosures.

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

Current: The Company is preparing to report Scope 1 and Scope 2 greenhouse gas emissions according to the *National Greenhouse and Energy Reporting (NGER) Act* (2007). The template for inventory development and the associated Basis of Preparation were prepared in late 2021, which is well in advance of the requirement for reporting emissions once the Company is in production in the second half of 2023.

The Scope 1 emissions in 2019–2022 are based on site usage (primarily diesel) and the Scope 2 emissions are for the Perth office's use of electricity. The FY22 Scope 1 and Scope 2 emissions are referenced in the below table. Emissions have been calculated based on actual use of diesel, LNG, LPG, electricity, and other items, based on emission factors from NGER (Measurement) Determination 2008.

	Scope 1 (CO ₂ e)	Scope 2 (CO ₂ e)
FY20	2,043	Not tracked
FY21	5,520	27
FY22	11,434	40

An important aspect at Bellevue Gold is minimising emissions through an effective carbon mitigation strategy and the Company recognises that forecasting emissions is critical to delivering this strategy. Bellevue Gold is not currently in production, however the Company is projected to have the lowest greenhouse gas emission intensity of all major Australian gold mines, emit the lowest total Scope 1 and Scope 2 emissions of any major Australian gold mine, and have the cleanest power supply of any major off-grid gold mine in Australia. The forecast is described in detail on pages 25–30. The current emission intensity forecast is for Bellevue Gold to have less than 0.2 tCO₂e/oz, compared to the Australian average of 0.73 tCO₂e/oz¹.

Future: Once operational, Bellevue Gold will benchmark the Project's performance against peers on an emissions intensity basis. The Company is considering setting further emissions reduction targets.

Scope 3 emissions have not yet been calculated. The World Gold Council have estimated that the refining stage contributes a minimal amount of Scope 3 emissions². The priority focus will be on upstream Scope 3 emissions.

Bellevue Gold has engaged an expert consultant to develop a methodology to quantify the Scope 3 emissions for Bellevue Gold. Further work to be conducted in 2023.

1 S&P Global. 2022 – S&P Global issued a report on 18 August 2021, entitled "Landmark Australian gold mine emissions study warns on impact of falling grades" which stated the average 2020 GHG emissions intensity in Australia to be 0.73 t CO₂e / oz.

2 Nashaw and Haque 2012, World Gold Council

Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets

Current: Bellevue Gold has previously announced a world-leading aspiration for the Bellevue Gold Project to be a (Scope 1 and Scope 2) net zero emission mine by 2026. This was overwhelmingly supported by shareholders at the 2021 AGM. Bellevue Gold believes this is well within the intent of the Paris Agreement and the ability to operate in line with a world where climate change can be limited to a 1.5°C warming scenario. Bellevue Gold is considering setting a Science Based Target.

As Bellevue Gold is still in the construction phase, the Company is in an excellent position to continue to refine the road map to zero emissions. The roadmap to net zero is described on page 26, with the plan to reach net zero emissions before 2026.

Future: The Company will disclose progress in meeting these targets and refining Scope 1 and Scope 2 emissions. Bellevue Gold may establish shorter term targets and describe in more detail where the emission sources are based on and assess potential other targets across sustainability and climate objectives, such as water management targets and Scope 3 targets. Bellevue Gold will look to disclose a detailed decarbonisation plan to support the net zero aspiration.

It is intended that carbon offset procurement will only be used for the hard-to-abate emissions and only high-quality, local provenance carbon offsets such as Australian Carbon Credit Units (ACCUs) used to finalise the net zero pathway for the Bellevue Gold Project. The progress of the net zero emission trajectory will be periodically disclosed publicly in the Sustainability Report, Annual Report, and investor presentations.

The aspiration for net zero emissions will be supported by assurance of greenhouse gas emission figures, reporting to the Clean Energy Regulator (in accordance with the NGER Act) and the Company will ultimately seek independent verification (such as through the *Climate Active* standard).

Sustainability Accounting Board Standards (SABS) Data Table



Table 27: Sustainability Accounting Board Standards (SABS) Data Table

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Page reference	UN SDGs
Greenhouse Gas Emissions	1) Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ e	EM-MM-110a.1	1) 11,413t CO ₂ e Scope 1 emissions and 40t CO ₂ e Scope 2 emissions	122	7, 9, 12
	2) Percentage covered under emissions limiting regulations		Percentage (%)		2) 0% of the Company's current emissions are covered under emissions limiting regulations		
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-MM-110a.2	Bellevue Gold currently releases a small amount of Scope 1 greenhouse gas emissions. The Feasibility Studies predict the Bellevue Gold mine to be the least carbon intensive gold mine in Australia, with forecasted emissions of 0.15-0.202 t CO ₂ e / oz. Bellevue Gold is actively designing the mine and processing plant to be energy efficient and to use a sector-leading off-grid hybrid renewable power station, with an 80% renewable energy penetration rate. Bellevue Gold is aligning to the TCFD recommendations and Bellevue Gold is outlining a pathway to net zero emissions by 2026.	25-30	
Air Quality	Air emissions of the following pollutants: 1) CO 2) NO _x (excluding N ₂ O) 3) SO _x 4) particulate matter (PM ₁₀) 5) mercury (Hg) 6) lead (Pb) 7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	Air quality is being managed on-site, with particular attention for ventilation of the underground operations. Environmental health reporting will be covered under a Health and Hygiene Management Plan, to effectively anticipate, recognise, evaluate, communicate, and control potential occupational health hazards in the workplace to prevent occupational illness and disease. Dust management practices will be implemented and will apply to all the major dust sources on site, including vehicle movement, windblown dust, land clearing, digging, and excavating, crushing, and screening and blasting. Air emissions are not currently calculated due to the stage of the development; however, Bellevue Gold is well advanced in developing the emissions calculations to report pollutants to air, land, and water through the National Pollutant Inventory (NPI) for reporting of 93 pollutants, including the pollutants requested through SASB reporting. 1) CO – N/A 2) NO _x – N/A 3) SO _x – N/A 4) PM ₁₀ – N/A 5) Hg – N/A 6) Pb – N/A 7) VOCs – N/A		3, 11, 12

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Page reference	UN SDGs
Energy Management	1) Total energy consumed	Quantitative	Gigajoules (GJ)	EM-MM-130a.1	1) Total energy consumed – 163,089 GJ	27	3, 7, 9, 12, 13
	2) Percentage grid electricity		Percentage (%)		2) Grid electricity – <1% (as the vast majority of electricity use for the Company is at the mine site via on-site diesel generators, and only a small amount of grid-based electricity is consumed in the Perth office).		
	3) Percentage renewable				3) Renewables – Only a small portion of the Company's energy is sourced from the grid, and the South West Interconnected System (SWIS) grid uses approximately 34% renewable energy.		
Water Management	1) Total fresh water withdrawn	Quantitative	Thousand cubic meters (m3)	EM-MM-140a.1	1) Total water withdrawal from underground dewatering source – 468,940 kL	35	2, 3, 6, 11, 12, 14, 15
	2) Total fresh water consumed				2) Total water discharged to water storage areas (Henderson Pit, Westralia Pit and Vanguard Pit) – 484,904 kL		
	3) Percentage of each in regions with high or extremely high baseline water stress		Percentage (%)		3) Total water withdrawal in operations in water-stressed areas – 0% (as all of the mine site's water for consumption was brought to site, prior to the bore fields being installed)		
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140a.2	Zero incidents in 2021 and 2022, however there is one historical incident, which is a water incident, as described on Page 36.	35-36	
Waste & Hazardous Materials Management	1) Total weight of tailings waste	Quantitative	Metric tons (t)	EM-MM-150a.1	No tailings were produced, as the site is not yet in production. However, some non-mineral waste has already been removed from the underground mine.	37-38	3, 6, 8, 11, 12, 14, 15
	2) Percentage recycled		Percentage (%)		Within FY22, there was approximately 273,141t of non-mineral waste generated.		
					Some non-mineral waste will be recycled during construction, such as for use in the construction of the Tailings Storage Facility (TSF), and construction of the ROM pad. Additionally, the recent Project Study update included post-commissioning capital to build and commission a paste plant which will remove some tailings from being sent to surface deposition and allow this to be deposited in the underground workings.		
	1) Total weight of mineral processing waste	Quantitative	Metric tons (t)	EM-MM-150a.2	Over the initial 10yr life of mine, the forecasted non-mineral waste generated through the 1 Mtpa processing plant is 9,889,819t Ore (from the open pit and underground mine), which will result in the production of 1.8Moz of gold, or 55t of gold.	37-38	
	2) Percentage recycled		Percentage (%)		Therefore, there will be 9,889,769t of tailings sent to the TSF (or deposited underground via the paste plant). Given the non-mineral waste and tailings produced, there will be a total of >12 Mt of waste rock generated.		
	Number of tailings impoundments, broken down by MSHA hazard potential	Quantitative	Number	EM-MM-150a.3	The future TSF has been designed, but not constructed.	37	

SASB Topic	Accounting Metric		Category Unit of Measure	Code	Data	Page reference	UN SDGs
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	n/a	EM-MM-160a.1	The Company has issued a stand-alone Environmental Policy. The site is covered by an Environmental Management Plan that covers all aspects of environmental management applicable to the site, including flora, fauna, vegetation, water, hydrocarbons and chemicals, waste management, air quality, rehabilitation and mine closure. The EMP has been reviewed by management and implemented across the Project site. Bellevue Gold has successfully sought approvals under the <i>Environmental Protection Act 1986</i> (WA) and the <i>Mining Act 1978</i> (WA), and additional approvals are being sought.	25, 34-35	2, 6, 11, 12, 14, 15
	Percentage of mine sites where acid rock drainage is: 1) predicted to occur 2) actively mitigated 3) under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: 1) predicted to occur: 100% 2) actively mitigated: 100% 3) under treatment or remediation: N/A as there is no treatment required, until the processing plant is in operation and specific acid-generating rock is being treated/remediated.		
	Percentage of 1) proved reserves 2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	Refer to Page 34.	34	

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Page reference	UN SDGs
Security, Human Rights & Rights of Indigenous Peoples	Percentage of 1) proved reserves 2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	0% - Bellevue Gold does not have any proved or probable reserves in conflict areas.		1, 6, 8, 10, 11, 16
	Percentage of 1) proved reserves 2) probable reserves in or near Indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	100% - All proved and probable reserves to date have been on Indigenous lands. The mining leases for the Bellevue Gold Project, are located on the lands recognized through the Tjiwarl Native Title Determination, which was determined in 2017, which proves the thousands of years of continuing culture of the Tjiwarl people on the lands of which the Bellevue Gold Project is located. Bellevue Gold has entered into a mutually beneficial Native Title Agreement with the Tjiwarl Aboriginal Corporation and will be implementing a co-designed Cultural Heritage Management Plan.	68-71	
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-MM-210a.3	Bellevue Gold has published a Human Rights Policy, which will help form the basis of the inaugural Bellevue Modern Slavery Statement. Indigenous rights are highly respected by Bellevue Gold, as the Company operates on the lands of the Tjiwarl people. Bellevue Gold engages early and engages often with the Traditional Owners, such as to seek their input and to conduct archaeological and ethnographic Aboriginal heritage surveys. This is described in detail in the internal-only Cultural Heritage Management Plan. The Company recently finalised a Native Title Agreement with the Tjiwarl Aboriginal Corporation. Bellevue Gold does not operate in any areas of conflict.	68-71; 84-87	
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-MM-210b.1	Bellevue Gold has implemented a Community Engagement and Stakeholder Management Plan, which states how the Company engages with local communities and various stakeholders. For example, through the discussion with the Tjiwarl Aboriginal Corporation, culturally significant sites were mapped, and mining infrastructure was re-designed to avoid impact to these culturally sensitive sites.	68-71; 77	1, 6, 8, 10, 11, 16
	Number and duration of non-technical delays (non-technical factors include, and are not limited to, those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict)	Quantitative	Number, days	EM-MM-210b.2	0 number and 0 days		

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Page reference	UN SDGs
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and non-U.S. employees	Quantitative	Percentage (%)	EM-MM-310a.1	Bellevue Gold does not have any collective bargaining agreements.	54	1, 3, 8, 10
	Number and duration of strikes and lockouts	Quantitative	Number, days	EM-MM-310a.2	0 – Bellevue Gold has not had any strikes or lockouts.	54	
Workforce Health & Safety	1) MSHA all-incidence rate	Quantitative	Rate	EM-MM-320a.1	1) MSHA all-incidence rate – 60	57-67	3, 5, 8
	2) fatality rate				2) Number of fatalities – 0		
	3) near miss frequency rate (NMFR)				3) Near miss frequency rate (NMFR) – 26.77		
	4) Average hours of health, safety, and emergency response training for <ul style="list-style-type: none"> • full-time employees • contract employees 				4) full-time ERT employee hours – 4368 hours 5) contractor ERT employee hours – 9360 hours		
Business Ethics & Transparency	Management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-MM-510a.1	Bellevue Gold has an Anti-Bribery and Anti-Corruption Policy. The scope of this policy applies to all Directors, employees, suppliers, consultants, and joint venture partners. This includes gifts, favours, hospitality, donations, and political contributions. Bellevue Gold has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all business dealings	99	16
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	EM-MM-510a.2	N/A – Bellevue Gold does not operate in any country listed in the lowest 20 of Transparency International's Corruption Perception Index. Bellevue Gold only operates in Australia, which is ranked 11 th best in the 2020 Corruption Perception Index. Additionally, Western Australia was ranked in 2021 as the top jurisdiction in the world for mining according to the Fraser Institute, which is scored in part, due to the strong legal systems and low sovereign risk of operating in Western Australia	98	
Activity Metrics	Production of <ol style="list-style-type: none"> 1) metal ores 2) finished metal products 	Quantitative	Metric tons (t) saleable	EM-MM-000.A	There is no current production of ore, hence the answer is N/A.	7	
	<ol style="list-style-type: none"> 1) Total number of employees 2) Percentage contractors 	Quantitative	Number Percentage (%)	EM-MM-000.B	1) 70 employees and 143 contractors = 213 2) 67% of workforce are contractors	48	



GRI Content Index



Table 28: GRI Content Index

GRI Standard	Disclosure	Page number(s)
GRI 102: General Disclosures 2016		
Organizational profile		
	102-1 Name of the organization	1
	102-2 Activities, brands, products, and services	11
	102-3 Location of headquarters	10
	102-4 Location of operations	10
	102-5 Ownership and legal form	10, 92
	102-6 Markets served	5, 11
	102-7 Scale of the organization	7
	102-8 Information on employees and other workers	42-67
	102-9 Supply chain	87, 100-101
	102-10 Significant changes to the organization and its supply chain	4-16
	102-11 Precautionary Principle or approach	34
	102-12 External initiatives	77-83
	102-13 Membership of associations	102
Strategy		
	102-14 Statement from senior decision-maker	4-5
	102-15 Key impacts, risks, and opportunities	4-16
Ethics and integrity		
	102-16 Values, principles, standards, and norms of behaviour	12
	102-17 Mechanisms for advice and concerns about ethics	99
Governance		
	102-18, Governance structure	92-96
	102-19 Delegating authority	98, 115
	102-20 Executive-level responsibility for economic, environmental, and social topics	8
	102-21 Consulting stakeholders on economic, environmental, and social topics	17-21, 77
	102-22 Composition of the highest governance body and its committees;	96
	102-23 Chair of the highest governance body	93
	102-24 Nominating and selecting the highest governance body	95
	102-25 Conflicts of interest	100
	102-26 Role of highest governance body in setting purpose, values, and strategy	4, 12
	102-27 Collective knowledge of highest governance body	94
	102-28 Evaluating the highest governance body's performance	94-95
	102-29 Identifying and managing economic, environmental, and social impacts	32, 95, 98, 116,
	102-30 Effectiveness of risk management processes	98, 120
	102-31 Review of economic, environmental, and social topics	13, 17-21
	102-32 Highest governance body's role in sustainability reporting	116, 120
	102-35 Remuneration policies	44
	102-36 Process for determining remuneration	44-45
Stakeholder engagement		
	102-37 Stakeholders' involvement in remuneration	44-45
	102-38 Annual total compensation ratio	132
	102-40 List of stakeholder groups	77
	102-41 Collective bargaining agreements	54
	102-42 Identifying and selecting stakeholders	17-19, 77, 127
	102-43 Approach to stakeholder engagement	17-19, 77, 127
	102-44 Key topics and concerns raised	17-21
Reporting practice		
	102-45 Entities included in the consolidated financial statement	92
	102-46 Defining report content and topic Boundaries	13, 17-21
	102-47 List of material topics	17-21
	102-48 Restatements of information	N/A
	102-49 Changes in reporting	N/A
	102-50 Reporting period	13
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	102-52 Reporting cycle	13
	102-53 Contact point for questions regarding the report	144

GRI Standard	Disclosure	Page number(s)
	102-54 Claims of reporting in accordance with the GRI Standards	13
	102-55 GRI content index	130-133
	102-56 External assurance	39
Material Topics		
200 series (Economic topics)		
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	73
	201-2 Financial implications and other risks and opportunities due to climate change	32, 73, 118
	201-3 Defined benefit plan obligations and other retirement plans	44
	201-4 Financial assistance received from government	75
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6-7
	203-2 Significant indirect economic impacts	73-74
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	100-101
Anti-corruption and anti-competitive		
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	98-99
	205-2 Communication and training about anti-corruption policies and procedures	99
	205-3 Confirmed incidents of corruption and actions taken	99
GRI 206: Anti-competitive Behaviour	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	99, 128
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	73
	207-2 Tax governance, control, and risk management	72-75
	207-3 Stakeholder engagement and management of concerns related to tax	73-74
300 series (Environmental topics)		
Water		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	25, 35
	303-2 Management of water discharge-related impacts	36
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	34
	304-2 Significant impacts of activities, products, and services on biodiversity	34
	304-3 Habitats protected or restored	34
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	34
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	122
	305-2 Energy indirect (Scope 2) GHG emissions	122
	305-3 Other indirect (Scope 3) GHG emissions	122
	305-4 GHG emissions intensity	28
	305-5 Reduction of GHG emissions	25-30
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	25-29
	302-3 Energy intensity	125
	302-4 Reduction of energy consumption	33
Effluents and Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	38
	306-2 Management of significant waste-related impacts	38
	306-3 Waste generated	38
	306-4 Waste diverted from disposal	38
	306-5 Waste directed to disposal	38
Environmental Compliance		
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	36, 39

GRI Standard	Disclosure	Page number(s)
400 series (Social topics)		
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	133-134
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	49, 53
	401-3 Parental leave	46, 47, 134
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	57-58
	403-2 Hazard identification, risk assessment, and incident investigation	61, 65, 66
	403-4 Worker participation, consultation, and communication on occupational health and safety	57-66
	403-5 Worker training on occupational health and safety	58, 62
	403-6 Promotion of worker health	52-54, 64-66
	403-8 Workers covered by an occupational health and safety management system	61
	403-9 Work-related injuries	60-61
	403-10 Work-related ill health	64-66
Training and Education		
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	44, 49
	404-3 Percentage of employees receiving regular performance and career development reviews	45
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	48, 133-134
	405-2 Ratio of basic salary and remuneration of women to men	44, 46
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	54
Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	68-71
Human Rights		
GRI 412: Human Rights Assessments	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	84-87
Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	77
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	84-87
	414-2 Negative social impacts in the supply chain and actions taken	86
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GRI 415: Public Policy 2016	415-1 Political contributions	102
Customer Privacy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	101
Socioeconomic Compliance		
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	36, 39, 60, 99

Table 29: Site and office location and details.

	Site	Office
Name	Bellevue Gold Project	Perth Office
Country	Australia	Australia
State	Western Australia	Western Australia
Local Government Area	Shire of Leonora	City of Perth
Co-ordinates	27°38' S 120°33' E	-31° 57' S 115° 50' E
Address	Bellevue Gold Goldfields Hwy Leinster WA 6473	Ground Floor, 24 Outram Street, West Perth WA 6005
Native Title area	Tjjiwarl	Noongar

Table 30: Age categories and employee count for Bellevue Gold, as at 30 June 2022

Age	Female	Males	# of employees	% of employees
<30	3	7	10	14.3%
30-50	24	28	52	74.3%
>50	3	5	8	11.4%
Total	30	40	70	

Table 31: Total number of employees by employment contract.

	Female	Male	Total
Permanent	26	38	64
Fixed Term Contract	4	2	6
Total	30	40	70

Table 32: Total number of employees by region.

WA	66
Interstate	2
International	2
Total	70

Table 33: Total number of employees by employment type

	Female	Male	Total
Part-time	5	0	5
Full-time	25	40	65
Total	30	40	70

Table 34: Total number of new employee hires, from July 2021 to June 2022.

	Female	Male	Total
<30	4	3	7
30-50	18	18	36
>50	2	3	5
Total	24	24	48

Table 35: Total number of employee turnover, from July 2021 to June 2022.

	Female	Male	Total
<30	4	6	10
30-50	10	15	25
>50	4	2	6
Total	18	23	41

Table 36: Total number of employees that were entitled to parental leave, split by gender.

	Female	Male	Total
Entitled to take parental leave	30	40	70
Not entitled to take parental leave	0	0	0
Total	30	40	70

Table 37: Total number of employees that took parental leave, split by gender.

	Female	Male	Total
Total number that took parental leave	5	1	6
Total number that did not take parental leave	25	39	64
Total	30	40	70

Table 38: Total number of employees that returned to work after parental leave, split by gender.

	Female	Male	Total
Returned to work	5	1	6
Did not return to work	0	0	0
Total	5	1	6

Table 39: Total number of employees that returned to work after parental leave and maintaining working at the Company 12 months after their return to work, split by gender.

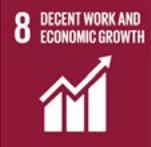
	Female	Male	Total
Maintain working 12 months after returning	0	0	0
Left the business within 12 months	3	0	3
Total	3	0	3

The parental leave policy applies to all 70 staff, this includes the 30 female and 40 male staff. Across the last 12 months, six staff (five females and one male) have taken up the Parental Leave offer, shown in Table 37. Three staff returned to work, in addition to three staff who are currently still on parental leave. Three staff who have taken parental leave are still employed, and all other staff members did return to work after parental leave, however some employees subsequently left the business within 12 months of them returning to the Bellevue Gold workforce.

In FY22, the CEO's base salary was \$450,000, compared to the median base salary of employees of \$158,366, therefore, the ratio of CEO to median employee's salary is 2.84. Whereas the mean base salary of employees of \$145,000, therefore, the ratio of CEO to mean employee's salary is 3.10.

Table 40: UN SDG reference table

UN SDG		SASB Topics	GRI	Page
	End poverty in all its forms everywhere	EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples)	207-1 207-2	69-71, 74
		EM-MM-210b (Community Relations)	207-3	
		EM-MM-310a (Labor Relations)	203-2	
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	EM-MM-140a (Water Management)	411-1	81
		EM-MM-160 (Biodiversity Impacts)		
	Ensure healthy lives and promote wellbeing for all at all ages	EM-MM-120a (Air Quality)	401-2-a	52-53, 57-59, 81
		EM-MM-130a (Energy Management)	403-6-b	
		EM-MM-140a (Water Management)	403-10	
		EM-MM-150a (Waste & Hazardous Materials Management)	403-9-a	
		EM-MM-310a (Labor Relations)	203-2	
		EM-MM-320a (Workforce Health & Safety)	305-1 305-2	
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		404-1-a	49, 51, 79-81
	Achieve gender equality and empower all women and girls	EM-MM-320a (Workforce Health & Safety)	401-1 404-1-a 401-3 404-3-a 405-1 405-2-a 406-1 401-2 102-22-a 102-24	8, 43-44, 46-48, 50
	Ensure availability and sustainable management of water and sanitation for all	EM-MM-140a (Water Management)	303-1-a	35-36
		EM-MM-150a (Waste & Hazardous Materials Management)	303-1-c	
		EM-MM-160 (Biodiversity Impacts)	303-2-a	
		EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples)	306-1 306-2-c	
		EM-MM-210b (Community Relations)	304-4-a 306-1-a 306-3-a 306-3-c	
	Ensure access to affordable reliable sustainable and modern energy for all	EM-MM-110a (Greenhouse Gas Emissions)	302-1	25-29
		EM-MM-130a (Energy Management)		

	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	EM-MM-150a (Waste & Hazardous Materials Management) EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples) EM-MM-210b (Community Relations) EM-MM-310a (Labor Relations) EM-MM-320a (Workforce Health & Safety)	201-1 203-2 404-2 203-2 204-1-a 302-1 102-8 401-1 401-2-a 401-3 404-1-a 404-2 404-3-a 405-1 405-2-b 401-1 102-41 402-1 403-2 403-8 403-9 403-10 406-1	42-45, 68-71, 73
	Build resilient infrastructure promote inclusive and sustainable industrialization and foster innovation	EM-MM-110a (Greenhouse Gas Emissions) EM-MM-130a (Energy Management)	201-1	26-27, 29, 52
	Reduce inequality within and among countries	EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples) EM-MM-210b (Community Relations) EM-MM-310a (Labor Relations)	102-8-a 102-8-c 401-1 404-1-a 404-3-a 405-2-a 207-1 207-2 207-3	43, 46, 51, 68-71
	Make cities and human settlements inclusive, safe, resilient, and sustainable	EM-MM-120a (Air Quality) EM-MM-140a (Water Management) EM-MM-150a (Waste & Hazardous Materials Management) EM-MM-160 (Biodiversity Impacts) EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples) EM-MM-210b (Community Relations)	306-2-c 306-3-a	35, 52, 68-71
	Ensure sustainable consumption and production patterns	EM-MM-110a (Greenhouse Gas Emissions) EM-MM-120a (Air Quality) EM-MM-130a (Energy Management) EM-MM-140a (Water Management) EM-MM-150a (Waste & Hazardous Materials Management) EM-MM-160 (Biodiversity Impacts)	302-1 303-1-a 303-1-c 305-1 305-2 306-2-a 306-3-a 306-4-a	35, 38, 104, 117

UN SDG		SASB Topics	GRI	Page
	Take urgent action to combat climate change and impacts	EM-MM-130a (Energy Management)	201-2-a	28, 32, 104-107, 114-123
			302-1	
			305-1	
			305-2	
			305-4-a	
305-5-a				
	Conserve and sustainably use the oceans seas and marine resources for sustainable development	EM-MM-140a (Water Management) EM-MM-150a (Waste & Hazardous Materials Management) EM-MM-160 (Biodiversity Impacts)	304-1-a	34
			304-2	
			304-4-a	
			305-1	
			305-2	
305-4-a				
305-5-a				
	Protect restore and promote sustainable use of terrestrial ecosystems sustainably manage forests combat desertification and halt and reverse land degradation and halt biodiversity loss	EM-MM-140a (Water Management) EM-MM-150a (Waste & Hazardous Materials Management) EM-MM-160 (Biodiversity Impacts)	304-1-a	25, 34-35
			304-3	
			304-4-a	
			306-3-a	
			306-3-b	
			306-3-c	
			306-5-a	
			305-1	
			305-2	
305-4-a				
305-5-a				
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective accountable and inclusive institutions at all levels	EM-MM-210a (Security, Human Rights & Rights of Indigenous Peoples) EM-MM-210b (Community Relations) EM-MM-510a (Business Ethics & Transparency)	403-9-a	17-19, 68-71, 76-77, 84-87, 102
			403-9-b	
			403-9-c	
			403-10	
			102-16-a	
			102-17-a	
			206-1	
			307-1-a	
			419-1-a	
			415-1-a	
			102-23	
			102-25	
			102-21	
			102-22-a	
102-24				
102-29				
102-37				
403-4-a				
	Strengthen the means of implementation and revitalize the global partnership for sustainable development		207-1	13
			207-2	
			207-3	

Competent Persons Statements

This report contains references to Mineral Resource and Ore Reserves estimates, which have been extracted from the Company's ASX announcements dated 4 May 2022 titled "Resource Update", 10 June 2022 titled "Project Production, De-risking and Growth Update-update" and 24 November 2022 titled "Further positive grade control results". The Company confirms that it is not aware of any new information or data that materially affects the information included in the said announcements, and in the case of estimates of Mineral Resources and Ore Reserves, that all material assumptions and technical parameters underpinning the estimates in the relevant market announcements continue to apply and have not materially changed. The Company confirms that the form and context in which the Competent Persons' findings are presented have not materially modified from the original market announcements.

Information in this report that relates to production targets (including subsets of such targets) were first reported in the ASX announcement dated 10 June 2022 titled "Project Production, De-risking and Growth Update-update". The Company confirms that all the material assumptions underpinning the production targets, and the forecast financial information derived from the production targets, continue to apply and have not materially changed.

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Forward Looking Information

This report contains forward-looking statements. Wherever possible, words such as "intends", "expects", "scheduled", "estimates", "anticipates", "believes", and similar expressions or statements that certain actions, events or results "may", "could", "would", "might" or "will" be taken, occur or be achieved, have been used to identify these forward-looking statements. Although the forward-looking statements contained in this report reflect management's current beliefs based upon information currently available to management and based upon what management believes to be reasonable assumptions, the Company cannot be certain that actual results will be consistent with these forward-looking statements. A number of factors could cause events and achievements to differ materially from the results expressed or implied in the forward-looking statements. These factors should be considered carefully and prospective investors should not place undue reliance on the forward-looking statements. Forward looking statements necessarily involve significant known and unknown risks, assumptions and uncertainties that may cause the Company's actual results, events, prospects and opportunities to differ materially from those expressed or implied by such forward-looking statements. Although the Company has attempted to identify important risks and factors that could cause actual actions, events or results to differ materially from those described in forward-looking statements, there may be other factors and risks that cause actions, events or results not to be anticipated, estimated or intended, including those risk factors discussed in the Company's public filings. There can be no assurance that the forward looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, prospective investors should not place undue reliance on forward looking statements. Any forward-looking

statements are made as of the date of this report, and the Company assumes no obligation to update or revise them to reflect new events or circumstances, unless otherwise required by law. This report may contain certain forward-looking statements and projections regarding:

- estimated Resources and Reserves;
- planned production and operating costs profiles;
- planned capital requirements; and
- planned strategies and corporate objectives.

Such forward looking statements/projections are estimates for discussion purposes only and should not be relied upon. They are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors many of which are beyond the control of the Company. The forward-looking statements/projections are inherently uncertain and may therefore differ materially from results ultimately achieved. The Company does not make any representations and provides no warranties concerning the accuracy of the projections and disclaims any obligation to update or revise any forward-looking statements/projects based on new information, future events or otherwise except to the extent required by applicable laws.

Forward looking All-In-Sustaining Cost estimates have been prepared on a real basis at a project level. Any All-In-Sustaining Cost, pre-tax free cashflow and IRR estimates in this report are based on the economic assumptions detailed in the section titled "Material assumptions" on page 8 of the ASX announcement dated 10 June 2022 titled "Project Production, De-risking and Growth Update-update".

List of Acronyms and Units

Abbreviation	Term	Abbreviation	Term
AGM	Annual General Meeting	IUCN	International Union for Conservation of Nature
AISC	All-In Sustaining Cost	JORC	Joint Ore Reserves Committee
AMEC	Association of Mining and Exploration Companies	JORC Code	Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves
ARMC	Audit and Risk Management Committee	kWh	kilowatt hour(s)
ASAE	Standards on Assurance Engagements	LTI	Long term injury
ASX	Australian Securities Exchange	LNG	Liquefied Natural Gas
Au	Gold	LTIFR	Lost time injury frequency rates
BESS	Battery Energy Storage System	Moz	million ounces
CIL	Carbon-In-Leach	Mtpa	Million Tonnes Per Annum
CME	The Chamber of Minerals and Energy of WA	MW	megawatt
CO _{2e}	Carbon dioxide equivalent	MWh	megawatt hour(s)
Cth	Commonwealth	NTA	Native Title Agreement
CY	Calendar year	NRC	Nomination and Remuneration Committee
DMIRS	Department of Mines, Industry Regulation and Safety	OHS	Occupational Health and Safety
DPLH	Department of Planning, Lands and Heritage	oz	gold ounce
DWER	Department of Water and Environmental Regulation	PACE	Passion, Accountability, Care and Excellence
EAP	Employee Assistance Program	PEC	Priority Ecological Community
EEO	Equal Employment Opportunity	PPA	Power Purchase Agreement
EIS	Exploration Incentive Scheme	RC	Reverse Circulation
EMT	Executive Management Team	SASB	Sustainability Accounting Standards Board
EPA	Environmental Protection Authority	STI	Short term incentive
ERT	Emergency Response Team	SDG(s)	United Nations Sustainable Development Goal(s)
ESG	Environmental, social and governance	TAC	Tjiwarl Aboriginal Corporation
FY20	Financial Year 2020 – 1 July 2019 to 30 June 2020	TCFD	Task Force on Climate-related Financial Disclosures
FY21	Financial Year 2021 – 1 July 2020 to 30 June 2021	TNFD	Taskforce on Nature-related Financial Disclosures
FY22	Financial Year 2022 – 1 July 2021 to 30 June 2022	TRIFR	Total Recordable Injury Frequency Rate
FY23	Financial Year 2022 – 1 July 2022 to 30 June 2023	TSF	Tails storage facility
g/t	Grams per tonne	UN	United Nations
GHG	Greenhouse gas(es)	UN GC	United Nations Global Compact
GIS	geographic information system	UN SDG	United Nations Sustainable Development Goals
GRI	Global Reporting Initiative	WA	Western Australia
HSSC	Health, Safety and Sustainability Committee	WASM	Western Australian School of Mines (Curtin University)
ISO	International Organization for Standardization	WGEA	Workplace Gender Equality Agency
ISAE	International Standard on Assurance Engagements		

Legislation

The major legislative instruments applicable to Bellevue Gold include the following Acts, and any relevant subsidiary legislation made under the Acts.

Corporate

Corporations Act 2001 (Cth)
Criminal Code Act 1995 (Cth)
ASX Listing Rules

Environmental and Heritage

Environmental Protection Act 1986 (WA)
Environmental Protection and Biodiversity Conservation Act 1999 (Cth)
Rights in Water and Irrigation Act 1914 (WA)
Mining Rehabilitation Fund Act 2012 (WA)
National Greenhouse and Energy Reporting Act 2007 (Cth)
Renewable Energy (Electricity) Act 2000 (Cth)
Native Title Act 1993 (Cth)
Aboriginal Heritage Act 1972 (WA)
Aboriginal Cultural Heritage Act 2021 (WA)
Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)

Financial

Taxation Administration Act 1953 (Cth)
Fringe Benefits Tax Act 1986 (Cth)
Pay-roll Tax Assessment Act 2002 (WA)
Superannuation Guarantee (Administration) Act 1992 (Cth)
Duties Act 2008 (WA)
Excise Act 1901 (Cth)
Income Tax Assessment Act 1936 (Cth)
Income Tax Assessment Act 1997 (Cth)
Personal Property Securities Act 2009 (Cth)
A New Tax System (Goods and Services Tax) Act 1999 (Cth)

Operations, including Health and Safety

Civil Aviation Safety Regulations 1998 (Cth)
COVID-19 Response and Economic Recovery Omnibus Act 2020 (WA)
Land Administration Act 1997 (WA)
Modern Slavery Act 2018 (Cth)
Mining Act 1978 (WA)
Mines Safety and Inspection Act 1994 (WA)
Radiation Safety Act 1975 (WA)
Radiocommunications Act 1992 (Cth)
Occupational Safety and Health Act 1984 (WA)
Mine Safety and Inspection Act 1994 (WA)
Work Health and Safety Act 2020 (WA)
Dangerous Goods Safety Act 2004 (WA)
Health Act 1911 (WA)

People

Equal Opportunity Act 1984 (WA)
Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (Cth)
Fair Work Act 2009 (Cth)
Privacy Act 1988 (Cth)
Workplace Gender Equality Act 2012 (Cth)
Workers' Compensation and Injury Management Act 1981 (WA)



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GOLD

Sustainability Report 2022

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