

2024 Sustainability Report

WEST AFRICAN RESOURCES LIMITED



IMPORTANT NOTICE

Forward-Looking Information

This 2024 Sustainability Report for West African Resources Limited (‘Company’) contains forward-looking information including information relating to the Company’s future financial or operating performance. All statements in this report, other than statements of historical fact, that address events or developments that the Company expects to occur, are “forward-looking” statements. This includes projections, forecasts and estimates which may not have been based solely on historical facts, but rather may be based on the opinions and estimates of the relevant management as of the date such statements are made. Where the Company expresses or implies an expectation or belief as to future events or results, such expectation or belief is expressed in good faith and believed to have a reasonable basis.

Forward-looking information is subject to a variety of known and unknown risks, uncertainties, contingencies, assumptions and other factors many of which are beyond the Company’s ability to control or predict which could cause actual events or results to differ from those expressed, projected or implied by the forward-looking information, including, without limitation, risks related to: exploration hazards; exploration and development of natural resource properties; uncertainty in the ability to obtain funding; gold price fluctuations; market events and conditions; the uncertainty of mineral resource calculations and the inclusion of inferred mineral resources in economic estimation; governmental regulations; obtaining necessary licenses and permits; the business being subject to environmental laws and regulations; the mineral properties being subject to prior unregistered agreements, transfers, or claims and other defects in title; competition from larger companies with greater financial and technical resources; the inability to meet financial obligations under agreements to which it is a party; ability to recruit and retain qualified personnel; and directors and officers becoming associated with other natural resource companies which may give rise to conflicts of interests. This list is not exhaustive of the factors that may affect the Company’s forward-looking information. Should one or more of these risks and uncertainties materialise, or should underlying assumptions prove incorrect, actual results may vary materially from those described in the forward-looking information.

Forward-looking statements 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 any forward-looking information or likelihood of achievement or reasonableness of any forward-looking statements.

Past performance is not necessarily a guide to future performance. The Company does not assume any obligation to update forward-looking information if circumstances or management’s beliefs, expectations or opinions change, or to reflect the occurrence of unanticipated events, except as required by law.

Mineral Resources, Ore Reserves and Production Targets

The Company’s estimate of Ore Reserves and the production target for the Sanbrado Project (including the Toega Deposit) and the Company’s estimate of Mineral Resources for the Group are set out in the ASX announcement titled “WAF Resource, Reserve and 10 year production update 2024” released on 28 February 2024. The Company confirms it is not aware of any new information or data that materially affects the information included in that announcement, and that all material assumptions and technical parameters underpinning the estimates of Mineral Resources for the Group and Ore Reserves for the Sanbrado Project (including the Toega Deposit) and all the material assumptions underpinning the production target and forecast financial information derived from it as set out in that announcement continue to apply and have not materially changed.

The Company’s estimates of Ore Reserves and the production target for the Kiaka Project referred to in this report are set out in the ASX announcement titled “Kiaka Feasibility Update Delivers 4.8Moz Gold Ore Reserve 20 Year Mine Life” released on 2 July 2024 . The Company confirms it is not aware of any new information or data that materially affects the information included in that announcement and that all material assumptions and technical parameters underpinning the estimate of Ore Reserves for the Kiaka Project and all the material assumptions underpinning the production target for the Kiaka Project and the forecast financial information derived from it as set out in that announcement continue to apply and have not materially changed.

Exploration Results

The exploration results referred to in this report were reported in the announcements titled “WAF Resource, Reserve and 10 year production update 2024” released 28 February 2024, “WAF intercepts 9.5m at 81.9 g/t gold outside reserves at M1S” released 15 March 2024, “WAF intercepts 24m at 55.8 g/t gold at M1S” released on 17 April 2024, “WAF hits 10.5m at 15.3 g/t gold at M1S” released on 27 June 2024, “West African hits 45m at 7.3 g/t gold below reserves at M1S” released 20 August 2024 and “West African hits 36m at 11.1 g/t gold below reserves at M1S” released 15 October 2024. The Company is not aware of any new information or data that materially affects the information included in those announcements.

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Message from the Chairman

I am proud to present West African Resources Limited's (ASX: WAF) 2024 Sustainability Report, which details our ESG activities, achievements and performance for 2024. Sustainability is fundamental to how we operate within Burkina Faso.

WAF's ESG strategy aims to support the United Nation's Sustainable Development Goals (SDGs) and to promote sustainable economic growth through responsible environmental management and social development as guided by our stakeholders. Areas where WAF is making a significant contribution include skills development of the local population through job creation, training and education along with programs to improve the health of people in the communities surrounding our projects.

WAF's ESG programs in Burkina Faso are delivered in addition to significant tax and royalty contributions that our operations make to the national government. Our operations provide positive financial and economic benefits to local communities, our large skilled local workforce, and to all of our suppliers and service providers located in the country. Our ESG programs are made possible by our strong sustainable operations and our capable team of employees, whom I thank for their dedication and commitment. In December 2024, WAF was awarded the Medal of Honour for Local Communities, during regional celebrations of Burkina Faso's Independence Day. This medal was in recognition of our promotion of economic development and community development.

Our flagship Sanbrado mining operations continued to deliver consistent high-margin gold production in 2024, producing 206,622oz at an all-in sustaining cost of US\$1,240/oz,

achieving the upper end of our annual production guidance for the fourth consecutive year. Sanbrado's strong performance is expected to continue in 2025, as we guide unhedged production to be 190,000oz to 210,000oz gold at a site sustaining cost less than US\$1,350/oz.

Construction of the Kiaka gold mining project continued at full pace in 2024, with a team of 270 staff and an additional 1,600 contractors. Construction of Kiaka is nearing completion and we are fast approaching our first gold pour. We plan to pour first gold at Kiaka in Q3 2025 and to declare commercial production in H2 2025. WAF is guiding gold production¹ of 100,000 to 150,000 ounces from Kiaka in 2025. Some of our senior operations personnel from Sanbrado will transfer to Kiaka during the year, where their experience and knowledge will benefit the project and provide a consistent management approach across both projects. Our ESG programs at Kiaka have made a great start and I look forward to seeing the local communities near Kiaka realise the benefits our long-life mining operation in their region.

As we approach the completion of our second mine at Kiaka our employee numbers continue to grow. At WAF we are proud to be an equal opportunity employer and strive to pursue the right people for each role, while providing career and training prospects for people living in the communities around our projects. In 2024, local employment at Sanbrado has continued to increase, with a national employment rate of 95%. At Sanbrado female employees make up 36% of supervisory and management roles, a relatively high rate in a male-dominated industry. We anticipate a similar trajectory at Kiaka, as the workforce transitions from construction to more diverse opportunities in our operations.

The university scholarship program, established in connection with our Sanbrado operations, awarded two new scholarships in September 2024. In addition, existing scholarship recipients have been benefiting from internships at Sanbrado, gaining valuable on-the-job skills and experience from our team. With Kiaka transitioning into operations in 2025, we will extend the scholarship program to local students in the region, doubling our investment in supporting the educational potential of high achieving students and promoting the opportunities available through education and employment.

The high quality of WAF's training programs and national workforce is exemplified by our Sanbrado Emergency Response Team who competed at the Mining Emergency Response Competition in Perth, Western Australia, in 2024. Across three days, our all-Burkinabé team competed against experienced emergency response teams from across the Australian mining industry and were recognised with multiple awards: first place for hazardous materials response and overall team safety; second place for team spirit, road crash rescue, confined space rescue, overall breathing apparatus skills and overall best captain, with a special mention here to Manna Karim Ouedraogo. Overall, the team took out fourth place in a competition of 18 teams, including teams from large and well-resourced Australian mining companies. This was a remarkable achievement for our French speaking team given many of the tasks and challenges were directed in English.

Our community relations team had a busy year at Sanbrado with the continuation of stakeholder engagements, livelihood restoration program, and community development investments. At Kiaka, the focus has been on implementing the resettlement action plan and developing the livelihood restoration plan. At the Toega deposit area the community relations team has been negotiating the resettlement of households affected by the upcoming construction of the haul road and mine development area.

Our multi-faceted health awareness and screening programs reached thousands of people in 2024, including the Sanbrado workforce and members of local communities. Covering health topics such as malaria, cancer, malnutrition and HIV/AIDS, these programs aim to raise awareness, enable easy access to screening and treatment if necessary, and promote healthy behaviours to manage health risks to families and communities. As a result, 200 women from local communities were screened for breast and cervical cancer, while 250 people were screened for HIV/AIDS.

Environmental management and environmental improvements are core components of our business. We aim to be responsible and efficient in how we use water in our operations and energy resources to power our sites. Another key area for our environmental stewardship is the rehabilitation of disturbed areas, through the production of plants from our on-site nurseries. In the past three years, our Sanbrado nursery has produced more than 74,000 plants, to be used in site rehabilitation or in community revegetation efforts. The Kiaka nursery is also expanding its production capabilities, with more than 3,000 plants produced in 2024 and planning underway for rehabilitation activities to begin in 2025.

We look forward to continuing our activities in a safe and responsible manner over the coming year, to benefit our employees, contractors and companies as well as the wider communities in which we operate.

Richard Hyde
Executive Chairman & CEO

¹ Refer to ASX release titled "WAF 2025 Production Guidance" released 21 February 2025.



Message from the General Manager Sustainability

2024 has been a year of significant activity for our teams, putting our technical and environmental expertise, and stakeholder relationships to the test. As I reflect on the year, it became apparent to me that 2024 has been about accountability and continuing to demonstrate that WAF upholds its commitments to our communities, workforce, the Government of Burkina Faso, and our shareholders.

Key Developments in 2024

A substantial portion of our efforts in 2024 has revolved around the development of the Kiaka Project. Upon acquiring the project in 2022, we inherited not only a mining permit with specific construction milestones but also over a decade of community expectations for job creation and development. It became our responsibility to fulfill these expectations. Between then and the end of 2024, we refined the project design which not only resulted in improved project economics but reduced its land take footprint and associated impacts. We updated the Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP) to reflect these changes and align with current social and environmental context, leading to the renewal of the project's Environmental Certificate. While we achieved our 2024 targets, what stands out for me above all metrics is the dedication, hard work and compassion demonstrated by our teams.

While our primary focus has been on the Kiaka Project, I would like to acknowledge the Sanbrado Community Relations and Environment Departments for their valuable guidance and support to the Kiaka and Toega teams. Throughout 2024, a number of information exchange and collaboration sessions took place where the Sanbrado teams shared comprehensive insights into their plans, procedures and projects to assist with the development of Kiaka and Toega's Environmental and Social Management Systems and social programs.

I am also proud of our corporate sustainability team for their proactive approach in adopting the GRI 14: Mining Sector 2024 standard ahead of its effective date of January 2026. This provides a reporting framework that better focuses on material topics relevant to the mining industry. Additionally, we are preparing for compliance with the Australian Sustainability Reporting Standards (AASB), which includes:

- + **Assurance:** Commencing assurance of Scope 1 and 2 greenhouse gas emissions and energy consumption presented in this Sustainability Report.
- + **Climate Change Risk Assessment:** Conducting a Climate Change Risk Assessment to identify climate-related risks and opportunities. The risk assessment will be presented to the WAF Board of Directors in Q1 2025 and integrated into future reporting.

In 2024, we introduced a Tailings Storage Facility (TSF) Management Policy as we continue integrating the Global Industry Standard on Tailings Management (GISTM) into our

practices. We also presented a Biodiversity Strategy to the WAF Board of Directors, which was given their approval in Q1 2025. The strategy aims to harmonise WAF's approach to biodiversity management across our operations.

Looking Ahead

As we transition into 2025, I am looking forward to building on the momentum we have gained this year. In 2025, we expect to see the first gold pour at Kiaka and the start of construction for the Toega project. Reporting on our environmental, social and governance performance will be expanded providing stakeholders with even greater insight into the practices we implement to achieve our aim of creating a positive mining legacy.

Mirey Lopez
General Manager Sustainability



Operations

206,622 ounces
Annual gold production

\$730 million
Annual revenue

\$154 million
Paid to Government of
Burkina Faso in taxes and
royalties

Awards

Medal of honour
Awarded to SOMISA for
'Local Communities'

Multiple awards
at MERC 2024
Held in Australia

Environment

Biodiversity Strategy
Developed a WAF global Biodiversity Strategy

GHG Scope 1 & 2 calculator
External review and update of GHG Scope
1 and 2 calculator

Social

\$51 million
Paid as wages and
benefits to employees

\$7 million
Paid to Local Development
Mining Fund

\$2.2 million
Spent on community
initiatives

95%
Sanbrado employees are
Burkinabé

1.51
Sanbrado TRIFR per million
hours worked

Governance

TSF Management Policy
Published: December 2024

Privacy Policy
Published: March 2024

Disclosure Policy
Published: December 2024

2024
Highlights



About this Report



Report and Scope

This report presents the activities of West African Resources Limited’s corporate office in Perth, Australia and exploration and mining activities carried out by its subsidiaries in Burkina Faso.

In this report, ‘WAF’ and ‘the Company’ refer to West African Resources Limited and ‘WAF Group’, ‘we’ and ‘our’ refer to the Company and, or through, its operating subsidiaries, unless otherwise explicitly stated. A full list of the Company’s subsidiaries can be found in the 2024 Annual Report. The management approaches described in this report apply to the Group, however statistical information is focused on the Sanbrado Gold Mine, the Kiaka Gold Project (under construction) and the Toega gold deposit (commencing mining in 2025), in addition to WAF’s corporate office.

This report covers a reporting period of 1 January 2024 to 31 December 2024 (aligned with financial reporting in the Company’s 2024 Annual Report). Reports are prepared annually and information from the previous reporting period has been included where it provides the context necessary for comparing performance or as background information.

References in this report to \$ are to Australian Dollars, unless otherwise stated.

Publication date: April 2025.

Reporting Approach

This Sustainability Report (Report) has been prepared following the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards), including GRI 14: Mining Sector Standard published in 2024 which will come into

effect 1 January 2026. Information was collated by the WAF Sustainability Department in consultation with project Heads of Department. This Report and supporting information are available online at WAF’s website: www.westafricanresources.com

This Report presents an update on WAF’s performance in 2024 across environmental, social and governance (ESG) topics deemed to be material to our operations and our influence on those topics. Our approach to managing material topics is described in the section titled **Management of Material Topics**. In conjunction with this Report, the related performance data and statistical information is presented in the **2024 Sustainability Databook** available on WAF’s website.

Materiality Assessment Process

WAF applies a dual materiality approach to understand WAF Group’s impacts on its environmental, social, and governance (ESG) context and the potential impacts of these issues on the Company itself.

Assessment of ESG risks is informed by:

- + enterprise-level risk assessments;
- + project-specific environmental and social impact assessments (ESIA);
- + stakeholder feedback and audits; and
- + impact of global events and gold mining industry trends.

Each year, WAF conducts an enterprise-level risk assessment to evaluate both local and global risks relevant to the Company and to determine the adequacy of existing controls and mitigation measures. This process involves a comprehensive review and analysis of each business unit, carried out by the General Manager of Risk and the respective business

unit manager. As part of this process, we recognise that stakeholder concerns vary across different projects areas. To capture these nuances, we undertake direct engagement with local stakeholders, including project affected communities, employees, government bodies, and NGOs. An essential tool in this process is the grievance mechanisms that have been implemented at Sanbrado, Kiaka and Toega, which set out a procedure for stakeholders to raise concerns and provide insights into emerging risks and material issues at the relevant site.

The findings of the enterprise-level risk assessment are reviewed by WAF’s Board of Directors Risk Committee, which meets twice a year. The 2024 enterprise-level risk assessment did not identify new or emerging ESG risks. A summary of stakeholder feedback is presented in **Our Stakeholders**.

This Sustainability Report also incorporates relevant ESG topics outlined in the new GRI 14: Mining Sector Standard, which aims to provide greater insight into ESG issues of

particular relevance to mining operations. This ensures that our materiality assessment remains responsive and reflects global sustainability commitments, industry-specific risks and local priorities.

The complete list of material topics addressed in this Report is presented in the **GRI Content Index** and described in **Management of Material Topics**.

Approving Entity

This Report has been approved for release by the Board of Directors of West African Resources Limited.

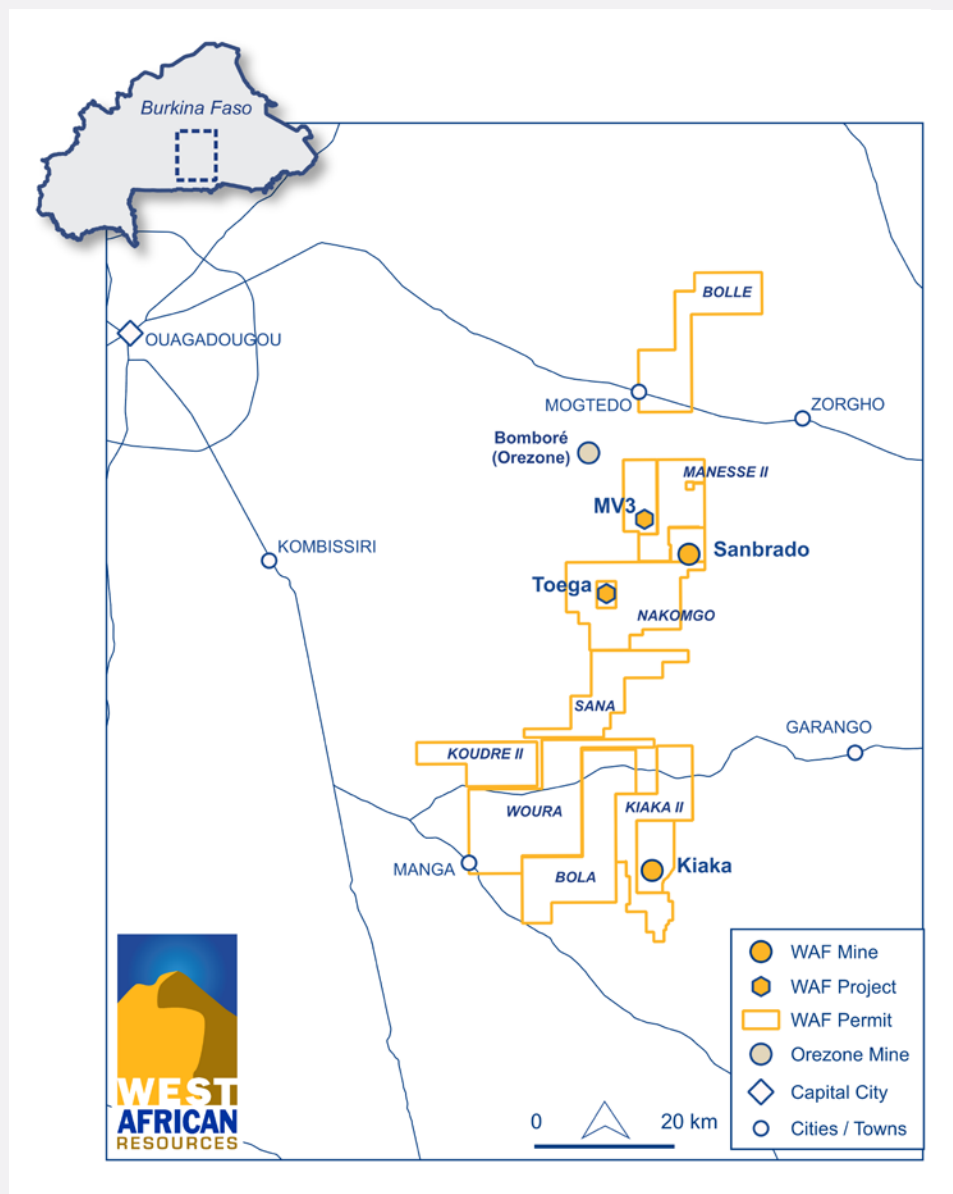
Third-party limited assurance has been provided by Bureau Veritas of the Scope 1 and 2 greenhouse gas emissions and energy consumption presented in this Report. Refer to **Limited Assurance Statement**.

The contact point for any enquiries related to this Report is info@westafricanresources.com.



Legal entity that owns rights to the project/deposit	Project/deposit name
Société des Mines de Sanbrado SA	Sanbrado Gold Mine (‘Sanbrado’ or ‘SOMISA’)
Kiaka SA	Kiaka Gold Project (‘Kiaka’)
Toega SA (previously, Kiaka Gold SARL)	Toega gold deposit (‘Toega’), previously, held under an exploration licence by Kiaka Gold SARL)

About West African Resources



WAF is focused on creating shareholder value through the acquisition, exploration and development of gold projects in West Africa in a manner that minimises negative environmental and social impact and makes a positive contribution to sustainable development.

WAF is an Australian public company, listed on the Australian Securities Exchange (ASX:WAF) with its corporate office located in Perth, Australia. The WAF Group holds a number of mining leases and exploration tenements in Burkina Faso's highly prospective Birimian greenstone belt. Its flagship project is the Sanbrado Gold Mine ("Sanbrado") which entered into production in March 2020, four years after the discovery of the high-grade M1 South deposit. With the acquisition of the Toega gold deposit and Kiaka Project in 2020 and 2021, respectively, the WAF Group has consolidated a 1,200 km² exploration land package over the prospective Markoyé fault region in central and southern Burkina Faso.

Our Operations

Sanbrado

The Sanbrado Gold Mine is located 90km southeast of Ouagadougou. Sanbrado operates as both an open-pit and underground mining operation, with ore processed via a conventional 3.2 Mtpa carbon in leach (CIL) + gravity process plant. WAF owns 90% of the project, with the Government of Burkina Faso holding a free-carried 10% equity interest in the project.

In 2024, Sanbrado produced 206,622oz of gold.

Infill diamond drilling in 2023 confirmed underground potential below Sanbrado's M5 South pit, with high-grade gold intercepts to more than 400m below surface. A resource estimate and scoping study completed in Q4 2023 indicated that this could increase Sanbrado's gold production by up to 25koz per annum. Diamond drilling in 2024 continued to deliver wide zones of high-grade mineralisation.

² Refer to ASX release titled "Toega Maiden Underground Resource and Scoping Study" released 18 March 2025.

Kiaka

In December 2021, the WAF Group acquired 90% of Kiaka with the remaining 10% interest held by the Government of Burkina Faso. Kiaka is a large-scale mine development located 45km south of the Sanbrado Mine and 110km southeast of Ouagadougou. Kiaka will operate as an open pit mining operation, with ore processed via a conventional 8.4 Mtpa CIL + gravity process plant. It will have a 20 year life of mine.

Major construction works continued at Kiaka in 2024, with construction progressing on the process plant, water storage dam, mine services area (workshops, fuel farm), and the tailings storage facility. Initial stripping of the main pit has commenced. First gold is expected to be poured in Q3 2025.

Toega

In 2020, the WAF Group acquired the Toega deposit, located 14km southwest of the Sanbrado gold process plant. The Toega open pit has an Ore Reserve of 9.4 million tonnes at a grade of 1.9 g/t gold for 570,000 contained ounces with a strip ratio (waste : ore) of 5.4 : 1. A mining permit for the Toega deposit was issued in April 2024.

Ore from Toega will be trucked to the Sanbrado gold plant for processing. Earthworks on the ore haul road will commence in Q1 2025 with pre-strip mining at Toega open pit scheduled to commence in Q3 2025. Compensation payments have been completed for land take required for the ore haul road and approvals to commence road earthworks have been received. Preparation for resettlement of households impacted by the mine infrastructure is underway.

In March 2025, WAF released results of its internal scoping study undertaken as an initial evaluation of potential development of underground mining operations beneath the Toega open pit mine². The results of that scoping study support further work on the proposed Toega underground project.

Governance

Board Of Directors



Richard Hyde
Executive Chairman



Libby Mounsey
Executive Director



Lyndon Hopkins
Executive Director



Stewart Findlay
Non-Executive Director



Rod Leonard
Lead Independent Director



Nigel Spicer
Non-Executive Director



Robin Romero
Non-Executive Director

WAF's Board of Directors (the Board) has seven members, consisting of three executive directors and four non-executive directors. Mr Hyde is the current Chair of the Board and the CEO, and Mr. Leonard is the Lead Independent Director. The process for nomination of Board members follows the ASX Principles of Good Corporate Governance.

The Board holds the ultimate responsibility for setting the Company's vision, values and strategic direction, including in relation to the Company's environmental and social performance. Some of the Board's other responsibilities include:

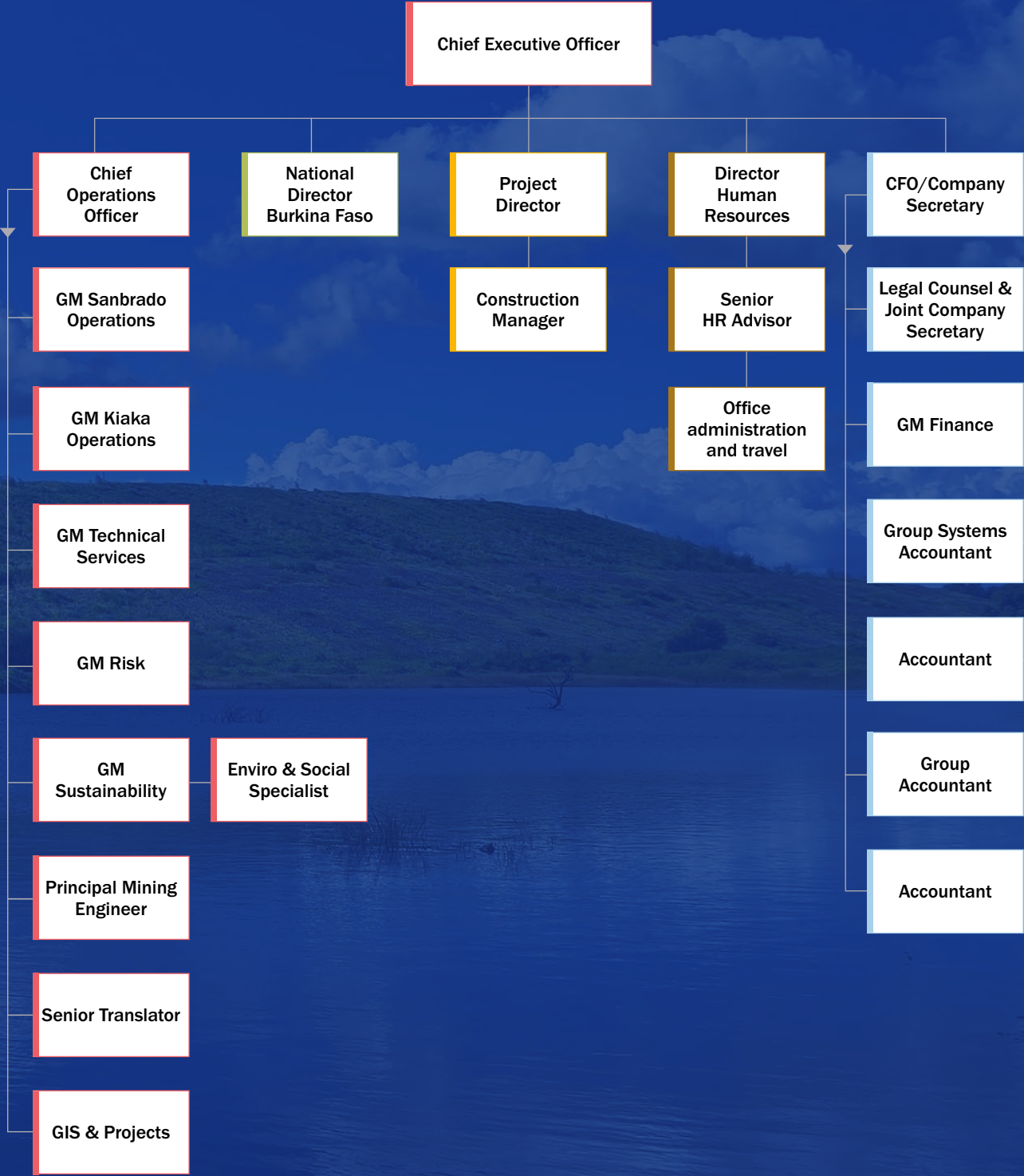
- + Monitoring the Company's performance in relation to corporate governance principles and good practice identified by the Board.
- + Approving the Company's risk management framework and monitoring compliance which includes environmental and social risks.
- + Monitoring compliance with regulatory requirements.

Functional management of our community relations and environment teams is the responsibility of the General Manager – Sustainability, with oversight by the Chief Operating Officer/Executive Director. The General Manager – Sustainability presents updates to the Board at Board meetings. This is an opportunity to inform the Board on emerging issues, topics and standards related to sustainable development, and environmental and social risk management.

Emerging complex sustainability issues or those that have the potential for significant impacts on the Company or its stakeholders, are presented from the relevant department to the General Manager – Sustainability, the Chief Operating Officer and the Board, as necessary. Departmental reports are circulated to the Board on a weekly and monthly basis to provide regular updates on activities underway, issues arising and critical concerns. In addition, WAF retains in-house legal counsel in Australia and legal counsel on retainer in Burkina Faso to stay up to date with our legal obligations in both jurisdictions.

A full description of the Board's governance structure and process is provided in the Board Charter, available at the Company's website: www.westafricanresources.com

Corporate Structure





In Burkina Faso, there is a board of directors for each of our three subsidiaries with mining operations. Each board comprises WAF's Chief Executive Officer, Chief Financial Officer, the WAF Group Country Manager and members nominated by the Government of Burkina Faso, as presented in the table below. The Government representatives include members of the Ministry of Energy, Mines and Quarries and the Ministry of Economy, Finance and Planning who are appointed by the Council of Ministers.

WAF Group representatives also sit on the boards of agencies and institutions relevant to the mining sector in Burkina Faso, including the Chamber of Mines of Burkina Faso, Corporate Social Responsibility Forum, the Workers' Health Office of Burkina Faso, the Nakambé Water Agency, and Thomas Sankara University (the last three are appointments made by the Council of Ministers).

Risk Management

The processes adopted by the WAF Group for risk management help the businesses to identify and minimise the hazards associated with mining. Our risk management system has been developed in line with ISO 31000: Risk Management (2018), under which a number of policies and procedures have been developed and implemented across the businesses. The Company's Board of Directors holds the ultimate responsibility for risk management and conducts regular reviews at both the operations and corporate levels.

WAF maintains an Enterprise Risk Register, which is a 'living document' that is continually referred to, analysed, and updated as required.

The risk management system implemented across the WAF Group is an iterative process of framework design, analysis, implementation, and assurance under which risk processes are embedded in the businesses. Corporate checks of the WAF

Company	Directors	Representing
Societe des Mines de Sanbrado SA (SOMISA)	Mr Richard Hyde (also President Director General)	WAF
	Mr Padraig O'Donoghue	WAF
	Mrs Seydi Nabbe	Executive of SOMISA
	Mrs Talato Eliane Djiguemde/Ouedraogo	Ministry of Finance
	Mr Oussou Zampou	Ministry of Mines
Kiaka SA	Mr Richard Hyde (also President Director General)	WAF
	Mr Padraig O'Donoghue	WAF
	Mrs Seydi Nabbe	WAF Group Country Manager
	Mr Goama Raphael Zougrana	N/A
	Mr Arsène TIENDREBEOGO	Ministry of Mines
Toega SA	Mr Richard Hyde (also President Director General)	WAF
	Mr Padraig O'Donoghue	WAF
	Mrs Seydi Nabbe	WAF Group Country Manager
	Mrs. TAPSOBA Safiétou	Ministry of Finance
	Mr. ZOUANGA Boukaré	Ministry of Mines

Audit of Kiaka activities by GM-Risk

By the end of 2024, progress on construction of the Kiaka project surpassed 83.5% with a workforce of more than 1,800, comprising nearly 80% national personnel and close to 4.4 million hours worked. Major infrastructure was built and installed including the water storage facility, water abstraction pipeline, major mill components, all major concrete pours, 67% of the 225kV power installation, tailings storage facility wall stage 1 with 40% of its HDPE lining laid. Simultaneously, a focus on operations readiness commenced with recruitment and training of operators.

The challenge of constructing a mine of Kiaka's potential with a mine life of 20 years requires close monitoring of management systems, in particular regular risk assessments and audits. Over the course of 2024, the General Manager of Risk conducted four site visits to Kiaka in addition to having weekly and in some cases daily calls with site health, safety and security personnel. In May 2024, an internal environmental, social, health, safety and security risk audit was conducted to assess the adequacy and efficiency of systems and procedures including:

Environmental Management System

Implementation of the Kiaka Construction Environmental Management Plan

Incident register, including incident reporting and register use

Material safety data sheet management and signage

Environmental spill response management

Biodiversity pre-clearance surveys and ground disturbance review procedures, wildlife observation registers

Water management including monitoring of rainfall, water quality, quantity and flow, site water consumption and water quality and sewage treatment plant operation

Air and noise monitoring program for occupational health and safety, and environmental and community receptors

Topsoil management

Waste management

Security

Application of the Kiaka Security Management Plan

Completion of Kiaka Construction Risk Assessment Workshop

Implementation of the Voluntary Principles on Security and Human Rights

Social Management System

Grievance management

Community consultation and stakeholder engagement records

Contractor management, including use of local procurement and employment policies and procedures

Safety

Hazard identification and risk management

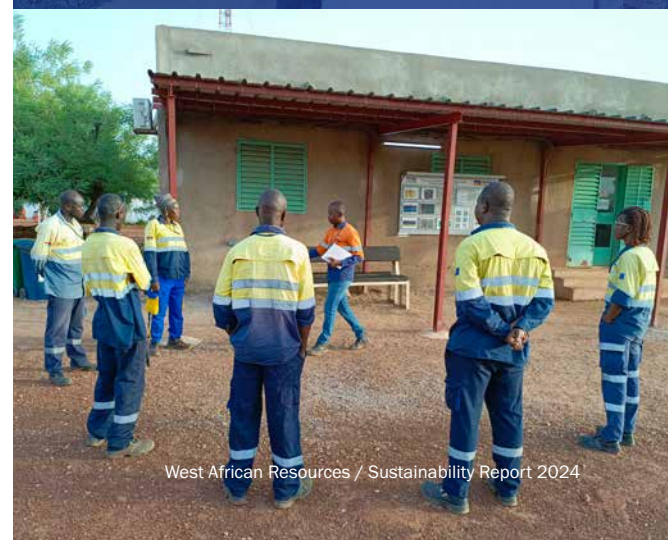
Resourcing, training and competency including induction and ongoing safety training

Contractor management

Site health and hygiene

Event management

No significant risks or gaps in systems were identified. Follow up site visits were conducted throughout the year to monitor progress and close out of actions identified during the audit. These audits also ensured that the systems in place were adequate to accommodate evolving risks associated with constructing a mine.





Group's sites and operational risk management occur several times per year. This ensures that the strategic intentions of risk control measures are understood and implemented, and that a proactive approach to identifying risks and implementing controls at site level is underway. The process extends to the granular level of job hazard analysis and personal risk assessment, using mechanisms such as Take 5 pre-task assessments.

The diverse backgrounds of the Company's executive management and members of the Board provide appropriate insight into risks for the businesses. This ensures early identification and reduction of exposure to risks across financial, technical, operational, environmental, social, cyber, safety and security aspects of the businesses. Within executive management, the General Manager - Sustainability has a strong background in environmental, social responsibility and governance requirements, while the General Manager Risk has experience in managing a range of risk functions related to health, safety, security and geopolitics, as well as having experience with risk management processes and systems.

WAF has three primary committees of the Board that oversee risk:

- + Risk Committee: oversees risk from an enterprise risk perspective across the whole WAF Group (including risks related to sustainability and cyber security).
- + Technical Committee: oversees risks related to geology, mining, ore processing, and capital projects.
- + Audit Committee: oversees financial reporting risks and related internal controls.

These committees provide three differing but focussed lenses on risk management across the WAF Group. These Board committees comprise non-executive and executive directors and meet at least twice per year. The General Manager Sustainability attends the Technical Committee and Risk Committee meetings by invitation to inform the committees of environmental, social and permitting risks and activities³.

Policies and Strategies

WAF has adopted a series of policies to define the Company's values and expectations which are subject to regular review by the Board. These policies are available to all WAF Group employees in English and French and are implemented through the practices and procedures of each department. Policies applicable to the overall conduct and performance of the Company are found on the Company's website⁴ while those applicable to day-to-day operations are accessible to employees on the WAF Group's internal portal and are presented in the **Supporting Information** section of this Sustainability Report.

Key developments in corporate policies during 2024 included:

- + Adoption and publication of three new corporate policies: Privacy Policy, Disclosure Policy, and TSF Management Policy.
- + Developing policies, strategies and plans for Kiaka, consistent with those in place at Sanbrado but reflecting the local context.

³ WAF's Corporate Governance Statement provides further information about Board committees and governance. Please refer to the WAF website: www.westafricanresources.com/corporateoverview/corporate-governance/

⁴ For more information, please refer to the WAF website: www.westafricanresources.com

Our Value Chain

We work with a large number of suppliers and contractors to safely and efficiently conduct our exploration and mining activities. In 2024, WAF Group worked with 939 goods and service providers, of which 55% are from Burkina Faso. Service providers include specialist technical consultants, mining contractors, security, transportation and camp support. Suppliers of goods range from large multinational companies supplying specialist mining equipment and plant infrastructure to small, local businesses supplying food and office equipment.

Significant contracts are awarded after a competitive tender process to ensure that the supplier meets the core project criteria, delivers the highest quality service, and is able to meet WAF's policies and procedures. Policies and procedures for procurement have been adopted and are implemented for our Burkina Faso operations that specify the ethics and sustainability mandates applicable during the procurement process, including:

- + Purchasing of goods or engagement of services must be compliant with the laws of Burkina Faso.
- + All staff must uphold their responsibilities as outlined in the Code of Conduct and the procurement policy and procedures, including ethical conduct, social responsibility, transparency, auditability and accountability, and sound risk management.

An updated local content decree and a local procurement decree were passed in Burkina Faso in 2024 establishing local procurement requirements for mining companies. These laws set minimum thresholds for local sourcing of various goods or services, with consideration of where a project sits in the mining lifecycle (exploration, construction, operations, closure). We have been well placed to meet these requirements, with Sanbrado's Local Procurement Plan (LPP) in implementation



since 2019 and release of the Kiaka Local Procurement Guideline in May 2024. These documents present the guidelines and principles being applied to maximise the proportion of procurement opportunities that accrue to local residents and businesses in the project-affected areas. WAF Group also implements a Supply Chain Policy, which outlines our commitment to meaningful engagement with communities and recognises that price is not the only variable to be considered when finding value for money. It stipulates that effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the mining life cycle.

At the other end of the value chain, all gold produced by the WAF Group is currently sold to two purchasers, who may undertake additional refining activities to form final products to meet market demand (e.g., fine gold, gold bars, industrial applications).



Our Stakeholders

Cultivating strong stakeholder relationships through accessible and inclusive dialogue is essential for us to create a positive mining legacy and generate lasting value beyond closure. We aim to do this at all stages of project development and are committed to keeping our stakeholders up to date with our activities and intentions.

The WAF Group's Code of Conduct underpins the way in which we engage with internal and external stakeholders. Project-specific Stakeholder Engagement Plans (SEPs) recognise the important role stakeholders play in the WAF Group's day-to-day operations and are implemented by community relations teams at Sanbrado, Toega and Kiaka.

Each community relations team maintains a record of areas of concern, questions and complaints raised by stakeholders. Understanding the topics which are important to our neighbouring communities informs our ongoing community development initiatives, the approach to how we conduct our businesses and operations, as well as informing the materiality assessment for the 2024 Sustainability Report. Our methods of engagement and stakeholder groups are presented in the **Sustainability Databook**.

Topics of interest for community stakeholders raised in 2024		
Sanbrado	Toega	Kiaka
+ Local employment and procurement	+ Local employment and procurement	+ Local employment and procurement
+ Professional training and youth training initiatives	+ Professional training	+ Community development initiatives
+ Increased investment in community development, including community infrastructure (water wells, health centres, schools)	+ Community infrastructure and drinking water boreholes	+ Support to community infrastructure (water boreholes, health centre, school, etc.)
+ Resettlement and livelihood restoration programs, including scheduled completion in 2025.	+ Resettlement process	+ Implementation of the Livelihood Restoration Plan
+ Road maintenance and dust management	+ Alternative sources of livelihoods for artisanal miners	+ Improvement and maintenance of the access roads, dust management

Our Response
+ Implementing local procurement policies or guidelines at each project and a Supply Chain Policy
+ Adhering to national regulations around local content
+ Implementing local employment plans at each project, based on project specific impact zones
+ Following through with our commitments outlined in resettlement action plans and livelihood restoration programs
+ Investing in social infrastructure for each project based on feedback from community and local government stakeholders, including constructing and equipping schools, donating equipment to community health centres, installing water wells
+ Offering vocational training opportunities to local communities through internships and traineeships
+ Developing targeted community development and livelihood restoration programs for different stakeholder groups, including youth, women, farmers and artisanal miners
+ Ensuring roads used by mine vehicles are maintained and adequate dust suppression methods are used

Grievance mechanism

We regard proactive engagement with stakeholders as the cornerstone of effective grievance management: we seek to identify and manage stakeholder concerns as they arise. Each project has implemented a grievance mechanism available to all stakeholders, which establishes a process to receive, evaluate and resolve complaints and concerns from community members in the project-affected area. Each grievance mechanism specifies a target resolution time sufficient to address the main types of concerns or complaints received. Complaints that require longer resolution processes such as those that are dependent on external factors (e.g. weather conditions or equipment availability to conduct road rehabilitation) result in increasing the average timeframe for resolution.

The grievance mechanism is administered by the Community Relations Department of each project, which registers any grievances and then works with the stakeholder and other departments to investigate the complaint and agree a resolution. If the grievance relates to resettlement and is not easily resolved, it is escalated to the grievance management subcommittee of the project's resettlement consultation committee. The subcommittee is composed of representatives from local communities, local and regional government representatives and technical services, and the relevant WAF Group entity.

The number of grievances lodged in 2024 reflects each project's stage of development. At Kiaka, the grievance mechanism is working to promptly resolve discrepancies which arise during the resettlement process, such as property claims, requests for name changes on official documentation, damage to property, and miscommunications.

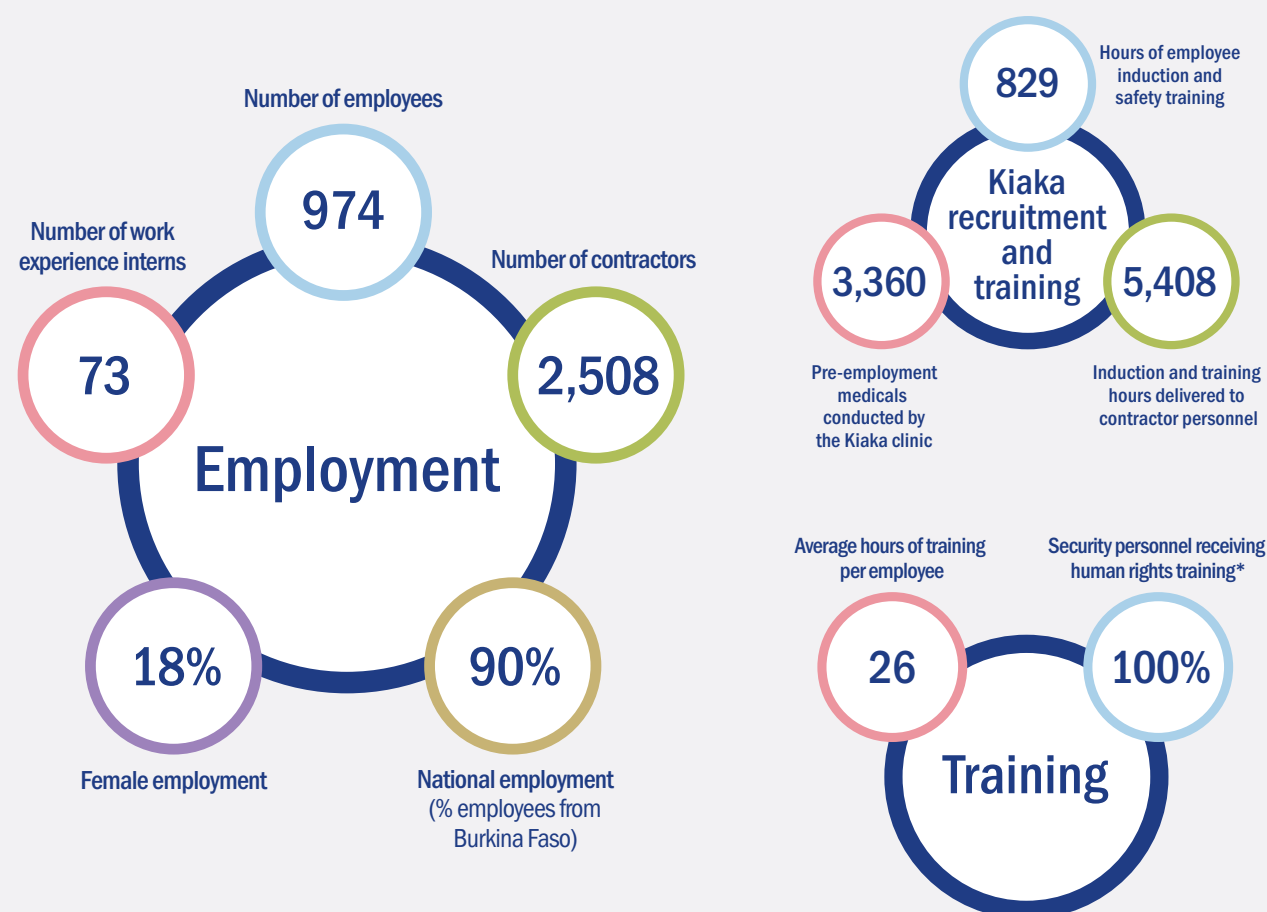
	Sanbrado	Kiaka	Toega
Total number of grievances lodged in 2024	20	120	13
Number of grievances resolved by 31 December 2024	20	118	12
Number of grievances escalated to external mediation or legal action	0	1	2
Average timeframe for resolution	21 days	20 days	1 month*
Percentage resolved within targeted timeframe	30%	74%	83%
Leading topics of grievances	Blasting. Resettlement Traffic and circulation. Road rehabilitation.	Resettlement. Claims from artisanal miners. Impacts associated with project traffic.	Resettlement compensation (for land, crops and trees) Location of haul road

* Two grievances addressed in 2024 inflated the average timeframe to resolution. These grievances took close to 12 months to resolve due to the participation of multiple stakeholders. All other grievances were resolved within the target timeframe.

Our People



In 2024, our workforce expanded to support the ongoing construction of Kiaka. The total number of employees rose to 974 complemented by over 2,500 contractors.



* Including the WAF Group's Human Rights Policy and the Voluntary Principles on Security and Human Rights (VPSHR)

The overall rate of female and national employment has decreased by 1% compared to the previous year. This is attributed primarily to the specific requirements of mine construction roles. In some instances recruitment of specialised technical experts from outside Burkina Faso was required for certain positions. As Kiaka transitions into the operational phase in 2025, we anticipate national employment trends to show again an increase in national employment over time, similar to what we have been achieving at Sanbrado.

A complete project-by-project breakdown of employment, health and safety, and training statistics is presented in the **Sustainability Databook 2024**.

Employment and training

Sanbrado

Employment at Sanbrado has remained stable, highlighted by a low turnover rate of just 3%. This stability is complemented by a commitment to diversity, as female representation in supervisory and management roles has continued to surpass industry averages, reaching 36.5% in 2024. Employment of Burkina Faso nationals increased to 95%. Local employment in particular continues to grow, with more than 40% of employees originating from the Commune of Boudry comprising communities surrounding Sanbrado.

In 2024, Sanbrado provided an average of 35 hours of training per employee, focusing on competency-based development. This training was designed to enhance skills relevant to their current roles while also preparing employees for future promotion opportunities. Additional specialised training was conducted for the Emergency Response Team in preparation for the Mining Emergency Response Competition held annually in Perth, Australia (see feature on page 23).

Kiaka

In 2024, recruitment continued to be a key priority at Kiaka, resulting in an increase in employee numbers, which doubled from 136 at the end of 2023 to 272 by the end of 2024. The number of contractors on site also grew significantly, to almost 1,600. The majority of the roles (88%) were filled by males and 14% by expatriate personnel reflecting the nature of candidate applications and roles required during the construction phase of a mining project. In addition to supporting the construction of Kiaka, our recruitment efforts have also focused on operational readiness, with senior roles being filled for the commencement of operational activities in the first half of 2025.

At the outset of construction, Kiaka implemented a Local Employment Plan and a Local Procurement Guideline, prioritising the employment of individuals directly or indirectly impacted by Kiaka. These documents are based on the findings of the Environmental and Social Impact Assessment and the Resettlement Action Plan developed during the project feasibility study phase. They guide adherence to local cultural norms regarding local women's participation in the workforce, ensuring that our employment practices are both respectful and inclusive. A third of employees at Kiaka in 2024 were from the Communes of Gogo and Niaogho, corresponding to the project impact zone targets set out in the Kiaka Local Employment Plan.

In addition to the inductions and site safety training provided to employees and contractors, we conducted competency-based training focused on the proper use and verification of skills for heavy equipment operation, such as forklifts and excavators. Prioritising the recruitment of operators allowed sufficient time to be allocated for training, utilising simulators, hands-on experience at Sanbrado, and on-the-job training. Aptitude tests were also conducted to establish a database of local skill sets and competencies. This will assist with identifying potential candidates for various roles, ensuring we effectively match local talent with the needs of the project.

Occupational Health and Safety

Sanbrado

The Sanbrado Workers Occupational Health and Safety (OHS) Committee meets quarterly to review the effectiveness of risk management systems in place, implement improvements and develop new initiatives, in addition to conducting regular inspections, incident investigations, training, and health and safety campaigns.

A new safety leadership training program was offered to SOMISA supervisors during 2024. The program has enhanced their safety practices and leadership capabilities, leading to improvements in proactive hazard and incident reporting, greater engagement in safety meetings, and a notable reduction in workplace injuries throughout the year.

In November 2024, we commissioned an ISO 45001 audit of Sanbrado’s Occupational Health and Safety Management Systems, resulting in an average score of 81%. The findings showed 100% compliance for leadership and worker participation, and more than 87% for conduct of operational activities. Suggested areas for improvement included performance evaluation and planning. This audit marked the first time we have engaged the services of a national auditor from Burkina Faso. We are actively implementing the recommendations provided by the auditor. This reflects our dedication to continuous improvement and compliance with safety standards, while reinforcing our commitment to promoting local content in our operations.

Kiaka

In January 2024, a tragic incident occurred at Kiaka, when a security gate fell resulting in the fatal injury of a security guard.

In response, we provided support to the family of the deceased and promptly initiated a comprehensive ICAM (Incident Cause Analysis Method) investigation. Concurrently, investigations were conducted by Burkina Faso’s Department of Mines, Police, and Department of Health. These investigations identified that contractors had manoeuvred the gate beyond its operating capacity, causing it to fall. The contractors had acted without appropriate permissions, failed to conduct a proper risk assessment and had implemented inadequate control measures. No fault was attributed to the WAF Group.

Outcomes and follow-up:

- + **Retraining of contractors:** Contractors were retrained on appropriate work practices, emphasising risk management and safety protocols at the work site.
- + **Disciplinary measures:** We took disciplinary action against the contractor, which included the loss of contracts and a requirement for formal retraining to ensure compliance with site safety procedures.
- + **Increased oversight:** Emphasis on assurance activities was heightened at the supervisor level within WAF Group and across the contractor sub-group. This step aims to enhance safety oversight and prevent similar incidents in the future.

Implementation of OHSMS at Kiaka

With the second year of construction at Kiaka now complete, all aspects of the project’s Occupational Health and Safety Management System (OHSMS) are now in place, with policies, procedures and controls developed and being implemented, infrastructure and signage in place, a system of inductions for all visitors and new staff, as well as workforce training across a range of safety areas (e.g., hot work, working at height, fire safety, lock out-tag out). The Kiaka 2024 TRIFR was 1.59 per million hours worked.

Integrated digital health, safety, and environmental (HSE) management systems have been implemented to enhance monitoring and management within the Kiaka HSE framework. These systems utilise interactive tools to provide real-time information, significantly improving efficiency, accuracy, compliance, and response times. Key components of the HSE systems include:

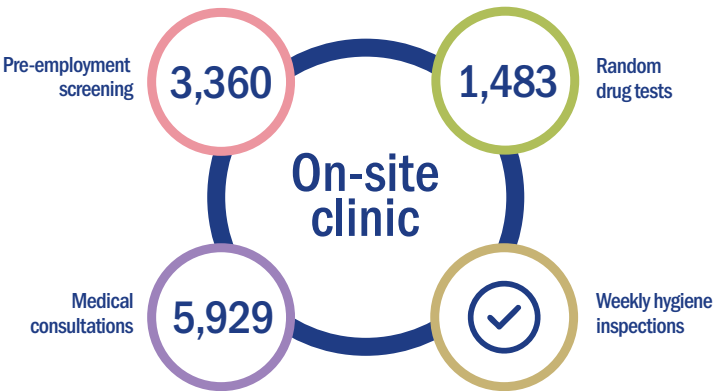
- + Incident reporting and investigation
- + Risk assessment and management
- + Audit and inspection management
- + Training and competency tracking
- + Compliance management
- + Document control
- + Dashboards and reporting



Sanbrado ERT at the 2024 Mining Emergency Response Competition in Perth.

The Kiaka HSE team has successfully cultivated a safety culture focused on hazard reporting and active workforce engagement in maintaining a safe worksite. This commitment is reflected in the high number of hazard observations submitted to the HSE team, totalling 180 observations. This figure ranks second only to the 270 observations and actions recorded during workplace inspections conducted by the HSE team.

An on-site medical clinic was set up in early construction and in 2024 was engaged across multiple areas of activity.



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Bridging continents and winning accolades at the 2024 Mining Emergency Response Competition

Sanbrado’s Emergency Response Team (ERT) participated in the 2024 Mining Emergency Response Competition (MERC), held in Perth, Western Australia. The competition was founded 14 years ago to provide an international forum for industry representatives, fly-in-fly-out (FIFO) workers, mining families and the wider community to witness the skills of the mining emergency response teams. These teams play a crucial role in ensuring the safety of workplaces and communities during emergencies. As a non-profit event, MERC offers world-class emergency rescue training and skill-building opportunities for mine rescue teams.

For the past 5 years, participation in MERC has been a key objective of the ERT and the OHS department more broadly, as part of our commitment to enhancing employee skills.

During the competition, the Sanbrado ERT showcased exceptional skill, experience and team spirit. The team placed fourth overall in the competition and was awarded a number of first and second-place standings. Manna Karim Ouedraogo received second-place award for Best Captain, highlighting his leadership and contribution to the team’s success.

- + 4th place overall MERC 2024
- + 1st Place - Overall Team Safety and HazMat (hazardous materials)
- + 2nd Place - Best Captain, Team Spirit, Road Crash Rescue, Confined Space Rescue, Overall Breathing Apparatus Skills
- + 3rd Place - Vertical Rescue

Highlights

ISO 45001 external audit of OHSMS

Sanbrado TRIFR: 1.51 per million hours worked

Managing Our Environmental Footprint

Key environmental metrics		2024	2023	2022
GHG emissions	Scope 1 emissions (t CO2e)	168,660	129,068	121,354
	Scope 3 emissions (t CO2e)	207,946	128,540	-
	Emissions intensity - Scope 1 only (t CO2e/oz)	0.82	0.57	0.53
	Energy consumption (GJ)	1,693,215	1,657,571	-
Water	Water withdrawal (megalitres)	3,458	5,520	4,076
	Water recycled or reused (megalitres)	2,954	1,693	2,841
	Water consumed (megalitres)	5,736	4,510	3,312
Biodiversity	Cumulative land clearance for mining operations (ha)	1,503*	892*	757
	Cumulative area rehabilitated (ha)	28	23.8	13.8
	Number of plants produced by nurseries	31,700	33,800	20,000
Waste	Total waste generated (t)	10,732,753	18,521,049	18,945,232
	Waste diverted from disposal – non-mineral waste (t)	3,163	1,814	1,176
	Waste directed to disposal – non-mineral waste (t)	309	258	241
	Income for community projects, generated by waste recycling initiatives	\$122,000	\$145,000	\$84,000

* 2023 and 2024 saw a significant increase in land clearance during the construction of Kiaka.
Additional data is provided in the **Sustainability Databook 2024**, including a project-by-project breakdown.

Alignment with Australian Sustainability Reporting Standard S2: Climate-related Disclosures

In September 2024, the Australian Accounting Standards Board (AASB) published the Australian Sustainability Reporting Standards, which closely align with the international benchmark: the IFRS Sustainability Disclosure Standards.

The Australian Standards comprise:

- + S1: General Requirements for Disclosure of Sustainability-related Financial Information [for which disclosure is voluntary]; and
- + S2: Climate-related Disclosures [for which disclosure is mandatory for WAF].

To ensure compliance with AASB S2 starting from 1 January 2025, WAF is pursuing a work program to collect and report the necessary information. In 2024, we engaged Foresight Consulting Group (Foresight) to undertake a scenario-based assessment of risks and opportunities across our operations and value chain. The assessment adopted a high emission scenario (SSP 5/RCP 8.5) and low emission scenario (SSP 1/RCP 2.6) and considered risks and opportunities over three industry standard time horizons (2030, 2050 and 2090).

The initial stage was a qualitative assessment of risks and opportunities in alignment with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), the Australian Sustainability Reporting Standard S2 and ISO 31000:2018 Risk Management. This assessment identified physical and transition risks, under the high emissions scenario and low emissions scenario respectively. The assessment also provided an analysis of WAF's current alignment with AASB S2 and a path forward for meeting the disclosure requirements.

In 2025, WAF will undertake a decarbonisation study to identify and prioritise emissions reduction opportunities which maximise both financial and environmental outcomes. This will inform preparation of a robust transition plan.

Foresight also supported WAF in 2024 to provide a review of our in-house Scope 1 and 2 calculations, as well as developing a bespoke Scope 3 emissions calculator, which will enable reliable and consistent calculation and reporting of emissions going forward. These initiatives also put us in a strong position in advance of the introduction of mandatory assurance of emissions reporting, under AASB S2.



Water withdrawal in 2024 was lower than in 2023 due to a shift in mining operations from a deep open pit operation (with high dewatering needs) to a pit area which is shallower, with lower dewatering needs. Surface water withdrawal metrics have remained constant, as a function of the capacity of the water storage facility and seasonal water extraction criteria set out by the Nakambé River Water Authority. Extraction is only permissible during the rainy season, when there is sufficient flow to avoid impact on the environment or downstream users. Similarly, water discharge reduced significantly in 2024, as a result of the reduced need for dewatering.

Kiaka

Key water infrastructure to support Kiaka was installed during 2024. The water storage facility (WSF) was constructed to have a capacity of 2.1Mm³ fed by a pipeline to the. Recycling and reuse of water (e.g., decant water from the TSF, contact water from other parts of the site) will be prioritised to minimise the amount of water that needs to be sourced from the Nakambé River.

Water withdrawal and consumption at Kiaka remained relatively low during 2024 (265 megalitres). A small proportion of this was used for general consumption (e.g., drinking, washing, cooking), with 94% of all water consumption used in the construction of the project. Dust suppression in particular requires a significant amount of water. During the dry season targeted dust control measures are implemented on the main mine access road, haul roads, ring road and other areas prone to dust generation to minimise dust nuisance to surrounding households and communities. Dust suppression is carried out by local contractors.

Water quality monitoring was undertaken on a quarterly basis throughout the year, as described in **Management of Material Topics**. This includes monitoring of surface water, groundwater (via boreholes on site), community boreholes, and discharge of treated water from the on-site wastewater treatment plant (which is reused in the on-site plant nursery).

Highlights

Community waste initiatives generated \$122,000, while pig farmers benefited from 236t of food waste from Kiaka and Sanbrado

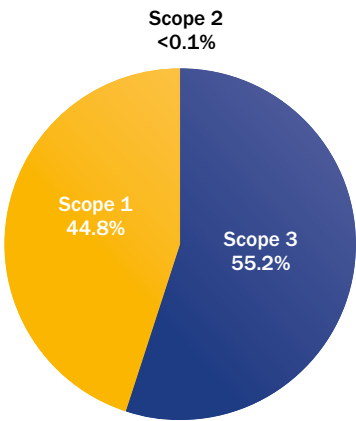
11,700 trees planted at Sanbrado through the progressive rehabilitation program

Water reuse increased from 2023

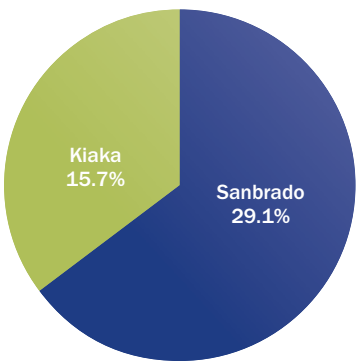
More than 31,000 plants produced in 2024 at Sanbrado and Kiaka on-site nurseries

Emissions and Climate Change

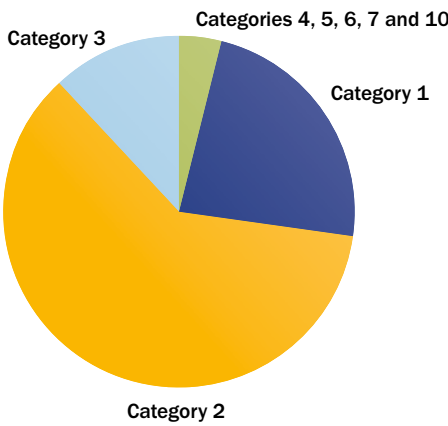
WAF Group's 2024 GHG emissions



Breakdown of Scope 1 emissions



Breakdown of Scope 3 emissions



- | | | | |
|-------------------|--|--------------------|-------------------------------|
| Category 1 | Purchased goods & services | Category 5 | Waste generated in operations |
| Category 2 | Capital goods | Category 6 | Business travel |
| Category 3 | Fuel and energy-related activities | Category 7 | Employee commuting |
| Category 4 | Upstream transportation and distribution | Category 10 | Processing of sold products |

Water Stewardship

Sanbrado

Water management at Sanbrado continued to improve in 2024, with improvements to the water balance model which is used to monitor and report on water use and loss around the site. By incorporating evaporation and TSF residual water into the model, the Sanbrado environmental management team is better able to account for water use and to forecast future water availability. This improvement to the model also enabled a recalculation of water use in previous years, resulting in the restatement of water consumption data for 2022 and 2023 (refer to the **Sustainability Databook**).





Kiaka TSF under construction: HDPE liner installation.

Biodiversity

In December 2024, the Sustainability Department presented a Biodiversity Strategy to the WAF Board of Directors, approved post year end. WAF collaborated with a biodiversity specialist firm to advance the nature-positive objective outlined in our Biodiversity and Ecosystem Services Policy. As part of the Biodiversity Strategy a series of Species Action Plans (SAPs) were developed, which are designed to mitigate impacts on protected and at-risk biodiversity species, potentially present in the areas surrounding our operational sites, as identified through each project’s ESIA. While not all species or groups occur at each of these sites, those that are present will be subject to mitigation and monitoring as outlined under the SAPs. This structured approach ensures that we actively protect biodiversity while conducting our operations, reflecting our commitment to responsible environmental stewardship.

Sanbrado

Since the start of operations in 2020, Sanbrado has a well-established environmental team looking after biodiversity aspects of the project. Core biodiversity activities for the environmental team on site include:

- + pre-disturbance surveys to identify, avoid or mitigate disturbance impacts to flora and fauna recognised under national regulations or having international conservation status;
- + progressive rehabilitation of disturbed areas;
- + operation of plant nurseries to produce suitable plants for onsite and community revegetation programs; and
- + management and relocation of dangerous animals (e.g., snakes, bees, mosquitoes) to minimise health and safety risk to our workforce.

Kiaka

In 2024, the primary focus for Kiaka was on finalising the development and architecture of the Environmental Management System, which is set to transition from construction into operations environmental management in 2025. This effort included the creation of a QR code-based wildlife sighting app, enabling site personnel and community members to easily report sightings of species identified in the Biodiversity Strategy Species Action Plans. This tool will enhance our monitoring efforts and inform effective species management measures. Additionally, we prepared several key documents, including an ecosystem services impact assessment and a comprehensive management plan.

The nursery at Kiaka has been redeveloped to use treated waste from the wastewater treatment plant, which treats domestic waste generated by site offices, accommodation and catering facilities. The treated water will be used to irrigate nursery plants, while the sludge will be incorporated into the hot composting process, alongside green waste generated on site, to produce nutrient-rich soil for nursery plant development.

In 2024, the nursery propagated more than 3,000 seedlings. The bulk of these were donated to local communities and Government agencies for reforestation initiatives, including the Commune of Gogo’s environmental department, households at resettlement sites, and the Gogo Youth Association. The nursery will continue to increase its production capacity, with the progressive rehabilitation of disturbed areas on site scheduled to commence in 2025.



Tailings and Waste Management

In 2024, WAF released its Tailings Management Policy (available on WAF’s website), which presents our commitment to safe operation of our tailings storage facilities (TSFs) and outlines our TSF governance framework. The WAF Group currently has one operational TSF at Sanbrado and one under construction at Kiaka, which is scheduled to become operational in Q2 of 2025. The facilities have been designed to the Australian National Committee on Large Dam (ANCOLD) Guidelines by external TSF design engineering firms and undergo regular audits by the Engineer of Record.

	Sanbrado	Kiaka
Location	12° 4’ 24.978” N 0° 45’ 59.958” W	11° 39’ 25.35” N 0° 49’ 59.78” W
Ownership status	Owned and operated by SOMISA*	Owned by Kiaka SA*
Consequence classification	High A (ANCOLD)	High A (ANCOLD)
Status	Operational	Under construction (not operational)
Commissioning year	2020	Scheduled Q2 2025
Final permitted capacity	25.76Mt (18.4Mm³)	153Mt (102Mm³)
Final permitted elevation	320mRL	299mRL
Current elevation	315mRL	260mRL
Raise method	Downstream	Downstream
Deposition method	Multi-spigotting	Multi-spigotting once operational
Last independent review	July 2024	September 2024
Date of next independent review	mid-2025	February 2025
Frequency of independent review	Annually	Construction: quarterly Operations: annually

* SOMISA and Kiaka SA are public limited companies owned by WAF (90%) and Government of Burkina Faso (10%).

Following completion of an options analysis in 2024 for an additional TSF at Sanbrado (‘TSF Cell 3’), SOMISA commenced an environmental permitting process for TSF Cell 3 which will involve an ESIA planned to start in early 2025 using a national environmental consultancy.

Sanbrado

Total waste volumes at Sanbrado were significantly lower in 2024, with a 40% reduction in total mineral waste produced (waste rock and tailings) as mining activities progressed from deep open pit mining at M5S in 2023 to shallower open pit mining at M5N in 2024. Most other waste streams remained relatively consistent with previous years. Management of tailings is described in **Management of Material Topics**.

In 2024, the oil-water separator at the fuel farm malfunctioned, at a point where a sump collects surface water run-off and any localised spillages. Temporary adjustments to management of the oil-water waste stream was required while the malfunction was rectified. This meant that traces of hydrocarbons could not be separated from surface water runoff, resulting in a large volume of run-off water being collected and removed during the wet season.

Partnerships with local waste handlers and recyclers continued during 2024, with 159 tonnes of waste diverted from landfill. This initiative generated an economic benefit of approximately \$122,000, which is designated to support community-led initiatives, ensuring that the funding is directed by the communities themselves, rather than by SOMISA. Another 109 tonnes of waste was diverted from disposal by donating food waste to local pig farmers.

Kiaka

As construction continued to ramp up over the course of 2024, the amount of waste generated on-site also increased as anticipated compared to the previous year. We successfully diverted 70% of this waste from disposal through recycling efforts and by donating food waste to local pig farmers. Additionally, a significant volume of timber waste was donated to community members for use as firewood, aiming to reduce the demand for firewood sourced from the environment.

Working With Our Local Communities



Highlights

SOMISA awarded the Medal of Honour for Local Communities

Completion of Kiaka Livelihood Restoration Program Visioning Study

74.2% of procurement spending by the WAF Group occurred within Burkina Faso



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SOMISA awarded the Medal of Honour for Local Communities

During the celebration of Burkina Faso's Independence Day (11 December 2024), SOMISA was awarded the Medal of Honor by local authorities. The celebration was presided over by the Governor of the Central Plateau region and was attended by regional, provincial and departmental authorities (administrative, political, customary and religious) and the wider community.

This award recognises SOMISA's contribution as a corporate citizen through community investments and a commitment to promoting economic growth, as well as highlighting the positive impacts achieved through relationships with local communities and authorities.

"This distinction rewards our actions and our ongoing commitment to the local community, local development and the progress of our nation."

SOMISA management



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Key social metrics		2024	2023	2022
Resettlement and livelihood restoration	Implemented initiatives under Sanbrado's Livelihood Restoration Program	13	13	6
	Spending on Sanbrado resettlement and livelihood restoration activities	\$465,600	\$686,776	\$1,007,618
Community development	Spending on health initiatives	\$95,900	\$59,085	\$42,080
	Spending on education initiatives	\$154,500	\$80,500	\$323,000
Local economy	Proportion of global procurement budget spent with suppliers in Burkina Faso	74.2%	69.2%	86.1%

Resettlement Planning and Livelihood Restoration



Sanbrado

All households physically or economically impacted by Sanbrado were resettled during the construction process, with resettlement completed in 2020. Compensation is paid for impacted fields over a period of 7 years and will by the WAF Group conclude in 2025.

The Sanbrado Livelihood Restoration Program (LRP) started in 2021 and is scheduled to achieve all initiatives by the end of 2025. Of the 20 planned initiatives, 13 have been completed, while 7 were still in progress in 2024 and will transition to be community-led initiatives in 2025. The LRP was designed around four pillars, each aligned with a Sustainable Development Goal (SDG) (see table).

Annual monitoring and evaluation of LRP projects is conducted and a program completion audit will be undertaken in 2025. This audit will:

- + Verify that livelihood restoration initiatives have been implemented in accordance with the LRP;
- + Assess whether the livelihoods of project-affected people (PAPs) have been restored and whether there are tangible improvements in their quality of life;
- + Review the mechanisms in place to monitor and evaluate the effectiveness of the LRP; and
- + Identify weaknesses or gaps in implementation and propose corrective actions.

Program pillar	Description
<div>Alleviating poverty</div> <div></div>	<ul style="list-style-type: none">+ Enhance household resilience by increasing livestock capital for vulnerable families in villages affected by the project.+ Create 5 market gardens that enable men and women to sell their produce in local markets, contributing income generation and poverty alleviation.+ Cultivate and process moringa, which serves as an additional source of income for women in the community.
<div>Improving household food security</div> <div></div>	<ul style="list-style-type: none">+ Supply 178 cereal producers with improved seeds, which resulted in a total yield of 786 tons of maize, sorghum, millet, rice, cowpeas, and sesame in 2024.+ Create 5 market gardens to diversify agricultural production and enhance the nutrition of project affected communities.+ Reclaim 54 hectares of degraded land through subsoiling and traditional techniques.+ Provide training and support to 16 seed producers in the production of certified improved seeds, to ensure the availability of quality seeds for agricultural production and to provide opportunity to earn additional income.
<div>Improving household health and wellbeing</div> <div></div>	<ul style="list-style-type: none">+ Establish 5 women's cooperatives to process moringa leaves into powder, tea, and moringa-based maize biscuits, contributing to the fight against malnutrition.+ Train 85 women in the preparation of moringa-based dishes, contributing to the enhancement of the nutritional quality of household meals.
<div>Building climate change resilience</div> <div></div>	<ul style="list-style-type: none">+ Train 225 agropastoralists on good practices for adapting to climate change.+ Enhance the knowledge of agropastoralists on the techniques of setting stone bunds and building stone bunds across an area of 54 hectares, to retain water and prevent soil loss.+ Production of 30 tons of compost to enrich and fertilise soil.+ Train 11 agropastoralists on nursery production and the planting of 4,122 seedlings+ Production of improved fodder, with a yield of 272 tons of fodder harvested from an area of 17.4 hectares in 2024.

Kiaka

The Kiaka resettlement program made significant progress in 2024. Regulatory authorisation for the resettlement sites was granted in September and construction contracts were issued to eight local and national companies. Construction commenced in October and is expected to be completed in the first half of 2025. Water wells for domestic water use at each site have been installed and tested for water quality and a new cemetery was also constructed under the supervision of local health services and government authorities. The cemetery has been successfully handed over to the government and PAPs. Detailed livelihood restoration planning also occurred in 2024.

Toega

Toega involves the construction of an open pit mining area, a water supply pipeline and an ore haul road to transport the mined ore to the Sanbrado process plant for processing. Construction of these facilities will result in the physical and/or economic displacement of 319 households. Individual compensation agreements have been signed with project affected households and compensation payments have begun for households impacted by the ore haul road, with earthworks due to start in early 2025.

Planning for resettlement began in 2024 and will continue in the first half of 2025, with the construction of housing and community infrastructure for physically displaced PAPs and their host communities. An external national consulting firm will lead the development of the LRP using a participatory process that actively involves PAPs and artisanal miners impacted by Toega. LRP development is planned to commence in July 2025, with the objective of commencing implementation in early 2026.

Visioning study for Kiaka Project's Livelihood Restoration Program

Construction of Kiaka has resulted in the displacement of 690 households (approximately 3,800 individuals). To ensure sustainable recovery and improvement in livelihoods for project-affected people (PAPs), a Livelihood Restoration Program (LRP) has been developed. The LRP is designed to align with international guidelines, particularly IFC Performance Standard 5, as well as national policies of Burkina Faso and local development initiatives in the five concerned municipalities of Gogo, Niaogho, Béguédo, Boussouma, and Garango. The program aims to enable PAPs to restore or improve their living standards and income-generating capacities.

The visioning study is an integral part of Kiaka SA's participatory and inclusive approach to developing the LRP. The objective of this participatory process is to ensure that the LRP addresses stakeholder needs, while also embedding sustainability and resilience into the design of the program's initiatives.

Key Steps in the Visioning Study:

- + **Review of Documents:** An analysis of the Kiaka ESIA, resettlement plan, and local and national development frameworks.
- + **Stakeholder Engagement:** Meetings were held with administrative authorities, non-governmental organisations, and technical services to gain their perspectives on potential project options.
- + **Field Surveys:** interviews and focus groups were conducted with approximately 1,500 participants, including PAPs and neighbouring communities.
- + **Cross-Validation:** Stakeholder inputs were cross-validated to identify constraints and propose effective solutions.
- + **Transition Strategies:** Adoption of transition and exit strategies to allow for gradual handover of LRP projects to PAPs and ensure sustainability of the initiatives.

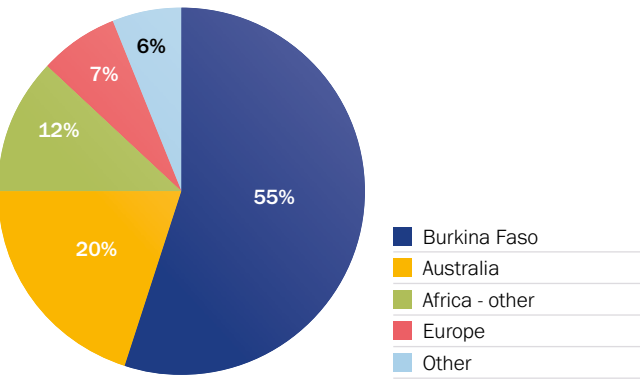
Key findings and outcomes:

1. The LRP will focus on four strategic areas:
- + **Enhancing Agricultural Productivity:** Implementing practices and technologies to improve crop yields and farming efficiency.
 - + **Promoting Livestock and Pastoral Production:** Supporting the development and management of livestock to increase food security and income for PAPs.
 - + **Supporting Income-Generating Activities:** Facilitating initiatives that boost the earning potential of PAPs through various income-generating ventures.
 - + **Delivering Targeted Training and Technical Assistance:** Providing essential training and resources to equip PAPs with the skills needed for successful agricultural and business practices.
- In addition to the aforementioned initiatives, targeted support will be extended to vulnerable households to ensure they receive the assistance they need.
2. Sustainability principles must be integrated into the LRP, along with the development of a transition and exit strategy developed for the long-term viability of the LRP initiatives beyond the 5-year implementation timeframe.
3. LRP initiatives will align with key Sustainable Development Goals (SDGs):
- + **SDG 10:** Reduced inequalities.
 - + **SDG 13:** Climate action.
 - + **SDG 17:** Partnerships for the goals.

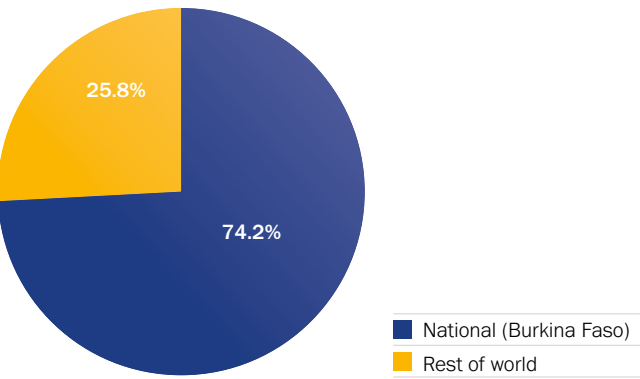
Supporting the Local Economy

In addition to supporting economic activities through Community Development Plans, we actively promote sustainable economic development through local procurement practices. Each project has a local procurement process that outlines specific procedures for sourcing goods and services locally, wherever possible.

Global distribution of vendors supplying the WAF Group



Proportion of WAF Group spending on local suppliers



Community Development Initiatives

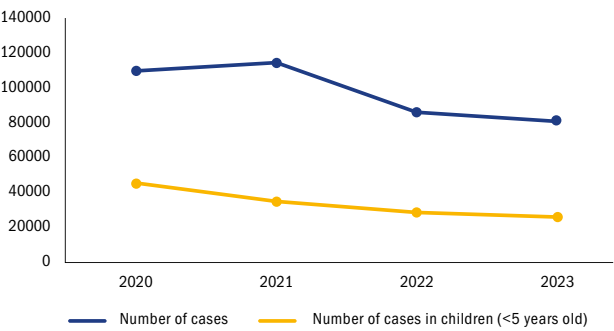
In 2024, a number of health and education-focused initiatives were implemented in communities surrounding Sanbrado. Similar initiatives will be designed and implemented as part of Community Development Plans for Kiaka and Toega, which will be tailored based on stakeholder engagement, including feedback from communities, medical and education services, and local authorities.

Health

Malaria awareness

As part of our commitment to supporting the health and safety of communities, we observed International Malaria Day on 7 June 2024, by launching a malaria awareness campaign across the Commune of Boudry. More than a dozen villages and farming hamlets participated in awareness raising sessions reaching more than 500 people. Additionally, SOMISA contributed by donating 1,000 mosquito nets to vulnerable households and communities impacted by Sanbrado.

Malaria cases in the Commune of Boudry (2020-2023)



Women’s health awareness campaigns

A comprehensive campaign was organised to raise awareness of women’s health issues among women from affected villages, focusing on topics such as maternal health including hygiene, vaccinations and infection control during pregnancy, family planning and the consequences of early pregnancy. A separate campaign was launched to promote awareness of breast and cervical cancer, which included a voluntary screening campaign. This campaign reached 600 women from affected villages, with 200 women opting to participate in the voluntary screening.

Combating Malnutrition

The Sanbrado and Toega Community Relations teams joined together to expand Sanbrado’s initiatives to combat malnutrition in communities surrounding Sanbrado and Toega. Training and equipment were provided to Community Health Centres in Mankarga V8, Nedogo, Boudry, Pousghin and Mankarga Traditionnel within the Commune of Boudry. Training in the use of moringa powder to enhance nutritional value of common dishes was also offered to health workers and mothers of children experiencing malnutrition.

HIV/AIDS awareness and screening

Since 2021, an annual campaign has occurred at Sanbrado in partnership with national health services to raise awareness and reduce the incidence of HIV/AIDS and other sexually transmitted infections (STIs) among the workforce. Awareness was through a Toolbox Talk during a pre-start meeting, followed by anonymous voluntary screening tests administered by health workers. With almost 95% of workforce residing in Burkina Faso, the campaign aims to increase knowledge and awareness of HIV/AIDS and other STIs among the workforce leading to positive impacts in the local and national population.

A similar awareness campaign for local communities surrounding the Sanbrado site reached 500 people in 2024, with 250 people choosing to undergo testing. In the event of a positive test, patients are cared for free of charge at a health centre.

Spotlight on Moringa

Moringa (*Moringa oleifera*) is a drought resistant and fast-growing species that is a major focus in our livelihood restoration and community revegetation programs. It is well-adapted to the local climatic conditions, enabling communities to diversify existing agricultural systems.

Moringa has a deep root system which prevents soil erosion and increases water retention of the soil. It is a versatile plant, where each part of the plant is edible and has medicinal properties.

- + Seeds can be eaten whole or used to extract oil, and
- + Leaves can be added into cooked dishes and are high in iron, calcium, vitamins A and C, and vegetable protein.

In 2023, Sanbrado launched the moringa project as part of the livelihood restoration program for women affected by Sanbrado. The initiative provides an opportunity to grow moringa for human consumption and prevention of malnutrition, pharmaceutical use, improvement of animal feed, reforestation and soil improvement, and creating new income generating activities (see WAF’s 2023 Sustainability Report).

Update on the Moringa Project

In 2024, Sanbrado supported improvements to 5 moringa production and processing centres, which included extensions to the production site areas, provision of seed and equipment storage warehouses, drying equipment and enclosures which expedite the natural dehydration process, and business development support for the marketing of moringa leaves and powder.

Sanbrado also supported a study trip for local women to learn about all aspects of the moringa production, processing and marketing.





Day of Excellence in Education

The Day of Excellence in Education was held in Boudry on 29 November 2024. It brought together 800 participants from local communities, local authorities, and partners, under the chairmanship of the Governor of the Central Plateau region. Sponsored by SOMISA, the objective of this day was to reward the academic excellence of students and teachers within the Commune of Boudry. The Day of Excellence also aimed to:

- + promote the values of work, effort and solidarity in the schools;
- + encourage the social engagement of community members, local associations and teachers; and
- + strengthen relations between SOMISA and local communities.

Students and teachers who have shown outstanding progress and performance were celebrated and rewarded with prizes, which included school kits, dictionaries, backpacks, motorcycles and bicycles, and 20 scholarships to promote ongoing education.

In addition, SOMISA has made funds available to the Social Service of the Commune of Boudry to support the education of 100 vulnerable students in the municipality.

Education

We are committed to promoting education as a transformational opportunity, for the individual, their family, and communities and society more broadly. The Sanbrado Community Development Plan (CDP) has multiple components related to education:

- + Supporting local schools, students and families
- + University scholarships for the highest-achieving students
- + Vocational training initiatives to improve employment potential and entrepreneurial spirit

Promoting education opportunities will continue to be a key element of our community development initiatives and will be expanded to include communities affected by Kiaka and Toega.



Vocational training initiatives

Vocational training programs delivered to communities in 2024 included:

- + Training and capacity building for 75 representatives from local companies, to improve their capability to supply or contract with large business. This training was delivered in collaboration with the Provincial Directorate of Taxation.
- + Training of 50 women from groups and cooperatives in affected villages, to promote entrepreneurship and improve financial management. The objective is to support these groups to be independently sustainable without ongoing support.
- + Information and support was provided to recently formed cooperatives to meet regulatory requirements for the payment of taxes and duties, to encourage formalisation of business activities and promote sustainable business practices.
- + Training and support for young people pursuing trades, such as carpenters, electricians, and mechanics.



Scholarship laureate KABORE Balkissa with Chief Operations Officer Lyndon Hopkins, September 2024.

University Scholarship Program

As part of SOMISA's community development program, a scholarship program was created in 2022 to support the education of young people in the commune of Boudry. Each year, scholarships are awarded to the two best male and female students to complete 3 years of higher education in a field of their choice related to the mining industry.

For the past three years, this scholarship program has supported young people who have distinguished themselves by their academic performance, despite sometimes difficult circumstances. Through this initiative, SOMISA reaffirms its commitment to education, a fundamental pillar of sustainable development and social transformation.

The following is a statement from Balkissa, one of the first scholarship beneficiaries in 2022 and celebrated as the Scholarship Laureate in 2024:

« I am KABORE Balkissa, beneficiary of the SOMISA 2022 scholarship, currently studying a Bachelor's degree level 3 in Mining and Quarrying at the École Supérieure Polytechnique de la Jeunesse (ESUP-JEUNESSE) in Ouagadougou. I would like to express my sincere thanks for awarding me this scholarship in 2022. Your invaluable help marked a decisive turning point in my academic career and allowed me to continue my studies in optimal conditions.

Thanks to SOMISA's support, I was able to cover my tuition fees, acquire the necessary materials and fully concentrate on my studies. This opportunity has been a source of motivation and inspiration for me. It is important to note that my family would not have had the means to send me to such a school without your support. Your generosity is a testament to your commitment to the education and development of young people, and I am deeply grateful to have been one of the beneficiaries of this initiative.

Thank you! »

Artisanal mining

Artisanal gold mining is a major livelihood for many communities surrounding our projects and occurs in the areas surrounding Sanbrado, Kiaka and Toega. WAF Group supports government initiatives aimed at formalising the artisanal and small-scale mining (ASM) sector in Burkina Faso and education campaigns on safe and environmentally responsible practices. While the national regulatory framework of Burkina Faso has a process in place for obtaining artisanal mining permits, most artisanal mining around our sites is undertaken illegally.

In March 2024, we signed a memorandum of understanding (MOU) with SONASP (Burkina Faso's Société Nationale des Substances Précieuses) to make available 0.98 ha of the Bollé exploration permit, held by WAF Group subsidiary WURA Resources SARL, to be used as a pilot site for semi-mechanised artisanal gold mining. This is part of a government-led initiative to formalise the artisanal mining sector and provide economic and employment opportunities for young people. The pilot site is referred to as the Meguet Shared Treatment Centre and includes a crusher, gravimetric shaking table, washing channel, and basins for the extraction of gold. The signing of the MOU was attended by the Minister of Mines, the Minister of the Environment and the Provincial Governor. We also donated personal protective equipment (hard hats, gloves, high visibility clothing, etc) for use at the site.

In 2024, the Kiaka Community Relations Department received 22 grievances from artisanal miners (18.3% of total grievances). Claims were primarily related to name corrections and compensation for lost structures. Artisanal miners who are economically displaced by a project are included in the planning and implementation of livelihood restoration programs. These programs aim to equip miners with the skills and knowledge necessary to pursue alternative sources of income.



Supporting Information

WAF GROUP POLICIES AND STANDARDS

Reference Document	Reference Location
Governance	
Code of Conduct	WAF website ⁵
Human Rights Policy	WAF website
(Corporate) Risk Management Policy	WAF website
Board Charter	WAF website
Corporate Governance Statement	WAF website
Audit Committee Charter	WAF website
Nomination Committee Charter	WAF website
Remuneration Committee Charter	WAF website
Risk Committee Charter	WAF website
Technical Committee Charter	WAF website
Disclosure Policy	WAF website
Privacy Policy	WAF website
Shareholder Communication Strategy and Continuous Disclosure	WAF website
Trading in Company Securities	WAF website
Whistleblower Policy	WAF website
Social Networks and Social Media Policy	Internal
Fair Treatment Policy	Internal
Environmental	
Biodiversity and Ecosystem Services Policy	WAF website
Environmental Policy	Internal
TSF Management Policy	WAF website
Social and Human Resources Management	
Community Relations Policy	Internal
Discretionary Support Policy	Internal
Supply Chain Policy (Sanbrado)	Internal
Recruitment Policy	Internal
Parental Leave Policy	Internal
People Policy	Internal
Diversity in Employment Policy	WAF website
Performance Management Policy (Sanbrado)	Internal
Pregnancy and Breastfeeding Hours Policy (SOMISA)	Internal
Local Employment Policy (Kiaka)	Internal
Local Employment Policy (Sanbrado)	Internal
Local Employment Policy (Toega)	Internal
Fair Treatment Policy	Internal
Local Procurement Policy (Sanbrado)	Internal
Local Procurement Guideline (Kiaka)	Internal

Reference Document	Reference Location
Occupational Health and Safety	
Occupational Health and Safety Policy	Internal
Drug and Alcohol Policy	Internal
Sanbrado Standards	
Air Quality Management Standard	Internal
Cyanide Management Standard	Internal
Tailings Management	Internal
Closure and Reclamation Management	Internal
Biodiversity Management	Internal
Waste Management	Internal
Waste Rock and Ore Stockpile Management	Internal
Water Management	Internal
Community Development	Internal
Stakeholder Engagement	Internal

⁵ WAF documents are available here: www.westafricanresources.com/corporate-overview/corporate-governance/

GRI CONTENT INDEX

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
GRI General Disclosures				
GRI 2	2-1 to 2-30	General Disclosures	Sustainability Databook	General Disclosures
GRI 3	3-1	Process to determine material topics	Sustainability Report	Materiality Assessment Process (page 8)
	3-2	List of material topics	Sustainability Report	Management of Material Topics
	3-3	Management of material topics	Sustainability Report	Management of Material Topics
GRI Mining Sector Standard				
14.0.1	-	Mine site disclosures	Sustainability Databook	Projects and Impact ID
14.1	GHG emissions			
14.1.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.1.2	302-1	Energy consumption within the organization	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (page 24) Energy & emissions
14.1.3	302-2	Energy consumption outside the organization	Information unavailable. WAF has not sourced energy consumption data from its supply chain. This data gap will be incorporated into WAF's supply chain due diligence exercise.	
14.1.4	302-3	Energy intensity	Sustainability Databook	Energy & emissions
14.1.5	305-1	Direct (Scope 1) GHG emissions	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (page 24) Energy & emissions
14.1.6	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Databook	Energy & emissions
14.1.7	305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (page 24) Energy & emissions
14.1.8	305-4	GHG emissions intensity	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (page 24) Energy & emissions
14.1.9	305-5	Reduction of GHG emissions	No significant GHG reduction initiatives were implemented in 2024. WAF will determine suitable GHG emissions reduction initiatives as part of its future climate change strategy.	
14.2	Climate adaptation and resilience			
14.2.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.2.2	201-2	Financial implications and other risks and opportunities due to climate change	Confidentiality constraints. WAF conducted a qualitative climate change risk assessment in 2024, which is to be presented to the WAF Board of Directors in 2025. Risks and opportunities due to climate change will not be disclosed before the Board of Directors has reviewed the risk assessment.	
14.3	Air emissions			
14.3.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.3.2	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Sustainability Databook	Energy & Emissions
14.4	Biodiversity			
14.4.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.4.2	101-1	Policies to halt and reverse biodiversity loss	Sustainability Report	Management of Material Topics
14.4.3	101-2	Management of biodiversity impacts	Sustainability Report	Management of Material Topics
14.4.4	101-4	Identification of biodiversity impacts	Sustainability Report	Management of Material Topics
14.4.5	101-5	Locations with biodiversity impacts	Sustainability Databook	Biodiversity

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
14.4.6	101-6	Direct drivers of biodiversity loss	Sustainability Databook	Biodiversity
14.4.7	101-7	Changes to the state of biodiversity	Information unavailable. This information is not presently collected consistently for all project sites. This disclosure will be included in future reporting, where appropriate.	
14.4.8	101-8	Ecosystem services	Sustainability Databook	Biodiversity
14.5	Waste			
14.5.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.5.2	306-1	Waste generation and significant waste-related impacts	Sustainability Report	Management of Material Topics
14.5.3	306-2	Management of significant waste-related impacts	Sustainability Report	Management of Material Topics
14.5.4	306-3	Waste generated	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (pages 24, 29) Waste
14.5.5	306-4	Waste diverted from disposal	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (pages 24, 29) Waste
14.5.6	306-5	Waste directed to disposal	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (pages 24, 29) Waste
-	-	Acid rock drainage	Sustainability Databook	Waste
14.6	Tailings			
14.6.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.6.2	-	Tailings disposal methods	Sustainability Databook	Tailings
14.6.3	-	Tailings facilities	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (page 29) Tailings
14.7	Water and effluents			
14.7.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.7.2	303-1	Interactions with water as a shared resource	Sustainability Report	Management of Material Topics
14.7.3	303-2	Management of water discharge-related impacts	Sustainability Report	Management of Material Topics
14.7.4	303-3	Water withdrawal	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (pages 24, 27) Water
14.7.5	303-4	Water discharge	Sustainability Databook	Water
14.7.6	303-5	Water consumption	Sustainability Report Sustainability Databook	Managing our Environmental Footprint (pages 24, 27) Water
14.8	Closure and Rehabilitation			
14.8.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.8.2	402-1	Minimum notice periods regarding operational changes	Not applicable. This topic is not addressed in current company policies.	
14.8.3	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report Sustainability Databook	Our People (pages 20-21) Training
14.8.4	-	Mine site closure status	Sustainability Databook	Closure
14.8.5	-	Closure and rehabilitation plans	Sustainability Databook	Closure
14.8.6	-	Areas disturbed and rehabilitated	Sustainability Databook	Closure
14.8.7	-	Life of mine	Sustainability Databook	Projects and Impact ID
14.8.8	-	Financial provisions	Sustainability Databook	Closure
14.8.9	-	Non-financial provisions	Sustainability Databook	Local Communities Local Investments

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
14.9	Economic impacts			
14.9.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.9.2	201-1	Direct economic value generated and distributed	Sustainability Report Sustainability Databook	2024 Highlights (pages 6-7) Economic contributions
14.9.3	203-1	Infrastructure investments and services supported	Sustainability Databook	Local Investments
14.9.4	203-2	Significant indirect economic impacts	Information unavailable. This information is not presently collected consistently for all project sites. This disclosure will be included in future reporting, where appropriate.	
14.9.5	204-1	Proportion of spending on local suppliers	Sustainability Report Sustainability Databook	Working With Our Local Communities (page 34) Economic contributions
14.9.6	-	Percentage of workers hired from local communities	Sustainability Report Sustainability Databook	Our People (pages 20-21) Employment
14.10	Local Communities			
14.10.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.10.2	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Databook	Local Communities
14.10.3	413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Databook	Local Communities
14.10.4	-	Grievance management	Sustainability Report Sustainability Databook	Our Stakeholders (page 19) Local Communities
14.11	Rights of Indigenous Peoples			
14.11.1	3-3	Management of material topic	Not applicable. The topic of Indigenous Peoples is considered during a project's ESIA by the independent ESIA consulting firm. For all projects assessed to date (Sanbrado, Kiaka and Toega), the topic has been deemed not applicable to the project context.	
14.11.2	411-1	Incidents of violations involving rights of Indigenous Peoples		
14.11.3	-	Locations of operations where Indigenous Peoples are present		
14.12	Land and resource rights			
14.12.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.12.2	-	Involuntary resettlement	Sustainability Databook	Local Communities
14.12.3	-	Incidents of violations of land and resource rights	No incidents occurred in 2024 regarding the violation of land or resource rights. Management of land and resource rights are described in the Sustainability Report (refer to: Our Stakeholders, Local Communities, and Management of Material Topics).	
14.13	Artisanal and small-scale mining			
14.13.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.13.2	-	Sites where ASM occurs	Sustainability Report	Artisanal Mining (page 37)
14.13.3	-	Incidents involving ASM	Sustainability Report	Artisanal Mining (page 37)
14.14	Security practices			
14.14.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.14.2	410-1	Security personnel trained in human rights policies or procedures	Sustainability Report Sustainability Databook	Our People (page 20) Training
14.15	Critical incident management			
14.15.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.15.2	306-3	Significant spills	No significant spills occurred at any of our sites in 2024.	
14.15.3	-	Critical incidents in the reporting period	Sustainability Databook	Health & safety
14.15.4	-	Emergency preparedness and response plans	Both Sanbrado and Kiaka have a site-specific Emergency Response Plan.	

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
14.16	Occupational health and safety			
14.16.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.16.2	403-1	Occupational health and safety management system	Sustainability Report	Management of Material Topics
14.16.3	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report	Management of Material Topics
14.16.4	403-3	Occupational health services	Sustainability Report	Management of Material Topics
14.16.5	403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report	Management of Material Topics
14.16.6	403-5	Worker training on occupational health and safety	Sustainability Databook	Training
14.16.7	403-6	Promotion of worker health	Sustainability Report	Management of Material Topics
14.16.8	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report	Management of Material Topics
14.16.9	403-8	Workers covered by an occupational health and safety management system	All employees and workers are covered by WAF's OHSMS. In 2024, this captured 974 employees and approximately 2,900 workers.	
14.16.10	403-9	Work-related injuries	Sustainability Databook	Health & safety
14.16.11	403-10	Work-related ill health	Sustainability Databook	Health & safety
14.17	Employment practices			
14.17.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.17.2	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Sustainability Databook	Employment
14.17.3	401-1	New employee hires and employee turnover	Sustainability Databook	Employment
14.17.4	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not applicable. Benefits provided to employees are determined by type of contract, nature of role and location of position.	
14.17.5	401-3	Parental leave	Sustainability Databook	Employment
14.17.6	402-1	Minimum notice periods regarding operational changes	Not applicable. Benefits provided to employees are determined by type of contract, nature of role and location of position.	
14.17.7	404-1	Average hours of training per year per employee	Sustainability Report Sustainability Databook	Our People (pages 20-21) Training
14.17.8	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Databook	Training
n/a	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Databook	Employment
14.17.9	414-1	New suppliers that were screened using social criteria	Information incomplete. WAF's ESG Pre-Qualification Questionnaire and New Supplier ESG Questionnaire have not yet been given to all suppliers. WAF aims to maximise local procurement. As a result, not all suppliers are able to complete these questionnaires. In 2024 WAF commenced a supply chain due diligence process, including how ESG risks are addressed at the local supplier level. WAF will continue to pursue its supply chain due diligence exercise, which will enable reporting of this disclosure in future years.	
14.17.10	414-2	Negative social impacts in the supply chain and actions taken	Information unavailable. WAF did not collect this information in 2024. This topic will be considered as part of WAF's supply chain due diligence exercise.	

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
14.18	Child Labour			
14.18.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.18.2	408-1	Operations and suppliers at significant risk for incidents of child labour	Information unavailable. WAF did not collect this information in 2024. This topic will be considered as part of WAF's supply chain due diligence exercise.	
14.18.3	414-1	New suppliers that were screened using social criteria	Information incomplete. WAF's ESG Pre-Qualification Questionnaire and New Supplier ESG Questionnaire have not yet been given to all suppliers. WAF aims to maximise local procurement. As a result, not all suppliers are able to complete these questionnaires. In 2024 WAF commenced a supply due diligence process, including how ESG risks are addressed at the local supplier level. WAF will continue to pursue its supply chain due diligence exercise, which will enable reporting of this disclosure in future years.	
14.19	Forced Labour and Modern Slavery			
14.19.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.19.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Information unavailable. WAF did not collect this information in 2024. This topic will be considered as part of WAF's supply chain due diligence exercise.	
14.19.3	414-1	New suppliers that were screened using social criteria	Information incomplete. WAF's ESG Pre-Qualification Questionnaire and New Supplier ESG Questionnaire have not yet been given to all suppliers. WAF aims to maximise local procurement. As a result, not all suppliers are able to complete these questionnaires. In 2024 WAF commenced a supply due diligence process, including how ESG risks are addressed at the local supplier level. WAF will continue to pursue its supply chain due diligence exercise, which will enable reporting of this disclosure in future years.	
14.20	Freedom of Association and Collective Bargaining			
14.20.1	3-3	Management of material topic	Not applicable. This topic is not considered material as these protections are afforded under WAF's Code of Conduct.	
14.20.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable. This topic is not considered material as these protections are afforded under WAF's Code of Conduct.	
14.20.3	-	Strikes and lockouts	No strikes or lockouts involving 1,000 or more workers occurred at any WAF sites in 2024.	
14.21	Non-discrimination and Equal Opportunity			
14.21.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.21.2	202-2	Proportion of senior management hired from the local community	Sustainability Databook	Employment
14.21.3	401-3	Parental leave	Sustainability Databook	Employment
14.21.4	404-1	Average hours of training per year per employee	Sustainability Report Sustainability Databook	Our People (pages 20-21) Training
14.21.5	405-1	Diversity of governance bodies and employees	Sustainability Databook	Employment
14.21.6	405-2	Ratio of basic salary and remuneration of women to men	Sustainability Databook	Employment
14.21.7	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were recorded in 2024.	
14.22	Anti-corruption			
14.22.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.22.2	205-1	Operations assessed for risks related to corruption	Sustainability Report	Management of Material Topics

Topic no.	Disclosure no.	Disclosure title	Location of disclosure	
14.22.3	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report	Management of Material Topics
14.22.4	205-3	Confirmed incidents of corruption and actions taken	No serious cases of corruption were identified across WAF business units. Small cases of misconduct and theft were reported at both Sanbrado and Kiaka.	
14.22.5	n/a	Approach to contract transparency	Exploration and mining permits are published on the EITI-Burkina Faso website: www.itie bf.bf	
14.22.6	n/a	Beneficial owners	WAF is a publicly listed company on the Australian Securities Exchange (ASX: WAF). Information can be accessed on the ASX website: www.asx.com.au/markets/company/WAF	
14.23	Payments to Governments			
14.23.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.23.2	201-1	Direct economic value generated and distributed	Sustainability Databook	Economic contributions
14.23.3	201-4	Financial assistance received from government	No financial assistance was received from any government.	
14.23.4	207-1	Approach to tax	Sustainability Report	Management of Material Topics
14.23.5	207-2	Tax governance, control, and risk management	Sustainability Report	Management of Material Topics
14.23.6	207-3	Stakeholder engagement and management of concerns related to tax	Sustainability Report	Management of Material Topics
14.23.7	207-4	Country-by-country reporting	Sustainability Databook	Economic contributions
14.23.8	-	Minerals purchased from the state	Not applicable. WAF does not purchase minerals.	
14.24	Public Policy			
14.24.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.24.2	415-1	Political contributions	Sustainability Databook	Economic contributions
14.25	Conflict-affected and High-risk Areas			
14.25.1	3-3	Management of material topic	Sustainability Report	Management of Material Topics
14.25.2	-	Operations in conflict-affected and high-risk areas	WAF's exploration and mining activities occur within Burkina Faso, which has experienced an increased level of insecurity and conflict over the past decade. Our sites are located in the Plateau-Central and Centre-Sud regions, away from areas of immediate conflict and known terrorist activities.	
14.25.3	-	Due diligence processes	Not applicable. WAF does not purchase minerals.	
14.25.4	-	Potential negative impacts on workers and local communities	Sustainability Report	Management of Material Topics

MANAGEMENT OF MATERIAL TOPICS

This section sets out WAF’s approach to the management of material topics, in accordance with the Global Reporting Initiative (GRI) Disclosure 3-3. A material topic reflects the organisation’s most significant impacts on the economic, environmental, and social context of its activities⁶. We also present topics that have been identified as important to our stakeholders. The process for identifying material topics is described in Section 1.3 of the Sustainability Report.

Material topics are presented in the following order:

Topic	GRI 14 Mining Sector Standard
Environmental topics	
Climate change, including:	
+ Energy	
+ GHG emissions	Topic 14.1
+ Adaptation and resilience	Topic 14.2
Air emissions	Topic 14.3
Biodiversity	Topic 14.4
Waste management, including:	Topic 14.5
+ Acid rock drainage	
Tailings management	Topic 14.6
Water and effluents	Topic 14.7
Cyanide and reagent management	
Closure and rehabilitation	Topic 14.8
Community-related topics	
Local communities, including:	Topic 14.10
+ Resettlement and livelihood restoration	
+ Cultural heritage	
Economic impacts, including:	Topic 14.9
+ Indirect economic impacts	
+ Local procurement	
Land and resource rights	Topic 14.12
Artisanal and small-scale mining	Topic 14.13
Employment topics	
Employment practices, including:	Topic 14.17
+ Diversity and equal opportunity	Topic 14.21
+ Local employment	
+ Training and education	
Occupational health and safety	Topic 14.16
Child labour, forced labour and modern slavery	Topics 14.18 and 14.19
Operational topics	
Risk management, including:	Topic 14.14
+ Security and human rights	Topic 14.15
+ Critical incident management	Topic 14.25
+ Conflict-affected and high-risk areas	
Interactions with stakeholders, including:	Topic 14.24
+ Policy influence	Topic 14.23
+ Government and tax transparency	Topic 14.26
+ Anti-corruption	

Environmental Topics

Climate Change

Energy

Key areas of energy usage in WAF Group's exploration and mining activities are:

- + Self-generated electricity produced and consumed at Sanbrado;
- + Diesel used to fuel vehicles and generators across our operations; and
- + Electricity drawn from distribution networks in Australia (corporate office) and Burkina Faso (offices and guesthouses in Ouagadougou).

Once operational, Kiaka is planned to source its electricity from the national grid, with a 225kV transmission line under construction in 2024-25.

Energy efficiency is integrated into the design phase of each project. This includes considerations for facility orientation and haulage/transport distance, the materials used in construction, and the selection of vehicles and equipment. All these elements are chosen to operate effectively within the specific constraints of the countries in which we work. During operations, we implement a regular maintenance schedule for vehicles and equipment to ensure they are operating at peak performance. The importance of energy efficiency measures is communicated to our workers through channels such as the weekly Toolbox Talk.

All our projects have been designed to include placeholders for solar farms when generation of solar energy becomes an economically viable option under the regulatory framework.

Topic 14.1 GHG emissions

During the Environmental and Social Impact Assessment (ESIA) process, each project undergoes a climate change risk assessment, which informs greenhouse gas management plans. Measures to reduce emissions include minimising project footprint and associated ground disturbance, adopting efficiency measures, and regular maintenance of static equipment and vehicles.

The main sources of our GHG emissions are:

- + Fuel use related to electricity generation and the operation of mobile equipment (Scope 1);
- + Vegetation clearance and ground disturbance during the construction and operation of our projects (Scope 1); and
- + The purchase of goods and services, including capital goods (Scope 3, Categories 1 and 2).

WAF works to continuously improve our understanding of emissions sources, the calculation of emissions and transparent reporting via the Company’s annual Sustainability Report. An external review of our Scope 1 and 2 calculations was undertaken in 2024, resulting in a more comprehensive calculation of emissions. Assurance of Scope 1 and 2 emissions calculations and reporting has been undertaken for the first time for the 2024 Sustainability Report. For Scope 3 emissions, a bespoke Scope 3 emissions calculator was developed in 2023, highlighting key areas of emissions in our value chain.

Topic 14.2 Adaptation and resilience

In 2024, WAF engaged Foresight Consulting Group (Foresight) to undertake a scenario-based assessment of climate-related risks and opportunities across our operations and value chain. The assessment adopted a high emission scenario (SSP 5/RCP 8.5) and low emission scenario (SSP 1/RCP 2.6) and considered risks and opportunities over three industry-standard time horizons (2030, 2050 and 2090).

The initial stage was a qualitative assessment of risks and opportunities in alignment with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and the Australian Sustainability Reporting Standard S2 and ISO 31000:2018 Risk Management. Physical and transition risks formed the key risk areas. This climate change qualitative assessment of risks and opportunities will be presented to the WAF Board of Directors by the General Manager – Sustainability in Q2 2025. Outcomes of this assessment and review will inform WAF’s decarbonisation study. This will enable the Company to identify and prioritise emissions reduction opportunities which maximise both financial and environmental outcomes and the preparation of a transition plan.

Topic 14.3 Air emissions

Emissions of air quality pollutants associated with mining activities are minimised through dust suppression on roads (application of molasses to key site roads, water spraying on community and mine haul roads) and crushers, site speed limits to reduce dust generation, scrubbers installed at the laboratory and a regular schedule of maintenance for vehicles and other equipment which emit air quality pollutants.

Each project implements an air quality monitoring program developed as part of the ESIA process, which is reviewed periodically as the project evolves. The text below describes the methodology for monitoring standard air quality parameters as implemented at Sanbrado. The same methods are used at Kiaka and Toega, but with variation in the number and distribution of monitoring stations.

⁶ Global Reporting Initiative (GRI), 2023. GRI 3: Material Topics 2021. Accessed: www.globalreporting.org/pdf.ashx?id=12453

Particulate matter

Particulate matter (PM) is monitored at 10 fixed locations along the mine fence using a paired monitoring stations setup, with one station installed upwind and the other downwind of mining activities. This monitoring is conducted twice a month for a 24-hour period, with two pairs of stations installed simultaneously. The pairs are then rotated to four other locations the following month (and so on) to ensure that all 10 locations are assessed at least once every quarter. The results obtained are compared against the IFC standards for particulate matter.

Dust

At the same 10 locations where particulate matter is monitored, dust fallout is monitored using a bucket installed on a 2-metre-tall pole. The bucket has a 30 cm diameter and is filled with 1 litre of water. This is a simple and relatively inexpensive method used to measure the amount of dust that settles in the bucket over a period of 30 days. At the end of the 30-day period, the water in the bucket is poured through a filter and the filter is then dried and weighed. The weight of the filter, minus the weight of the empty filter, provides the amount of dust that has settled over the 30-day period. The results are reported in grams per square metre per 30 days and are compared against the standard provided in the South African Air Quality Act (2004).

Gaseous emissions

Gaseous monitoring (for O3, SO2, NO2 and CO) is conducted quarterly at the 10 monitoring stations, by installing outdoor passive gas sampling tubes for one month. After the one-month period, the tubes are collected and transferred to an accredited analytical laboratory for processing. Results are compared to the WHO air quality guideline values.

Topic 14.4 Biodiversity

WAF’s Biodiversity and Ecosystem Services Policy outlines the approach that WAF takes towards protecting and enhancing biodiversity and ecosystem services in the regions where we operate. We are committed to conserving and enhancing biodiversity and ecosystem services, in line with global expectations of a leading corporate citizen working towards meeting the goals of the Kunming-Montreal Global Biodiversity Framework. Our goal is that our operations and activities should be nature positive and we will demonstrate progress towards this goal by expanding our biodiversity reporting to incorporate the disclosure frameworks developed by the Taskforce on Nature-related Financial Disclosures (TNFD) and the International Sustainability Standards Board (ISSB).

Early in the development of each project, an ESIA is conducted which includes a biodiversity component. This study considers the baseline conditions of vegetation, habitat types, terrestrial fauna and aquatic fauna in the area surrounding the proposed project and the potential impacts associated with the project’s construction and operation. These studies use a rigorous approach, implementing the requirements of IFC Performance Standard 6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources; IFC, 2012) and associated guidance.

The ESIA studies conducted for each of our projects have identified that habitat quality and biodiversity in the areas around our projects have been severely degraded due to significant levels of human use (e.g., agricultural cultivation and grazing, artisanal mining, timber exploitation). Outside of cultivated areas, vegetation is predominantly grass and shrub savannah, with a relatively low level of diversity. Of the tree species present, a number have local and national conservation significance.

The majority of animal species present around the Sanbrado and Toega projects are commonly occurring species with the exception of the hooded vulture (*Necrosyrtes monachus*), whose range extends over our project areas in Burkina Faso. The hooded vulture is listed as critically endangered on the IUCN Red List and has been observed at Sanbrado.

Biodiversity studies at Kiaka have likewise confirmed that it is a heavily modified landscape with no obvious areas of natural habitat. It is an agro-pastoral landscape dominated by agricultural cultivation, with scattered trees used by the community, notably Karité (*Vitellaria paradoxa*) and Kosso (*Pterocarpus erinaceus*) (both are listed as threatened species by the IUCN and are protected by Burkina Faso legislation). Although it is a modified ecosystem, suitable habitat for endangered and critically endangered species does occur, most notably the Nubian Flap-shell Turtle (*Cyclanorbis elegans*), as well as various species of vultures and raptors. Hooded Vultures (*Necrosyrtes monachus*) and White-backed Vultures (*Gyps africanus*) have both been observed in the project area.

For each project, a Biodiversity Management Plan (BMP) is developed which presents management and mitigation measures to reduce impacts to biodiversity and ecosystem services within the project development area. The BMP is implemented by the Environment Department at each site throughout the life of mine. Management of biodiversity features is focussed on protecting tree species of conservation significance, improving diversity through the revegetation of disturbed areas, management of invasive species and weeds, and the development of management strategies for priority species (e.g., nationally protected or listed by the IUCN).

In addition, where species of conservation concern are identified as potentially occurring in the area of a project and will be impacted by the project’s activities, an assessment of critical habitat (as defined by IFC PS 6) is undertaken. Where critical habitat is confirmed, a Biodiversity Action Plan is developed to target particular actions towards these species, to ensure that net biodiversity gains are achieved. At Kiaka, critical habitat was confirmed for the Barrage de Bagré and an endangered fish species (*Brycinus luteus*), which occurs in limited areas of Burkina Faso (no other global populations). A BAP has been developed.

Achieving the ‘net gain’ objective will likely require partnerships with external parties and off-site activities to promote biodiversity conservation and improvements to habitat availability and quality.

Also refer to **Closure and Rehabilitation** (below), which presents our efforts to progressively rehabilitate disturbed land, contributing to biodiversity improvements during the operational lifecycle of our projects.

Topic 14.5 Waste Management

By applying the waste management hierarchy, WAF minimises waste by avoiding its creation, reusing waste products (either through repairs and refurbishment or through finding alternative uses for functional parts), and recycling materials wherever possible. If none of these are possible, the remaining waste could be used for energy generation or treated to minimise environmental impact before disposal.

The largest waste stream at WAF Group’s operations by volume is tailings (addressed in the following section) and waste rock, which are both managed by the Mining Department of the relevant project. Smaller but still significant volumes of hazardous and non-hazardous waste are managed by each project’s Environment Department. All of these are managed according to international good practice to appropriately handle the waste, minimise the amount of waste sent for disposal and minimise the environmental impact of waste disposal.

Waste rock is the largest waste stream to be managed. Once extracted, it is deposited in waste rock dumps or used as construction material (e.g., roading, tailings storage facility). Each project’s Geology Department assesses the waste rock for any potentially acid-forming (PAF) material, which is then encapsulated within non-PAF material in the waste rock dump to prevent acid generation and associated environmental impacts (for further information, refer to **Acid Rock Drainage** below).

Other waste streams created by our mining operations include hazardous and non-hazardous wastes. Non-hazardous waste (e.g., paper and cardboard, plastics, organic/food waste) is segregated at disposal points around the relevant site, with colour-coded bins and signage to encourage workers to place waste in the correct bin. Hazardous waste (e.g., waste oil, medical waste) is collected and stored securely at the point of creation until such time as it can be taken off-site. In addition, the waste management facility at Sanbrado has a sorting facility where various waste streams can be sorted and stored in preparation for removal.

Wherever there is a demand for our non-hazardous waste products, these are donated to community or business organisations to recycle or reuse for commercial gain. For example, SOMISA works with three local companies to collect, transport, store and commercialise non-hazardous plastic and metallic waste. These businesses operate under contracts with SOMISA to provide these services and are subject to controls to ensure the quality of the process, that no additional pollution is created, and that hygiene and safety norms are respected. In addition, food waste at both Sanbrado and Kiaka is donated to local pig farmers.

Hazardous and non-hazardous waste that can be recycled or re-used is sent off-site with a Government-approved waste management contractor. Other hazardous waste is treated or disposed of by a Government-approved contractor (typically via incineration). The remaining non-hazardous waste at Sanbrado is disposed of on-site in a permitted, lined landfill facility. A similar approach for disposal of non-hazardous waste will be applied for Kiaka.

Acid Rock Drainage

The potential for acid generation from waste rock is managed according to the Acid Rock Drainage Management Plan. This sets out a process for the assessment and management of acid generating potential as follows:

- + Waste rock samples are collected in the pit;
- + Weakly oxidised rock and fresh sedimentary material are sent to the on-site laboratory for testing to identify sulfur content and acid generating potential;
- + Testing results inform the NAF (non-acid forming) /PAF (potentially acid forming) block model and how waste rock is managed; and
- + PAF material is directed to an encapsulation cell in the waste rock dump to prevent oxidation and the formation of acidic or metalliferous drainage.

The general principles of waste rock dump construction at Sanbrado are to:

- + Place sulfidic waste rock in a manner that retards or avoids air entry, to minimise sulfide oxidation and associated water quality issues.
- + Encapsulate PAF waste rock with oxygen-consuming NAF waste rock to minimise oxygen ingress to PAF material and associated AMD (acid mine drainage) generation.
- + Employ base-up, thin-lift construction method, with paddock dumping and compaction of both PAF and NAF waste rock, to minimise sulfide oxidation and associated water quality issues.
- + Strategically incorporate traffic-compacted clay layers within the PAF waste rock to provide further barriers to air entry and AMD generation.
- + Avoid future end-dumping of waste rock as this facilitates air entry to NAF and PAF zones of waste rock dumps via the coarse rubble layer that forms along the base of end-dumped batters.
- + Encapsulate end-dumped oxide materials at the base of waste rock dumps (if present) to retard air entry into NAF and PAF zones of waste rock dumps via the coarse rubble layer.

Water quality testing is conducted (as per Disclosure 303-1) to monitor for any evidence of acid formation or metalliferous drainage from waste rock piles.

Topic 14.6 Tailings Management

In 2024, WAF released its Tailings Management Policy (available on WAF’s website), which presents our commitment to safe operation of our tailings storage facilities (TSFs) and outlines our TSF governance framework. WAF Group currently has one operational TSF at Sanbrado and one under construction at Kiaka, which will become operational in the second quarter of 2025. The TSFs have been designed to the Australian National Committee on Large Dam (ANCOLD) Guidelines by external TSF design engineering firms and undergo regular audits by the Engineer of Record (EoR).

Sanbrado

In 2023, WAF undertook a gap analysis of the Sanbrado Mine TSF management practices against the Global Industry Standard on Tailings Management (GISTM; 2020). Outcomes of the gap analysis will include integration of GISTM requirements into the TSF management practices and enhancing the existing governance of the TSF management to meet GISTM guidelines.

The Sanbrado TSF is a rectangular ring dyke facility formed by multi-zoned embankments, constructed largely from run-of-mine material sourced from both overburden soils and fresh waste rock. It was designed and initially operated as two high-density polyethylene (HDPE) lined cells, with a design capacity of approximately 12.5Mt per cell. Stage 1 construction of Cell 1 was completed in January 2020 and it was commissioned for tailings deposition in the first quarter of 2020. Stage 1 construction of Cell 2 was completed in December 2020 and commissioned in the first quarter of 2021. In 2023, the TSF transitioned from operating as a 2-cell facility to a single cell. Operating as a single cell presents no new safety or stability concerns.

The tailings are pumped to the TSF as a slurry. Once deposited, the solids settle out and water can be drawn off and reused in the process plant. The facility has been operated continually since its commissioning and is planned to accommodate the expected throughput of 2.07 Mtpa for 10 years.

During the design process, the Sanbrado TSF was assessed to have a dam failure consequence classification of ‘High A’ under the ANCOLD classification system, which translates to ‘Very High’ when applying the GISTM classification system. To safeguard the integrity of the TSF against damage due to extreme events, the design adopted the 1 in 10,000 year earthquake as the Maximum Design Earthquake and a 1 in 100 year, 72 hour duration rainfall event.

In order to ensure a prompt, coordinated, and effective response to a critical situation or emergency event, the Emergency Preparedness and Response Plan outlines the responsibilities and actions to be taken. The TSF Operating Manual also includes a description of the Trigger Action Response Plan.

Detailed closure planning has not yet commenced for the Sanbrado TSF. Conceptual closure planning has been completed and establishes high-level expectations: at the end of the TSF operation, the slopes will be considered to be stable at 3.5H:1V, will shed water and drain freely, and will allow for revegetation with grasses and shrubs.

Monitoring

The TSF is inspected for safety and potential environmental effects at the following intervals:

Daily	<div><div></div> Pipeline corridor inspected for signs of potential leakage</div> <div><div></div> Visual inspection of TSF embankments for seepage</div> <div><div></div> Tailings levels are checked against embankment crest and marker levels</div>
Weekly	<div><div></div> Visual inspection of TSF embankment integrity</div> <div><div></div> Record water levels in supernatant pond and TSF monitoring boreholes</div> <div><div></div> Reconcile water inputs, outputs and stored volume</div>
Monthly	<div><div></div> Monitor freeboard and tailings beach survey</div> <div><div></div> Submit monthly environmental monitoring report to TSF Engineer of Record</div>
Quarterly	<div><div></div> Water samples taken from TSF monitoring boreholes for water quality testing</div>
Annually	<div><div></div> TSF inspection by Engineer of Record (EoR)</div>

Kiaka

The Kiaka TSF is under construction and is planned to be operational in Q2 2025. The TSF has been designed according to ANCOLD 2019 standards and has a dam failure consequence category of High A, which is equivalent to the GISTM Consequence Classification of Very High. The design allows for a maximum capacity of 153 Mt, a maximum height of 54m and maximum elevation of 299mRL. The embankments are constructed using a downstream method and will use a multi-spiggoting tailings deposition method (similar to Sanbrado). The TSF is also lined with HDPE.

During the construction period, independent reviews are conducted quarterly by the EoR. Once operational, annual reviews will be conducted by the EOR.

Risk assessments of the Kiaka TSF commenced in January 2023 and have remained live as construction of the facility progresses. These risk assessments are led by WAF’s General Manager of Risk with site-based departmental inputs from engineering, construction, safety and management and external technical expertise from geotechnical firms. The primary focus areas of these risk assessment during construction include:

- + People and general safety
- + Geotechnical stability
- + Groundwater and surface water risk factors
- + Tailings settlement
- + Operational risk factors
- + TSF compliance management

Topic 14.7 Water and effluents

Understanding the existing water environment and the needs of other water users forms a core part of the ESIA for each project, where baseline data collection includes surface water, groundwater, precipitation, flood studies and community usage. The impact assessment process provides the opportunity to maximise water efficiency through project design, minimising water extraction and reducing impacts on the environment and other users. Residual impacts are managed through the project-specific Environmental and Social Management and Monitoring Plan (ESMMP) which establishes objectives for the management of water resources and a regular monitoring regime for both water quality and water availability.

Through our stakeholder engagement mechanisms, we collaborate with project-affected communities to improve access to clean water. Working with community representatives and authorities, we identify key water challenges and co-create action plans. This includes capacity building for water management, infrastructure support, and monitoring programs to ensure long-term resource stewardship.

While none of our sites fall within an area of ‘water stress’ as defined in the GRI Standards, the seasonal variability in rainfall and reliance of local communities make water a significant issue. As such, water conservation measures are applied during the design and operation of our projects which minimise water consumption and maximise recycling and recirculation. For example, all water storage facilities are designed to minimise losses through seepage and evaporation, while water recycling and recirculation is maximised by drawing water from the TSF for re-use in the process plant.

A water balance model is developed for each project to show water sources, areas of use, and water loss or discharge. This model is used as the basis for monitoring water efficiency and consumption across the project, which is reported to executive management on a monthly basis. The water balance model is updated as necessary to reflect changes in the operating environment or water management (e.g., addition of flow meters, additional water storage facilities).

Water supply

The primary sources of water at Sanbrado are freshwater drawn from the Nakambé River and water captured during dewatering of the open pit (groundwater and rainfall). Water from the Nakambé is drawn during the wet season when river flow is high to minimise the impacts on the aquatic environment and downstream users. This water is stored in a water storage facility capable of storing up to 3 million cubic metres and is primarily used in the process plant. Water recycling and recirculation is maximised by drawing water from the TSF for re-use in the process plant. Surface water runoff and groundwater encountered during mining are captured and stored for use in dust suppression (within the mine site and on roads in surrounding communities) wherever possible. Potable water for use at the mine camp and other facilities is drawn from groundwater bores.

Similar water conservation measures will be adopted for Kiaka and Toega as these projects develop. Both projects intend to draw water from the Nakambé River, although this will be minimal for Toega as all ore will be transported to Sanbrado for processing. At present, all water used at both sites is drawn from groundwater bores and used for drinking water, other camp requirements and dust suppression at Kiaka.

Water demand and use

A site-wide water balance has been developed to enable SOMISA to monitor volumes of water used at different points of the operation and to determine the efficiency of water use. This monitoring also allows us to identify areas for efficiency gains and where recoverable losses are occurring.

A water balance model for Kiaka was completed in 2023 to provide inputs into the design of water extraction and storage infrastructure and to identify the risk of water shortage or surplus throughout the life of mine. The model identified that both water surplus and water shortage could be an issue in the first few years of mining, due to limited water storage capacity (surplus and shortfall) and high dewatering requirements (surplus), in combination with potential variability in rainfall rates. The model confirmed that the proposed size of the raw water pond was appropriate to manage the risk of both water shortfall and surplus and recommended that the extraction rate from the Bagré Dam be restricted for the first few years to mitigate the risk of water surplus in those years where storage capacity will be limited.

Water quality

WAF implements a range of environmental management measures to minimise impacts to water quality, including the lining of the TSF, containment of potential contaminants (e.g., reagents, fuels, wastewater) through appropriate storage, bunding and spill management protocols, and installation of water management structures. Our objective is for any water leaving our sites to be comparable to baseline water quality and compliant with national standards for the discharge of wastewater into the natural environment.

With Kiaka being next to the Barrage de Bagré, the water management strategy aims (to the extent possible) to:

- + Prevent water in surrounding watercourses from entering the site and water within the site’s fence line from leaving the site, under normal operations; and
- + Maintain a separation between contact water and non-contact water within the site through diversions and water management structures.

Monitoring bores are located at key sites to monitor groundwater levels and water quality that could be impacted by project activities or facilities (e.g., water storage facilities, TSF). Additional water quality monitoring is conducted in community boreholes used for potable water. All results are compared to World Health Organisation (WHO) guidelines for potable water.

Sanbrado provides the model for water quality monitoring, which will be adopted by Kiaka and Toega as their monitoring capabilities expand. Surface water monitoring locations are placed both upstream and downstream of the mine, as well as within the mining perimeter. Additional water quality sampling is conducted at locations downstream of the mine, but where the watercourse is not influenced by the mine (control sites). The selection of these monitoring locations allows us to determine the water quality upstream and away from the mine site and, by comparing with water quality downstream of the mine, to determine whether the mine is impacting water quality or if other (external) factors contribute to any deterioration in water quality. This approach provides us with the ability to clearly establish if any complaints about surface water quality are attributable to our operations or other activities in the catchments around the mine site. All samples are analysed for heavy metals, physicochemical parameters, and microbiology.

Cyanide And Reagent Management

WAF Group has strict protocols for the handling and storage of reagents used in the gold extraction process according to their chemical properties to ensure that any hazard to human health or the environment is minimised. Where necessary, reagents that need to be diluted or mixed have storage capacity for at least one day’s operating needs under most conditions, which allows reagent management to be undertaken on day shifts only. The quantity of each reagent held in reserve at any one time varies as a function of shipping schedules and cost, as well as time of year allowing for difficulties with wet season access and other influences.

Cyanide is a key reagent in gold processing. SOMISA applies the International Cyanide Management Code in the transport, handling and storage of cyanide at Sanbrado and the same will be applied at Kiaka. Cyanide is delivered to Sanbrado in one tonne bulk bags and stored in the reagent store. Cyanide is mixed with raw water to create a 30.5% w/w solution. The mixed solution is transferred by a cyanide transfer pump to a separate cyanide storage tank, where duty/standby cyanide recirculating pumps circulate the cyanide solution through the process plant. The cyanide mixing and storage tank is contained within a concrete bund with a collection sump to recover spillage, which is delivered back into the processing circuit. The original delivery units are safely transported to a Government authorised facility for incineration.

Topic 14.8 Closure and rehabilitation

Our vision for mine closure at all of our projects is “that a good and achievable standard is set in environmentally and socially conscious mine operations and closure, and that the legacy of the mine is economically positive and sustainable.” All of our projects have a Mine Rehabilitation and Closure Plan (MRCP) and in the case of Sanbrado, an additional Mine Reclamation and Revegetation Management Plan which sets out a rolling 5-year work plan for the progressive rehabilitation and revegetation of disturbed areas.

The MRCP sets out the principles and objectives for mine closure. Closure planning is initially conceptual but becomes more detailed throughout the life of mine, with plans updated periodically throughout the operations period. Uncertainties are resolved as rehabilitation techniques are refined, closure investigations are completed, and stakeholder expectations are determined (e.g., which infrastructure should remain in place for government or community use, the desired state of the land to be handed over at the completion of closure activities, how to transition the workforce into other employment).

The MRCP includes consideration of the timeframe and cost of closure and rehabilitation activities. Under Burkina Faso regulation of the industrial mining sector, a portion of the estimated closure cost is held in trust by the government to ensure that funds are set aside throughout the life of the mine. This estimate is updated by WAF every six months to reflect the latest unit costs and areas of disturbance. Annual reporting to the government includes the latest closure cost estimate, areas disturbed, areas rehabilitated, and costs incurred in rehabilitation, which is deducted from the outstanding closure liability.

Community-related topics

Mining projects can have a range of socioeconomic and environmental impacts on local communities. Displacement of households can result in economic displacement, requiring targeted livelihood restoration measures to ensure long-term sustainability. Disturbance to cultural heritage sites necessitates proactive management to preserve community identity and traditions. Neighbouring communities may experience increased noise, vibration, dust, and traffic, potentially affecting daily activities and overall wellbeing, while infrastructure and land use changes could lead to longer travel distances between villages and reduced access to natural resources.

To mitigate these challenges, projects incorporate environmental management strategies, alternative access solutions, and economic programs tailored to the needs of the local community. These programs are based on community consultation processes and aim to enhance opportunities and reduce dependencies, while ongoing monitoring programs are used to track performance and identify any emerging concerns. Stakeholder engagement plans are developed based on stakeholder mapping and consultations. These processes actively involve vulnerable groups, ensuring that voices across the social spectrum are heard. Additionally, formal grievance mechanisms are established for each project, setting out a process for local communities to raise concerns and fostering accountability in operations.

Topic 14.10 Local communities

Key impacts to local communities for each project:

- + **Sanbrado:** resettlement and loss of access to productive land, disturbance to or loss of cultural heritage sites, disturbance from increased noise and vibration, dust, and traffic, increased travel distance between villages and towns, increased opportunity for employment, increased market for local goods and services.
- + **Toega:** as above.
- + **Kiaka:** as above, increased distance to access Barrage de Bagré.

WAF Group implements good international industry practices and standards in working with local communities around our projects, primarily guided by the IFC Performance Standards on Environmental and Social Sustainability. Community engagement first starts during the exploration and ESIA processes, with the identification of local stakeholders, community leaders and authorities to enable the building of long-term relationships which are recognised and accepted by community members. Focus groups during the ESIA enable in-depth discussions to be held with certain demographics, including women and young people. Detailed stakeholder mapping is regularly updated throughout the life of the project and used in planning ongoing stakeholder engagement activities.

The following sections provide more detail on key components of our community programs, which are developed for each of our projects.

Resettlement and Livelihood Restoration

Following the ESIA and continuing into the permitting process and project construction, WAF Group works with communities to develop a project-specific resettlement action plan (RAP), which sets out the rights and entitlements of those households who are displaced (physically or economically) by the project. The RAP will include details such as provision of new housing and land away from the project, compensation for loss of structures or resources (e.g., economically valuable trees or crops), short-term cash compensation for lost income, and access to the livelihood restoration program for those households economically displaced. The project company signs a unique resettlement agreement with each project-affected household to confirm their entitlements.

Livelihood restoration

The livelihood restoration program (LRP) is a multi-faceted series of activities to provide project-affected households with the opportunity to restore or improve their livelihoods, compared to pre-project levels. Developed in conjunction with communities, it sets out a series of training and investment initiatives to promote the diversification of economic activities or to improve the resilience of existing livelihood activities. The types of activities are defined through consultation with community members and the program aims to capture all demographics. Examples include the development of market gardens, training former artisanal miners to become poultry breeders, training for young people in the fields of construction, electrical work, and mechanics, and the provision of equipment and training for soap making, and weaving and dying of fabric.

The LRP is planned to run for five years. All long-term livelihood restoration projects will progress through the following phases at different rates, but the goal is to have all activities transition from being developed by the project company (with input from stakeholders) to ownership and autonomous management by LRP project beneficiaries as soon as possible within the five-year timeframe.

1. **Structure:** Develop livelihood restoration program in consultation with stakeholders.
2. **Implement:** Implementation partners will provide direct organisational and technical training to project-affected households and build or deliver the agreed equipment, inputs, or infrastructure.
3. **Support:** Provide support as project-affected households or communities take responsibility for the day-to-day operation of livelihood program components.
4. **Handover:** All aspects of the program are transferred to project-affected households or communities.
5. **Autonomous Management:** project-affected communities now fully own and manage the infrastructure and livelihood activities.

Implementation partners are identified by Community Relations and Procurement Departments of the relevant project, both from past contracts and through research into organisations undertaking similar projects elsewhere in Burkina Faso.

At the time of the land acquisition process at Sanbrado, it was not possible to identify enough suitable land to offer in-kind replacement for agricultural fields. As a short-term compensation measure, households that were economically displaced from agricultural fields received an annual cash compensation equivalent to the value of crops they would have derived from their fields. While longer-term measures were under development, Sanbrado implemented several other short-term livelihood interventions to respond to emergent needs and to pilot programs that could be beneficial in the long-term, such as the provision of financial literacy training, training on agricultural practices, and the harvest and distribution of fodder collected within the project footprint.

Monitoring and evaluation are the processes by which we assess the success of our programs and whether they are meeting the overall objectives of the LRP. Internal monitoring tracks a series of indicators to measure achievement against objectives over time. Evaluation analyses the results from internal monitoring to determine whether the project is adequately mitigating its impacts and whether the LRP is meeting its objectives and commitments. Regular evaluation of the LRP initiatives is undertaken by the livelihood restoration team, in addition to periodic third-party audits. Regular internal reports provide updates on the progress of the various initiatives and any issues to be addressed.

Cultural Heritage

WAF’s approach to managing impacts to cultural heritage is guided by national regulations related to the protection and management of cultural heritage and IFC Performance Standard 8 (Cultural Heritage). The term ‘cultural heritage’ includes tangible objects and artifacts (e.g., objects, sites, structures) that have archaeological, historical, cultural, or religious value, as well as unique natural features or objects that have cultural value (e.g., sacred groves and rocks).

Baseline cultural heritage studies are undertaken as part of the ESIA for each project to identify and record tangible and intangible cultural heritage sites and values and how they might be impacted by the project. Cultural heritage studies include walkover surveys of the project development area and interviews with local residents and key informants, such as traditional and religious leaders. Community participation is essential to enable the identification of sacred sites and burial areas. This enables WAF to gain an understanding of the social function and customary rites associated with each site, and the periods during which these rites are practiced.

We apply the mitigation hierarchy to minimise impacts to cultural heritage within our project areas. Wherever possible, the project layout will be amended to avoid sites of cultural and historical significance. For example, the design of a waste rock dump at Kiaka was amended to avoid a sacred site in active use by communities. The site will not be physically impacted and communities will retain access to perform their customary rites, though access will be controlled for health and safety reasons while the mine site is operational. Similarly, the project development area at Sanbrado was modified to enable communities to retain access to a sacred hill. The water supply pipeline was also realigned after baseline surveys identified that the planned alignment passed through a community cemetery.

In cases where it is not possible to avoid direct physical impacts to a site, consultation will be held with communities to agree an appropriate approach to mitigation. Typically, this will involve either:

- + Relocating the cultural heritage site, grave or artifact to an area outside the project footprint, in consultation with the affected community. We provide the opportunity and/or compensation for necessary cultural or ceremonial rites associated with relocation; or
- + Deconsecrating the site, which is the least preferred option. If a site of cultural significance cannot be avoided or relocated, stakeholders will be provided the opportunity to perform a ceremony to deconsecrate the site before ground disturbance activities commence.

For archaeological artifacts, a suitably qualified expert is employed to assess the value of artifacts identified during baseline studies and any others that are identified during ground disturbance activities (referred to as ‘chance finds’). Targeted excavations will be carried out for those artifacts identified as unique or of high cultural heritage value which fall within the project footprint. Protection measures will be put in place for artifacts within the mining perimeter but not in an area of planned disturbance (preservation in situ).

A chance finds procedure (CFP) is implemented at each site and training provided to all departments involved in earthworks and ground disturbance activities. The CFP requires that the discovery of any potential cultural heritage artifacts or previously unknown burial sites is reported to the cultural heritage monitor within the Community Relations Department. The CFP describes the assessment and management of such sites, including engagement with external specialists and regulatory authorities where the find is of heritage significance.

Topic 14.9 Economic impacts

Our operations in Burkina Faso are designed to support sustainable economic development in the area. The introduction of new employment, training and business opportunities are likely to increase average income in the project-affected villages and result in an improvement of living standards. In the areas around our projects, most households are economically reliant on subsistence activities or cash income from livestock production, agriculture and illegal artisanal gold mining. Wage-based employment provides a direct economic contribution both locally and nationally, as well as indirect stimulus through increased spending in other sectors. Our demand for goods and services has resulted in increased business opportunities for local villages and regional economic centres, while community development projects (described below) provide opportunities for economic diversification and a greater degree of resilience to market shocks.

One of the key ways that we support the local economy is through prioritising local communities for employment, both direct employment by the relevant subsidiary company and employment by contractors and their subcontractors. We are also committed to the training of local workers hired by our operating companies. The experience and skills gained will increase the skills base in the local area and create a lasting benefit for local residents, as well as improving their prospects for future employment. Further information is available in **Employment Practices** (in the next section).

We actively promote sustainable economic development through our local procurement practices (detailed in **Local Procurement, below**).

Indirect economic impacts and community development plans

The IFC Performance Standards require that projects share the benefits acquired through project development. Benefit sharing refers to a tangible improvement from baseline conditions and is composed of three elements: community development, local procurement, and local employment (addressed under ‘Our People’). Community development refers to the voluntary contributions or actions taken by companies to help communities address their development priorities and to take full advantage of opportunities created by private investment, in ways that are sustainable and support business objectives. By employing a sustainable approach, the overall objective of each project’s community development plan (CDP) is to develop the community - while addressing specific local issues and offering equal opportunities to more vulnerable groups - to the point where their socio-economic conditions will not decline at the end of the mine life.

The CDP is structured to contribute to the success of the mine development by providing tangible benefits to communities, building the capacity of structures which will be present beyond the life of mine, and working effectively with administrative and traditional leadership to do so. The beneficiaries of the CDP are community members and administrative authorities in the project-affected area, with prioritisation of benefit sharing in line with the degree of impact experienced by each community. The CDP is implemented throughout the life of mine.

The CDP is built on three methods of intervention: discretionary support, rapid impact projects, and long-term investments.

- + **Discretionary support** is driven mostly by community requests. The intention is to respond to requests that are one off, ad-hoc, or very near-term, in order to demonstrate that the mine development is responsive to the community. Examples of discretionary support are the donation of funds for a school ceremony, cultural day, or football match.
- + **Rapid impact projects** are completed in the short- to mid-term. They are readily visible, ready-to-use upon completion and perceptibly demonstrate the benefits of the mine development. Rapid impact projects are typically infrastructure that is donated to the community, such as the construction of medical and educational facilities and provision of equipment.
- + **Long-term investments** typically relate to a capacity-building investment that will contribute to sustainable development by strengthening local peoples’ knowledge or skills, or by improving institutional structures or processes. These types of investments are monitored and benefits occur over a long time period.

Investments in education

A key focus in our community development program is increasing access to education for the communities surrounding our project sites. This is in support of SDG 4 – Quality Education, which aims to improve rates of literacy and numeracy, and the quality and accessibility of education more broadly. Surveys undertaken during the ESIAs for Sanbrado and Toega identified that school attendance in the local area is very low, with distance to schools and financial difficulties being the main contributing factors. Literacy in the adult population is also low. Our investments in education aim to improve participation across all age groups (from primary school to adults), with a focus on overcoming gender disparities.

Our efforts to support education come in various forms:

- + SOMISA has built 3 schools around Sanbrado and equipped them with solar panels, equipment and furniture.
- + In 2022, SOMISA created a university scholarship program to support high school graduates to pursue higher education. Two students each year are provided with a scholarship to attend university and are offered an internship with our operations to gain on-the-job experience.
- + We donate funds and equipment to support the improvement of educational facilities.
- + We also offer internships and training initiatives for local community members.

Opportunities for adult education have been supported through the installation of solar power at local schools, which enable night classes to be held for adults who are otherwise occupied during the day. One challenge in implementing adult education programs and training has been the low level of educational achievement in the community. A significant portion of women have not received basic education in reading and writing during educational years. As a result, they have little knowledge related to financial management and have struggled to initiate successful business ventures in the past. By incorporating literacy in French into our training programs, women are now well positioned to participate in business and other matters conducted in French.

Community training initiatives

Our community development programs also promote the diversification of economic activities through trades training, internships and provision of support and training to local businesses. By supporting the community to develop a range of economic activities, the local economy will be more resilient to market shocks and external factors.

SOMISA has worked with several training organisations and service providers located in Burkina Faso to implement these programs. This has the dual benefit of supporting Burkinabé businesses, as well as using locally sourced solutions to ensure fit-for-purpose programs which are sustainable in the long-term. SOMISA also interacts with local, regional and national government bodies in designing and implementing community development projects. The Provincial Director of Youth and Entrepreneurship Promotion is involved in supporting young people in the creation of cooperatives and their businesses.

Stakeholder engagement with communities around Toega has identified a number of areas where they would like to receive training to improve their employability and financial autonomy. There are many similarities to the types of training programs previously offered by SOMISA, primarily due to the proximity of the two projects and close links between communities. As Toega moves towards construction and operations, this list will be refined and training offered as part of the CDP and LRP for Toega.

Investments in health

Another key area of focus for our community investments is in healthcare infrastructure and services. While recognising the government’s responsibility for building and maintaining core infrastructure, we work with communities and local authorities to identify projects where we can make a positive contribution. This includes contributions to the construction of new health centres (Centre de Santé et de Promotion Sociale; CSPS), the donation of medical equipment and other supplies, and the delivery of health awareness programs to communities.

Health awareness programs are funded by the WAF Group and delivered by a Burkinabé NGO, in cooperation with health facilities in villages. Campaigns vary from door-to-door visits to speak directly to families, to a village assembly or theatre-style forum for large groups. Topics include malaria, HIV/AIDS, Hepatitis B, women’s health and family planning, diabetes, road safety and COVID-19.

Local Development Mining Fund

Participants in the mining industry in Burkina Faso are also required to contribute to the Local Development Mining Fund (Fonds Minier de Developpement Local; FMDL), at a rate of 1% of revenue. These funds are managed by a Municipal Mining Fund Monitoring Committee. Representatives of SOMISA participate as an observer in meetings related to projects proposed for the Commune of Boudry. Participation enables SOMISA to identify community investment projects that may not get funding through the FMDL and target these for direct funding, in addition to our contributions to the FMDL.

Local Procurement

The WAF Group recognises that local procurement is a valuable opportunity for benefit sharing with local communities and aims to source necessary goods and services within the local area or nationally wherever possible.

In 2021, the Government of Burkina Faso introduced local content laws which prescribe requirements for engaging local suppliers to supply goods and services for the mining sector. At the time the local content decree and order were issued, Sanbrado already had a Local Procurement Plan (LPP). At Kiaka a Local Procurement Guideline was implemented in 2024. Each project’s procurement plan / guideline set out the guidelines and principles to maximise the procurement opportunities that accrue to local and national residents and businesses and to ensure compliance with the local content laws that apply to the mining sector in Burkina Faso. The provisions of these documents are overseen by the Procurement Department of each respective operating company, in close collaboration with their Community Relations Department. A designated Local Content Coordinator appointed within each project’s Community Relations Department is responsible for the day-to-day management of local procurement mechanisms.

In response to the new legislation and requests from communities for further opportunities in procurement, the SOMISA Procurement Department introduced a new strategy in 2022 to promote suppliers and service providers from local communities. The strategy has been communicated to all SOMISA departments and entails:

- + Identification of the goods and services which can be contracted to local community suppliers; and
- + Evaluation of offers by a selection committee, using established evaluation criteria.

A successfully implemented local content strategy includes capacity building, internal organisation and coordination, working with stakeholders, encouraging sustainable investments in infrastructure and innovative projects, and measuring progress. Local and

national businesses are consulted about the goods and services that can be locally supplied, based upon the capability of local businesses. Each project’s database of local and national contractors/suppliers is updated regularly.

WAF Group also implements a Supply Chain Policy, which outlines our commitment to meaningful engagement with communities and recognises that price is not the only variable to be considered when finding value for money. It stipulates that effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the mining life cycle.

Suppliers are required to comply with and abide by laws, regulations and appropriate social customs of Burkina Faso, as well as international industry practices. Contracts with suppliers include a section committing suppliers and contractors to follow the WAF Code of Conduct and human resource (HR) policies. Audits against these policies are carried out on at least an annual basis.

Topic 14.12 Land and resource rights

Through WAF’s Code of Conduct⁷, we aim to have open, transparent dialogue with our stakeholders and local communities. During the feasibility phase of each project’s development, we conduct an Environmental and Social Impact Assessment (ESIA) and develops a Resettlement Action Plan (RAP). These studies help to determine which stakeholders will be affected by the project. Detailed asset inventories, entitlement matrices, preparation of compensation agreements, resettlement site planning and land acquisition are developed in accordance with national regulatory framework and IFC Performance Standard 5. Livelihood restoration programs are also designed in consultation with project affected people (PAPs) to ensure programs will meet their expectations and ensure they attain a similar if not better standard of living. We involve resettlement host communities in the process to ensure that land acquisition for resettlement sites will not negatively impact host communities.

Outcomes of the ESIA and RAP are publicised through public hearings, while the design of livelihood restoration programs is presented directly to PAPs through community meetings and resettlement monitoring committees.

Sanbrado, Kiaka and Toega each have a number of monitoring committees to ensure two-way and transparent dialogue between all key stakeholders. These committees include government authorities representing environmental management, social and health services, community traditional and administrative leaders, women, youth and artisanal miners association leaders. We strive to ensure that the information we present is accessible to all members of our affected communities. Presentations are made in the main local languages of our communities.

For Toega, an external monitoring firm will be recruited to monitor the resettlement and compensation process to ensure full transparency. Due to its proximity to Sanbrado, there are shared customary land boundaries and stakeholders. As a result, it is important that all stakeholders have visibility into how entitlements are determined and compensation is paid, ensuring a transparent and equitable process is followed.

Once programs are implemented, monitoring commences. At Sanbrado, a socio-economic update survey was conducted in 2021. A satisfaction survey of the livelihood restoration program (LRP) was conducted in 2023 to assess if PAPs found the programs to be effective and beneficial, and determine if the programs were meeting their objectives. A close-out survey will be conducted in 2025 (the final year of LRP implementation), once all 20 programs have been fully implemented and transferred to PAPs.

Kiaka and Toega livelihood restoration planning is underway, with implementation of the Kiaka LRP to commence in 2025 and the Toega program in 2026.

Topic 14.13 Artisanal and small-scale mining

WAF Group is committed to the fair treatment of artisanal and small-scale mining (ASM) operators in alignment with our corporate social responsibility principles. We adhere to international standards and national legislation in our interactions with ASM groups operating in our project areas. However, we also recognise that most of the ASM practiced in our operating areas occurs illegally, includes unsafe practices and environmental risks, and brings with it the potential for social conflict. Social baseline studies (conducted during each project’s ESIA) assess the nature of ASM activities, including their location, organisation, demographics, and associated risks and opportunities. Artisanal mining activities occur in the areas where WAF operates, including in the areas surrounding Sanbrado, Kiaka and Toega.

ASM-related messaging is integrated into stakeholder engagement activities by our Community Relations Departments, emphasising the need to address land-based disputes, demographic shifts, and economic disparities that arise from restricted access to traditional livelihoods. To promote engagement with ASM operators, our Community Relations Departments use culturally appropriate communication channels in collaboration with local authorities and traditional leadership.

Our Community Relations Departments also support government-led campaigns on the safe practice of ASM and efforts to formalise the sector. In March 2024, WAF Group signed an MOU with SONASP (Burkina Faso’s Société Nationale des Substances Précieuses) to make available an area of 0.98 ha of the Bollé exploration permit, held by WAF Group’s subsidiary WURA Resources SARL to be used as a pilot site for semi-mechanised artisanal gold mining. This is part of a government-led initiative to formalise the artisanal mining sector and provide economic and employment opportunities for young people. The pilot site is referred to as the Meguet Shared Treatment Centre and includes a crusher, gravimetric shaking table, washing channel, and basins for the extraction of gold. The signing of the MOU was attended by the Minister of Mines, the Minister of the Environment and the Provincial Governor of the Central Plateau Region. WAF also donated PPE for use at the site, including safety shoes,

⁷ Available on WAF’s website: www.westafricanresources.com/corporate-overview/corporate-governance/

hardhats, protective clothing, safety glasses, earplugs and dust masks.

Employment topics

Topic 14.17 Employment practices

Key components of our approach to employment include placing priority on local and national employment, hiring without discrimination, and provision of training and advancement opportunities. Our employment practices are governed by the labour code of Burkina Faso and Fair Work Australia, as well as good labour practices stipulated by the IFC Performance Standards on Environmental and Social Sustainability and the International Labour Organisation (ILO).

The following WAF policies have been developed that set out our responsibilities to and expectations of employees. These policies apply equally to employees and contractors.

- + Code of Conduct
- + People Policy
- + Human Rights Policy
- + Diversity in Employment Policy
- + Occupational Health and Safety Policy
- + Drug and Alcohol Policy
- + Fair Treatment Policy
- + Local Employment Policy
- + Whistleblower Policy
- + Social Networks and Social Media Policy

Breach or perceived breach of these policies can be reported to management or the human resources department, or anonymously through the Whistleblower Policy, which sets out the protections afforded to employees, contractors, suppliers or any associated person from repercussions associated with reporting illegal or unethical conduct.

In addition to being bound by the requirements of the Code of Conduct and other policies, contractors are expected to implement internship and training programs to promote the development of their workforce and opportunities for local communities.

All employees have individual employee agreements.

Topic 14.21 Diversity and equal opportunity

We strongly encourage diversity in the workplace and is committed to recruiting and managing employees without discrimination. WAF Group does not set a target for hiring by gender, instead it focuses on providing equal opportunity to all and makes hiring decisions based on the suitability, competency and experience of a candidate for the available position while respecting the cultural norms in the regions where we operate.

We implement and follow a balanced and fair salary framework which recognises and remunerates the employee’s position and expertise and does not discriminate on the basis of an employee’s gender. Under the Burkina Faso remuneration framework, positions are allocated into the applicable Category level (V to I) which is based on the position’s responsibilities and seniority, education levels and qualifications.

Extract from WAF’s Human Rights Policy:

At West African Resources (WAF), we respect human dignity in all we do, and we value diversity in our workplaces. We do not discriminate against people based on their ethnicity, nationality, religion, gender, age, disability or any other bias. We do not and will not use child, forced or compulsory labour in our operations and will not tolerate it in our business relationships.

West African Resources is committed to respecting human rights in all areas of our operations. This includes:

- + Providing employees with all necessary information on their terms of employment.
- + Treating all employees fairly and providing them with equal opportunities.
- + Protecting the rights of freedom of association and collective bargaining.
- + Providing workplace health and safety conditions for employees and workers.
- + Rejecting any form of slavery in our operations and supply chain, including forced, bonded, or child labour.
- + Requiring that relevant personnel receive appropriate human rights and cultural sensitivity training.
- + Promoting inclusion, mutual respect, diversity, and rejecting harassment or other forms of discrimination.

Local employment

One of the main ways that we support economies local to our projects is through prioritising local communities for employment, both directly by the operating company and employment by contractors and their subcontractors. Through these employment opportunities, local workers gain paid employment, new and transferrable skills, and experience that will have long-term benefits to their employment prospects, the development of the local workforce and socioeconomic opportunities for the wider community.

The Sanbrado and Kiaka local employment policies (LEP) refer to the requirements of IFC Performance Standard 2 (Labour and Working Conditions) and set out employment objectives corresponding to the degree of impact from the mine project development. The local employment targets for unskilled and low-skilled positions are:

- + 50% from economically and physically affected communities
- + 25% from economically affected communities and host communities
- + 25% from communities along the mine’s access routes, wider exploration areas and the rest of the Commune of Boudry.

The Sanbrado LEP has served as the basis for development of the Kiaka LEP, which includes similar targets for employment from local communities.

Training and education

An human resources strategy has been adopted by the WAF Group including skills development plans, training programs, talent retention and succession planning. Training programs target development of technical and role-specific skills, as well as generic competencies. At SOMISA, training needs are identified by the relevant department, supported by the human resources teams, which is guided by the Performance Management Policy. Skills development plans for individual employees are based on the needs of the role and the current competency level of the employee.

Individual skills development plans articulate the training modules to be completed by the individual employee to advance competency. The skills development plans are role-specific and identify the theory, practical and assessment elements for each module. The individual skills development plans form part of the succession planning process and clearly identify the training pathway for the development of skills and competency to enable advancement.

Some training is generic and broadly applicable to a wide range of employees (e.g., occupational health and safety, security induction), whereas others can be targeted to a specific group or employee (e.g., isolation and tagging training for employees working with electrical hazards). Annual performance reviews are undertaken with professional employees, enabling the identification of further training needs and professional development goals.

WAF Group has implemented industry-recognised training software which supports:

- + Tracking of compliance and competencies;
- + Allocation of training modules which are aligned with competency development;
- + Scheduling of training and tracking of attendance; and
- + Development of training content.

Topic 14.16 Occupational health and safety

We are committed to creating a work environment where people feel safe and are safe. Open pit and underground mining operations and associated activities present a range of hazards to workers, which could result in significant personal harm and economic hardship. To mitigate these risks, there are health and safety protocols around all aspects of the business, implemented through our Occupational Health and Safety Management System (OHSMS).

As a group, we adopt an iterative approach to achieve continuous improvement in our OHSMS, which incorporates:

- + Legal requirements in Burkina Faso, specifically Arrêté conjoint n° 2008-002/MTSS/MS/SG/DGSST du 6 January 2009 which requires the establishment of health and safety committees within large enterprises;
- + ISO 45001:2018 – Occupational Health and Safety Management Systems;
- + ILO C176 (1995) – Safety and Health in Mines Convention;
- + ISO 31000:2018 – Risk Management; and
- + Industry standards and guidelines, including those from the Western Australia Department of Mines, Industry Regulation and Safety.

In addition, the OHSMS brings together decades of experience within the mining industry, procedures applied successfully during the construction phase at Sanbrado and internationally recognised good practice procedures to deliver a simple and all-encompassing OHS management system. The OHSMS applies to all workers, whether they are employees, offsiders or contractors.

Evaluation of OHS outcomes is based on lead and lag indicators, among other measures. Key lead indicators include records of training and workplace inspections, while the primary lag indicators are safety results such as Total Reportable Injury Frequency Rate (TRIFR). WAF compares the TRIFR against the Western Australian Department of Mines, Industry Regulation and Safety (DMIRS) industry standards for the same comparatives (i.e., gold mining, underground, open pit) and WAF Group consistently

sits below the DMIRS averages. This measure informs WAF of our placement among other mining companies and confirms the benefits of our strategic approach to OHS management.

Contracts include provisions which oblige suppliers and contractors to apply WAF Group’s ‘standards, procedures, principles and requirements’, which include WAF Group’s Health & Safety Policy, Alcohol & Drugs Policy, emergency response plans, general site induction, procedures (e.g., incident declaration, emergency response) and applicable safety permits (e.g., working at heights, confined spaces). Where contractors have their own health & safety policies and procedures, these are reviewed to ensure that they are consistent with WAF’s expectations.

Hazard identification, risk assessment, and incident investigation

Initial risk assessments (capturing all employees, visitors, contractors and neighbouring communities) inform the implementation of the hierarchy of controls, so as to limit risks as low as reasonably practicable. These assessments and mitigation measures are reviewed by departmental supervisors and signed off by safety personnel, then communicated to the relevant workers and the wider organisation through Toolbox Talks, OHS meetings, safety boards, inductions and inclusion on the site-specific risk register. Opportunities for continuous improvement are identified through job hazard analyses, regular inspections and audits, incident investigations and employee feedback (e.g., Take 5, worker OHS committees), and are implemented as appropriate.

Employees are encouraged to report all hazards, near misses or incidents. Reports can be made by submitting a hazard report form, during regular Toolbox Talks, via a direct email or call to a supervisor or to the OHS committee. All workers have the right to stop if an unsafe situation occurs in their workplace. All health and safety incidents are reported and investigated. Incident investigations are conducted for incidents involving injury or a high potential near miss, using the ICAM (Incident Cause Analysis Method) method to determine the root cause. Contractors to the WAF Group also utilise this methodology and we collaborate with contractors on serious event investigations.

We encourage reporting reporting of all health and safety matters irrespective of severity to enable us to better analyse, contextualise, and find appropriate response or control measures to ensure unfavourable outcomes do not eventuate.

Worker participation, consultation, and communication on occupational health and safety

The Sanbrado Workers OHS Committee brings together workers from all departments and contractor teams working on site, the General Manager - Operations, and key personnel from the site clinic and the Health and Safety and Human Resources Departments. The purpose of the committee is to contribute to the protection of the health and safety of all workers, the improvement of working conditions, and risk prevention.

To promote a broad cross-section of the workforce and address relevant issues which are being faced, the committee actively promotes participation by women in SOMISA’s workforce to foster an inclusive environment, provide flexible participation options (particularly for breastfeeding mothers), and empower women to actively participate in decision-making. Currently, two key leadership roles in the Sanbrado OHS Department (Safety Manager and Occupational Health Doctor) are held by women.

Meetings of the committee are held quarterly and include discussion of general safety matters, as well as any matters of concern arising in the preceding quarter. The committee also reviews incidents and makes recommendations to prevent reoccurrence. Safety training is provided to attendees, and from there skills learned are transferred back to the departments and contractor teams.

Occupational health services

Fully equipped medical clinics are available at Sanbrado and Kiaka to deal with emergency situations and daytoday health consultations (occupational or otherwise). Both clinics are staffed by medical physicians and nurses and are open daily from 0700 to 1800, with a doctor and nurse available on call overnight. The clinics are located within the Sanbrado and Kiaka sites close to work areas to facilitate easy access. Staff may visit the clinics at any time during opening hours and without restriction. The Sanbrado clinic also provides services to personnel from Toega.

The Kiaka clinic was expanded in 2023 to provide similar services to the Sanbrado clinic, including a consultation room, a nursing and advanced cardio-respiratory care room, which also serves as a hospitalisation and observation room, a pharmacy, and a laboratory. Both clinics have an all-terrain ambulance with advanced life support capabilities. The clinics are fully equipped with defibrillators, airway management capabilities, ECG monitors, trauma management capabilities, preliminary diagnostic testing for malaria and dengue fever, medications for emergency medical response and common tropical diseases, and snake anti-venom. The operation of the clinics is supported by a comprehensive electronic patient file management system.

Monthly clinical inventories, a daily equipment check, and regular training sessions ensure that the clinics remain equipped and operational at all times.

Medical centre updates and health alerts are promoted to the workforce via noticeboards, OHS committee meetings, email alerts and on social media. Health monitoring campaigns are regularly deployed for the workforce at Sanbrado (and will be expanded to include Kiaka in the future). To date, these have included malaria, COVID 19, HIV and Hepatitis B.

Preventative medical care

- + Pre-employment medical check-up: all new employees and workers must have a pre-employment medical at the clinic so that their medical records can be reviewed and confirmed prior to commencing employment or entering the site. This includes a mandatory drug test.
- + Annual medical check-up: workers undergo an annual medical check-up carried out by the Burkina Faso Occupational Health Office.
- + Random drug testing: random drug tests are carried out to deter workers from coming to work under the influence of drugs and the consequent risks for carrying out potentially high-risk tasks under the influence of drugs.
- + Worksite visits: site visits are carried out by the medical team or in tandem with the safety team to ensure that teams are implementing appropriate risk control measures.
- + Hygiene inspections: weekly hygiene inspections are conducted of the restaurant, laundry, room maintenance team and water treatment plant to identify any risk of contamination or transmission of germs.
- + First aid training: the medical team provides weekly first-aid training for staff. First aid kits are available in work areas, offices, vehicles and living areas.

Medical emergencies

In the event of a medical emergency, an emergency number is available on the back of employee badges to raise the alarm. Medical teams at Sanbrado and Kiaka are able to deploy to any part of their respective sites with their fully equipped all-terrain ambulance. Patients are assessed at the site and, where required, transported to the clinic for treatment and stabilisation. A triage system is used to identify priorities according to the severity of the patient’s condition. WAF Group has entered into agreements with healthcare providers who will evacuate a patient from site by aircraft and/or ambulance, should that be required.

Topic 14.18 and Topic 14.19 Child labour, forced labour and modern slavery

In 2023, WAF published a global Human Rights Policy (excerpt in Employment Practices), which applies to all employees of the WAF Group and persons working for WAF under a contract or a consultancy agreement. The policy sets out our commitment to comply with applicable laws and regulations of the countries in which we operate, as well as taking guidance from international standards such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. It also affirms our commitment to reject any form of slavery in our operations and supply chain, including forced, bonded, or child labour, and encourages anyone with concerns to make a report via our Whistleblower Policy.

In addition, we undertake an annual enterprise-level risk assessment which reviews areas of risk exposure across the organisation, including employment and human rights risks. To date, no risks of child labour, forced labour or modern slavery have been identified within activities directly undertaken by WAF. However, it is possible that risks exist in our supply chain as a result of labour practices associated with the production of goods and delivery of services used by us.

We aim to prevent any risk of child labour, forced labour or modern slavery in our operations through the policies and procedures implemented by our Human Resources Departments. For example, in order to prevent child labour in our workforce, all new employees are required to provide identity documents which prove they meet the local minimum working age.

Managing the risks of child labour, forced labour and modern slavery in our supply chain depends on employees and suppliers upholding our principles. Policies and procedures for procurement that have been adopted by our Burkina Faso operations specify the ethics and sustainability mandates during the procurement process, including:

- + Purchasing of goods or engagement of services must be compliant with the laws of Burkina Faso.
- + All staff must uphold their responsibilities as outlined in the Code of Conduct, Human Rights Policy and the Procurement Policy and Procedures, including ethical conduct, social responsibility, transparency, auditability and accountability, and sound risk management.

In addition, supply contracts include obligations related to regulatory compliance and compliance with our applicable standards, policies and procedures. Only those suppliers that attest to respecting and complying with applicable regulations and our applicable policies are considered in the procurement process.

We also take an active approach to assessing the risks in our supply chain. We distribute a modern slavery questionnaire to new suppliers and contractors, as well as when renewing existing contracts. This questionnaire has been developed in accordance with Australia’s Modern Slavery Act 2018 (Cth) and covers topics including:

- + Identification and investigation of modern slavery risks, including workforce training and supply chain due diligence
- + Child labour
- + Forced labour, bonded labour and human trafficking
- + Employment conditions
- + Grievance and redress mechanisms

Responses to the questionnaire are analysed by the relevant contracts team during the procurement process to identify any concerns or risks associated with the supplier. An annual review is conducted by the Sustainability Department of the questionnaire to update it if and as required and to identify any issues arising from supplier’s responses to the questionnaire. The responses also inform the development of our annual Modern Slavery Statement, which is submitted to the Australian Commonwealth Attorney-General and published online (<https://modernslaveryregister.gov.au>).

Operational topics

Risk Management

Topic 14.14 Security and Human Rights

Security at our project locations is overseen by our Security Departments, which manage contracted private security personnel and Burkina Faso National Police stationed at each site. Our Security Departments report to the General Manager of Risk, who is also the secretary of WAF’s Board of Directors Risk Committee.

Security practices are governed by a project-specific Security Management Plan. This sets out policies and procedures related to protecting the security of WAF sites, personnel, contractors and visitors. Sites have restricted access, with perimeter security fencing and access gates manned by security personnel. All persons, vehicles and equipment are subject to inspection prior to being permitted entry to the site.

Our Human Rights Policy sets out our commitment to implement the Voluntary Principles on Security and Human Rights (VPSHR). The VPSHR guide companies in conducting a comprehensive human rights risk assessment for their engagement with public and private security providers to ensure human rights are respected. WAF commissioned a human rights risk assessment by an independent consultant in 2021, which resulted in the delivery of an implementation program to mitigate identified risks. Our VPSHR risk assessments are reviewed and updated annually between corporate and site teams.

The VPHSR form part of the induction and training of private and public security providers at our project sites. As described by the GRI, training security personnel in human rights can help to ensure appropriate conduct towards third parties, particularly regarding the use of force. Human rights training for security personnel also covers topics such as vulnerable groups and gender, promoting consideration for gender in risk analyses and responding to complaints or grievances, as well as deploying female security personnel, particularly where interacting with women in the community and workforce.

The VPSHR are also regularly discussed at management meetings, as well as in Toolbox Talks for our security teams.

Topic 14.15 Critical Incident Management

Our system to respond to a critical incident is set out in each project-specific Emergency Management Plan (EMP), which sits under our overall risk management system and Occupational Health & Safety Management System. The EMP applies to any event which may adversely affect the business, including but not limited to:

- + Natural hazard emergency (e.g., flooding, inundation);
- + Fire;
- + Hazardous chemical release;
- + Explosives emergency;
- + Tailings storage facility failure;
- + Vehicle accident;
- + Confined space rescue;
- + Underground emergency;
- + Medical emergency; and
- + Security threat.

The EMP sets out the roles and responsibilities in a response, emergency category levels (routine, extended, major/complex), training and preparedness, and procedures for communication. Each operation has a 24/7 emergency response team that consists of four crews of five emergency responders. These crews cover dayshift and nightshift, on a 7 days on/7 days off work schedule. These crews are supported by an Emergency Services Supervisor and an Emergency Response Coordinator.

Weekly training days for the emergency response team are held every Thursday. During these training days, mock drills are conducted reflecting the leading risks on site. Inspections are carried out across the site to ensure that all emergency equipment is in working order and ready for immediate use, occurring daily, weekly, and monthly as appropriate.

Due to the nature of the operating environment and limited government resources in the local area, emergency plans are only tested internally at this time. However, government services are notified as required in an actual emergency situation and are provided access and support to investigate should an emergency incident occur.

Topic 14.25 Conflict-Affected and High-Risk Areas

Burkina Faso has experienced an increased level of insecurity and conflict over the past decade, due to the spillover of Islamist militant activity from Mali and Niger. Terrorist attacks and conflict primarily occur in the north and east of the country, but have impacted the security setting of the country as a whole. Military leaders seized control of the government in a coup in 2022, citing the need for a stronger government response to terrorist incursions.

Our project security departments and the General Manager – Risk continually monitor the security situation in the country and in the regions where we operate. Although our projects are located in stable areas, surrounding communities have received some internally displaced people from other parts of the country. This was noted around Kiaka during the early consultation process. We will be conducting an influx study in 2025 to gain a better understanding of the movement of people around Kiaka.

To address issues related to operating in conflict-affected areas, we:

- + Conduct an annual risk assessment to identify risks associated with operating in Burkina Faso and implications on our operations and local stakeholders;
- + Apply the VPSHR and ensure on-site security personnel have been trained in the VPSHR;
- + Liaise with government authorities around security risks and potential for terrorism/conflict in the region;
- + Engage with employees and community members to gain security intelligence from the areas around our sites;
- + Maintain a strong security presence at all sites;
- + Cooperate with other mining companies in the region to exchange security intelligence;
- + Apply our Human Rights Policy, which includes taking guidance from international humanitarian standards; and
- + Participate in the Burkina Faso Extractives Industries Transparency Initiative.

All security personnel at our operations, including private security firms and public security personnel assigned to our operations, are required to complete training in the VPSHR provided by our risk and / or security heads of departments. The General Manager – Risk also considers human rights risks in the project level risk assessment process. This includes risks to our workers and potential human rights risks to communities surrounding our projects from security personnel working on our project sites.

Interactions With Stakeholders

Stakeholder engagement is a core part of our business and a daily activity. We actively engage with stakeholders to provide project updates, to listen and respond to concerns or questions, and to understand the viewpoints and expectations of people affected by or interested in our projects. Engagement happens at multiple points within our organisation and for a multitude of reasons, including building and maintaining relationships, and exchanging information and opinions. We are committed to an active process of engagement with stakeholders in order to build successful and mutually beneficial relationships. We aim to meet international practice and takes guidance from the Equator Principles, the International Finance Corporation and the International Council on Mining and Metals in planning for and conducting stakeholder engagement activities.

Our engagement activities are based on:

- + Engaging honestly and respectfully with all stakeholders and communities;
- + Giving special care to cultural appropriateness;
- + Building mutually beneficial relationships with stakeholders that are based on trust, mutual respect and understanding;
- + Communicating information to stakeholders in ways that are meaningful;
- + Translating information into languages and formats that are accessible;
- + Planning consultation and ensuring that the process is inclusive and well documented;
- + Investing time in identifying and prioritising stakeholders, assessing their interests and concerns;
- + Taking grievances seriously;
- + Registering grievances so that they can be responded to and addressed in a reliable and timely manner; and
- + Ensuring that stakeholder issues, concerns and interests are given due consideration in project planning and design.

The community relations teams at Sanbrado, Toega and Kiaka lead our project-specific stakeholder engagement activities. Stakeholders are initially identified through stakeholder mapping exercises conducted during the ESIA for each project, resulting in the development of a project-specific Stakeholder Engagement Plan (SEP). The SEP describes the various stakeholder groups and the core methods of engaging with each group. Over time, stakeholder mapping and the SEP are updated to reflect changes in each project’s operating environment.

Topic 14.24 Public Policy

We value the importance of participating in industry groups as a way of shaping public policy in alignment with the Sustainable Development Goals and stakeholder interests. We participate in a number of industry groups in Australia and Burkina Faso, these are presented in the 2024 Sustainability Databook.

Topic 14.23 Government and tax transparency

We are committed to being responsible participants in the economy of Burkina Faso. As such, we pay all taxes, royalties and other economic contributions as required by national legislation and the applicable conditions of our mining permits. Our approach to tax is reflected in our Code of Conduct, which states that “it is essential that all personnel, suppliers, consultants and contractors: comply with all laws and regulations under which the Company operates; comply with the ethical and technical requirements of any relevant regulatory or professional body; do not knowingly participate in illegal activities or unethical conduct.”

Recognising that tax is a highly complex, highly specialised, and rapidly changing regulatory environment, our approach is to have open, honest and transparent relationships with our highly regarded and highly qualified external tax advisors in each tax jurisdiction in which we do business. As such, these external tax advisors have a comprehensive understanding of our planned and historical business transactions and can effectively advise and support us to fully comply in all aspects of tax in each jurisdiction in which our companies are domiciled.

We aim for full legal tax compliance in each jurisdiction in which our companies are domiciled, including complete and accurate tax reporting to relevant authorities. In the interests of transparency, we also publicly disclose payments to governments (Burkina Faso, Australia, and Canada) in our annual Sustainability Report (refer to the ESG Databook).

The CFO has delegated responsibility for the WAF Group’s overall tax planning and tax compliance.

We are one of the largest contributors of tax and royalty revenue to the government of Burkina Faso. This revenue greatly assists the government with the delivery of services to the communities and people of Burkina Faso. This, and our compliance with tax laws, was recognised in 2023 when SOMISA was awarded two certificates of excellence by the Burkina Faso tax department.

In terms of engagement regarding tax and tax policy, we are a member of the Burkina Faso Chamber of Mines.

Our Whistleblower Policy is the primary route by which concerns around our business conduct can be reported. The policy is published on our website and the mechanism set out in this policy is available to everyone and can be used to report concerns both internally and to an external party.

Topic 14.22 Anti-Corruption

We stand firmly against corruption. This position is formalised through our Code of Conduct which applies to everyone working for and on behalf of WAF, including all employees and members of the Board and all business partners (i.e., suppliers, consultants, contractors). The Code of Conduct is communicated to employees during their induction into the WAF Group and through ongoing internal announcements.

Actions taken to prevent corruption:

In our operations:

- + Diligence in financial reporting is overseen by our Commercial Managers, as well as corporate oversight and review.
- + Each project has a competent Security Department, capable of investigating any complaints received or anomalies detected.
- + Each project has a grievance mechanism in place, monitored by its Community Relations Department.
- + A WAF Group Whistleblower Policy is in place, enabling concerns to be raised by anyone associated with the WAF Group.
- + Corporate Risk and Human Resource functions oversee and investigate any areas of concern.
- + Corruption is included in our enterprise-level risk assessments which are reviewed and updated annually.

In our dealings with suppliers, contractors and business partners

- + Due diligence of contractual arrangements by our Commercial Teams, Safety Teams and Project Directors.


In our dealings with government and other authorities:

- + All meetings with government personnel are documented.
- + We maintain an executive-level oversight of government interactions and advice is provided to the Board when considered necessary.

Training and awareness raising

We are in the process of implementing an online training module for everyone involved with the WAF group. The objective of this training module is to ensure that our position against corruption is widely understood. The module will require participants to acknowledge that they have received the training and that they accept the WAF Group Code of Conduct. It is intended that this training module will be in place from 2025 and will be repeated annually.

LIMITED ASSURANCE STATEMENT



INDEPENDENT ASSURANCE STATEMENT

To the Stakeholders of West African Resources Limited ("WAF")

Limited Assurance Conclusion
Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the scope 1 and 2 GHG emissions and total energy consumption ("Subject Matter Information") , including associated methods, assumptions, and estimation uncertainty, presented in WAF's 2024 Sustainability Report for the period of 1st January 2024 to 31st December 2024 ("the Report"), is not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement.

Scope of the Assurance Engagement
The scope of assurance was limited to the below Subject Matter Information applicable for the following sites under WAF's operational control including WAF's corporate office in Perth, Australia, and sites located in Burkina Faso: Sanbrado Gold Project (legal entity "Société des Mines de Sanbrado SA"), Kiaka Gold Project (legal entity "Kiaka SA") and Toega gold deposit (legal entity "Toega SA").

Our assurance engagement does not extend to any other information included in the Report or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Subject Matter Information	Assured Figure
Scope 1 GHG emissions – Sanbrado site	109, 686 tCO2-eq
Scope 1 GHG emissions – Kiaka site	58,974 tCO2-eq
Subtotal Scope 1 GHG emissions (Sanbrado and Kiaka sites only)	168,660 tCO2-eq
Scope 2 GHG emissions (location based) – all sites	132.8 tCO2-eq
Total Energy Consumption – all sites	1,693,215 GJ

Reporting Criteria
The Subject Matter Information was prepared in accordance with WAF's self-determined criteria presented in the following internal document "Scope 1 & 2 greenhouse gas emissions quantification assessment version 3" (dated November 2024), the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) (2015) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) and the GRI Standards 302-1:2016 Energy consumption within the organisation, 305-1:2016 Direct (Scope 1) GHG emissions and 305:2 Energy indirect (Scope 2) GHG emissions developed by the Global Sustainability Standards Board (GSSB). Refer to the notes as presented in the "Energy & Emissions" tab of the Sustainability Databook 2024 for more information.

WAF's Responsibilities
Management of WAF was responsible for:

- Selecting and establishing suitable reporting criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that is free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.



Our Responsibilities
Bureau Veritas was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- Reporting our conclusion to the Directors of WAF.

Bureau Veritas was not involved in the drafting of the report and our independence has not been compromised.

Summary of Work Performed
Our limited assurance engagement on the Subject Matter Information was conducted in accordance with ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and ISAE 3410 *Assurance Engagements on Greenhouse Gas Statements* issued by the International Auditing and Assurance Standards Board (IAASB), and Bureau Veritas' procedure for Sustainability Assurance Engagements.

Our work was planned and executed in a manner designed to produce the intended level of assurance and to provide a sound basis for our conclusions.



BUREAU VERITAS Shaping a World of Trust



The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information subject to assurance.
- Enquiries of WAF representatives to gain an understanding and evaluate implementation of processes, systems and internal controls to collect, aggregate, calculate, analyse and report the Subject Matter Information.
- Enquiries of personnel responsible for the performance of the processes and preparation of the Subject Matter Information.
- Review of documentary evidence produced by WAF representatives.
- Comprehensive performance data testing, involving source verification for emissions sources and emissions factors, as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether the WAF's methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the report.
- Request of Management Representation Letter on key assertions.

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessment procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level of assurance, does not guarantee the detection of all material misstatements, should they exist.

Inherent Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period.
- Statements of commitment to, or intention to undertake future actions by WAF.
- Statements of position, opinion, belief and/or aspiration by WAF.
- Financial data audited by an external third party.
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Impartiality, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. Bureau Veritas' mission is to reduce its clients' risks, improve their performance and help them innovate to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years (<https://group.bureauveritas.com/>).

Bureau Veritas operates quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with WAF, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive Industry Sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Bureau Veritas Australia Pty Ltd
3rd April 2025

Bureau Veritas

Jeremy Leu
General Manager, Perth, Australia



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UNITS, ACRONYMS AND GLOSSARY

Units and chemical symbols	
CH ₄	methane
CO	carbon monoxide
CO ₂	carbon dioxide
GJ/oz	gigajoules (energy) per ounce of gold produced
f:m	female to male (ratio)
kg	kilogram
km	kilometre
km ²	square kilometres
kV	kilovolt
MWh	megawatt hours
NO _x	nitrogen oxides
N ₂ O	nitrous oxide
oz	ounce
SO ₂	sulphur dioxide
SO _x	sulphur oxides
t CO ₂ -eq	tonnes of CO ₂ -equivalent
t CO ₂ -eq/oz	tonnes of CO ₂ -equivalent greenhouse gases emitted per ounce of gold produced
Acronyms and abbreviations	
ANEVE	National Agency for Environmental Assessments / Agence Nationale pour l'Evaluation Environnementale
ASM	Artisanal and small-scale mining
CDP	Community Development Plan
CIL	Carbon-in-leach
COTESCO	Technical Commission for Monitoring and Control / Commission Technique de Suivi et de Contrôle
CRD	Community Relations Department
DGMG	General of Mines and Geology / La Direction Général des Mines et de la Géologie
DGPE	General Directorate for Environmental Preservation / La Direction Générale de la Préservation de l'Environnement
DMIRS	Western Australian Department of Mines, Industry Regulation and Safety
EoR	Engineer of Record
ESAP	environmental and social action plan
ESG	environmental, social and governance
ESIA	environmental and social impact assessment
FMDL	Local Development Mining Fund / Fonds Minier de Developpement Local
GHG	greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GRI Standards	Global Reporting Initiative Sustainability Reporting Standards
HDPE	High-density polyethylene
HIV/AIDS	human immunodeficiency virus / acquired immunodeficiency syndrome
HR	Human Resources Department
HSE	Health, Safety and Environment Department
ILO	International Labour Organisation
ISO	International Standards Organisation
LPP	Local Procurement Plan
LRP	Livelihood Restoration Plan
LTi	lost time injury
MOU	Memorandum of Understanding
NAF	non-acid forming
NGO	non-governmental organisation

Acronyms and abbreviations	
OHS	occupational health & safety
PAF	potentially acid forming
PAP	project-affected people
PDA	project development area
PM	particulate matter
Q1, Q2, Q3, Q4	quarter 1, quarter 2, quarter 3, quarter 4 of the calendar year
RAP	Resettlement Action Plan
RL	reduced level (the RL of a point is its height above/below the adopted datum. It provides an absolute height, instead of relative height)
SDG	Sustainable Development Goals
SEP	Stakeholder Engagement Plan
SOMISA	Société des Mines de Sanbrado SA
SONASP	National Company of Precious Substances / Société Nationale des Substances Précieuses
STI	sexually transmitted infection
TRIFR	total recordable injury frequency rate
TSF	tailings storage facility
WAF	West African Resources Limited

Glossary	
area of high biodiversity value	Area not subject to legal protection, but recognised for important biodiversity features by a number of governmental or non-governmental organisations
base year	Historical datum (such as year) against which a measurement is tracked over time
baseline	Starting point used for comparisons
basic salary	Fixed, minimum amount paid to an employee for performing his or her duties
biogenic carbon dioxide (CO ₂) emission	Emission of CO ₂ from the combustion or biodegradation of biomass
carbon dioxide (CO ₂) equivalent	Measure used to compare the emissions from various types of greenhouse gas based on their global warming potential
community development program	Program that details actions to minimise, mitigate, or compensate for adverse social and/or economic impacts, and/or to identify opportunities or actions to enhance positive impacts of a project on the community
direct (Scope 1) GHG emissions	Greenhouse gas emissions from sources that are owned or controlled by the organisation
discrimination	Act and result of treating persons unequally by imposing unequal burdens or denying benefits instead of treating each person fairly on the basis of individual merit
disposal	Any operation which is not recovery, even where the operation has as a secondary consequence the recovery of energy
effluent	Treated or untreated wastewater that is discharged
employee	Individual who is in an employment relationship with the organisation according to national law or practice
employee category	Breakdown of employees by level or function
employee turnover	Employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service
energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation
environmental laws and regulations	Laws and regulations related to all types of environmental issues applicable to the organisation
freshwater	Water with concentration of total dissolved solids equal to or below 1,000 mg/L
full-time employee	Employee whose working hours per week, month, or year are defined as full-time according to national law or practice regarding working time
global warming potential	Value describing the radiative forcing impact of one unit of a given greenhouse gas relative to one unit of CO ² over a given period of time

Glossary	
governance body	Formalised group of individuals responsible for the strategic guidance of the organisation, the effective monitoring of management, and the accountability of management to the broader organisation and its stakeholders
greenhouse gas	Gas that contributes to the greenhouse effect by absorbing infrared radiation
grievance	Perceived injustice evoking an individual's or a group's sense of entitlement, which may be based on law, contract, explicit or implicit promises, customary practice, or general notions of fairness of aggrieved communities
grievance mechanism	Routinised process through which grievances can be raised and remedy can be sought
groundwater	Water that is being held in, and that can be recovered from, an underground formation
hazardous waste	Waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation
hierarchy of controls	Systematic approach to enhance occupational health and safety, eliminate hazards, and minimise risks
high-consequence work-related injury	Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months
human rights	Rights inherent to all human beings, which include, at a minimum, the rights set out in the UN International Bill of Rights and the principles concerning fundamental rights set out in the ILO Declaration on Fundamental Principles and Rights at Work
impact	Effect the organisation has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development
incineration	Controlled burning of waste at high temperatures
infrastructure	Facilities built primarily to provide a public service or good rather than a commercial purpose, and from which the organisation does not seek to gain direct economic benefit
landfilling	Final depositing of solid waste at, below, or above ground level at engineered disposal sites
local community	Individuals or groups of individuals living or working in areas that are affected or that could be affected by the organisation's activities
local supplier	Organisation or person that provides a product or service to the organisation, and that is based in the same geographic market
material topics	Topics that represent the organisation's most significant impacts on the economy, environment, and people, including impacts on their human rights
mitigation	Action(s) taken to reduce the extent of a negative impact
non-guaranteed hours employee	Employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required
occupational health and safety management system	Set of interrelated or interacting elements to establish an occupational health and safety policy and objectives, and to achieve those objectives
occupational health and safety risk	Combination of the likelihood of occurrence of a work-related hazardous situation or exposure, and the severity of injury or ill health that can be caused by the situation or exposure
occupational health services	Services entrusted with essentially preventative functions, and responsible for advising the employer, the workers, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health
operation with significant actual or potential negative impacts on local communities	Operation, considered alone or in combination with the characteristics of local communities, that has a higher than average potential of negative impacts, or actual negative impacts, on the social, economic or environmental well-being of local communities
other indirect (Scope 3) GHG emissions	Indirect greenhouse gas emissions not included in energy indirect (Scope 2) GHG emissions that occur outside of the organisation, including both upstream and downstream emissions
part-time employee	Employee whose working hours per week, month or year are less than the number of working hours for full-time employees
permanent employee	Employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work

Glossary	
preparation for reuse	Checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived
protected area	Geographic area that is designated, regulated, or managed to achieve specific conservation objectives
recordable work-related injury or ill health	Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness
recycling	Reprocessing of sector or components of products that have become waste, to make new materials
remuneration	Basic salary plus additional amounts paid to a worker
reporting period	Specific time period covered by the reported information
significant air emission	Air emission regulated under international conventions and/or national laws or regulations
stakeholder	Individual or group that has an interest that is affected or could be affected by the organisation's activities
supply chain	Range of activities carried out by entities upstream from the organisation, which provides products or services that are used in the development of the organisation's own products or services
surface water	Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams
sustainability / sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
temporary employee	Employee with a contract for a limited period (i.e., a fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)
value chain	Range of activities carried out by the organisation, and by entities upstream and downstream from the organisation, to bring the organisation's products or services from their conception to their end use
vulnerable group	Group of individuals with a specific condition or characteristic (e.g., economic, physical, political, social) that could experience negative impacts as a result of the organisation's activities more severely than the general population
waste	Anything that the holder discards, intends to discard, or is required to discard
water consumption	Sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period
water discharge	Sum of effluents, used water and unused water released to surface water, groundwater, seawater, or a third party, for which the organisation has no further use, over the course of the reporting period
water stewardship	Use of water that is socially equitable, environmentally sustainable, and economically beneficial, achieved through a stakeholder-inclusive process that involves facility- and catchment-based actions
water storage	Water held in water storage facilities or reservoirs
water stress	Ability, or lack thereof, to meet the human and ecological demand for water
water withdrawal	Sum of all water withdrawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period
worker	Person that performs work for the organisation
work-related hazard	Source or situation with the potential to cause injury or ill health
work-related injury or ill health	Negative impacts on health arising from exposure to hazards at work

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