



Saracen



SUSTAINABILITY
REPORT

2018

ABN: 52 009 215 347

CORPORATE DIRECTORY

Board of Directors

Mr Geoffrey Clifford (Non-Executive Chairman)
 Mr Raleigh Finlayson (Managing Director)
 Mr Martin Reed (Non-Executive Director)
 Dr Roric Smith (Non-Executive Director)
 Ms Samantha Tough (Non-Executive Director)

Company Secretary

Mr Jeremy Ryan

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Stock Exchange Listing

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 (ASX Code: SAR)

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CEO MESSAGE

Welcome to Saracen Mineral Holdings Ltd ("Saracen" or "the Company") inaugural Sustainability Report which provides an outline of our achievements in the area of sustainability and is an important step forward for the Company. We are committed to operating our business in a sustainable manner and the 2018 financial year ("FY2018") saw Saracen produce outstanding operating results in terms of financial and production measures, and equally as important, demonstrating strong performance in the areas of governance, safety and environmental responsibility, whilst improving the links with our communities.

Strong production performance and associated profitability was only possible thanks to the endeavours of our dedicated team of Saracen employees and our contractor partners. A major focus in FY2018 has been reducing the frequency and severity of incidents and injuries in our places of work as well as the elimination of hazards. We continue to seek further improvements to our safety performance by building a positive culture to achieve the safest possible workplace.

Over the last few years we have re-invested cash flows into the development of our assets and we are now reaping the rewards of this strategy with net profit after tax of \$75.6m and cash flow generation of \$66m for FY2018.

Saracen is committed to the continued development of our operations with a pipeline of projects to be implemented in FY2019 which will make our workplaces safer and more productive and ensure a long term future for our operations.

These Projects include:

- The Karari Paste-fill plant (see case study page 34)
- The installation of an Aerodrome at Carosue Dam (see case study page 22)
- De-risking Thunderbox underground development
- Whirling Dervish underground transitioning to full operation after nearly 12 months of drilling to de-risk the investment
- Increased Exploration expenditure
- Mill expansion study for Carosue Dam

It is this pipeline of projects along with targeted capital reinvestment that provides us with a 7 year production plan. The longevity of Saracen's operations also provides an opportunity to create positive outcomes in our local communities well into the future.

Saracen, through its investment in our industry and local communities, wishes to leave a legacy of improved outcomes for all stakeholders. We view engagement, communication and consultation with stakeholders as crucial for business success and maintaining a social license to operate. We have strong relationships with local communities and the pastoralists close to our operations. This engagement with our surrounding communities has been further reinforced this year with stronger commitments to our indigenous communities.

The success of our business has enabled us to increase the level of support for programmes in the communities and the industry in which we operate. These include:

- Partnering with Netball WA's Shooting Stars Programme to support an indigenous girl's education programme in Leonora. Saracen has agreed to fund the initial start-up of this programme at the Leonora school and is working with Shooting Stars to secure ongoing funding from private and public sources to ensure the future of the programme in Leonora (see case Study Page 25).
- Through the Clontarf Foundation, Saracen is providing support for indigenous boys to gain education and life skills, and developing connections with our partner contractors to secure interviews and, potentially, placements as apprentices.
- Saracen also supported the Goolarri Goldfields Girl Programme which aims to encourage personal and professional development amongst young indigenous women through training and employment pathways, public speaking, mentorship activities, and leadership workshops.

Beyond our support for local indigenous communities, we have re-committed to on-going support for the Western Australian School of Mines ("WASM") in Kalgoorlie, through direct sponsorship, mentoring programmes, and promotion of this iconic education institution as a global centre of excellence. WASM is a vital institution which provides a unique opportunity for students to gain a tertiary education in mining related disciplines and ensures the Australian mining industry will have a good supply of professionals across a range of disciplines into the future.

Other contributions to the Western Australian economy and community came in the form of payments to Government including over \$22M in payments for rates, royalties and taxes. In addition to this, Saracen provided permanent employment for over 380 people at our operations as well as up to 400 direct contractors.

Saracen's environmental track record has been strong, and last year was no exception as once again there were no significant environmental incidents. Regulatory adherence, environmental monitoring and statutory reporting were all aligned with our published corporate policies and standards. Mining and exploration activities will always have some impact on the environment, but minimising and mitigating the impact is one of Saracen's guiding principles.

Business continuity is vital to the wellbeing of the smaller more vulnerable rural communities in which we operate. Through astute investment in both organic and inorganic growth, Saracen has confirmed a 7 year Life of Mine plan, with plans and investment underway to investigate further extensions. A secure future for our operations enables a secure future for all our stakeholders.

We are pleased to present this inaugural Sustainability Report and would like to thank all our dedicated staff and contractors who have helped us to deliver on our commitments.



ABOUT SARACEN

Saracen Mineral Holding Limited is listed on the Australian Stock Exchange ("ASX"; ASX Code: SAR) (ABN: 52 009 215 347) and as a public company, is owned by its shareholders. Its operations are held via two corporate subsidiaries, both 100% owned by Saracen Mineral Holdings Ltd:

- Saracen Gold Mines Pty Ltd (ABN: 14 116 649 122) – Carosue Dam
- Saracen Metals Pty Ltd (ABN: 15 107 154 727) – Thunderbox

Saracen is a mid-tier Australian Gold mining and exploration company with headquarters located in Perth, Western Australia. The primary metal produced is gold from two mining operations in the West Australian Goldfields:

- Carosue Dam is located 120km northeast of Kalgoorlie
- Thunderbox is located 90km north-northwest of Leonora

In addition, Saracen has a large tenement holding comprised of over 1,700km² with proven gold endowment in areas adjacent to the existing operations.

Saracen purchased the Carosue Dam Operation in 2006 and reopened the mine in 2009 with gold production commencing in January 2010. In 2014 Saracen acquired the Thunderbox Operations, followed in 2016 with the acquisition of the Kailis and the King of the Hills mines. The Thunderbox Operation was reopened in July 2016 with first gold production in February 2017.

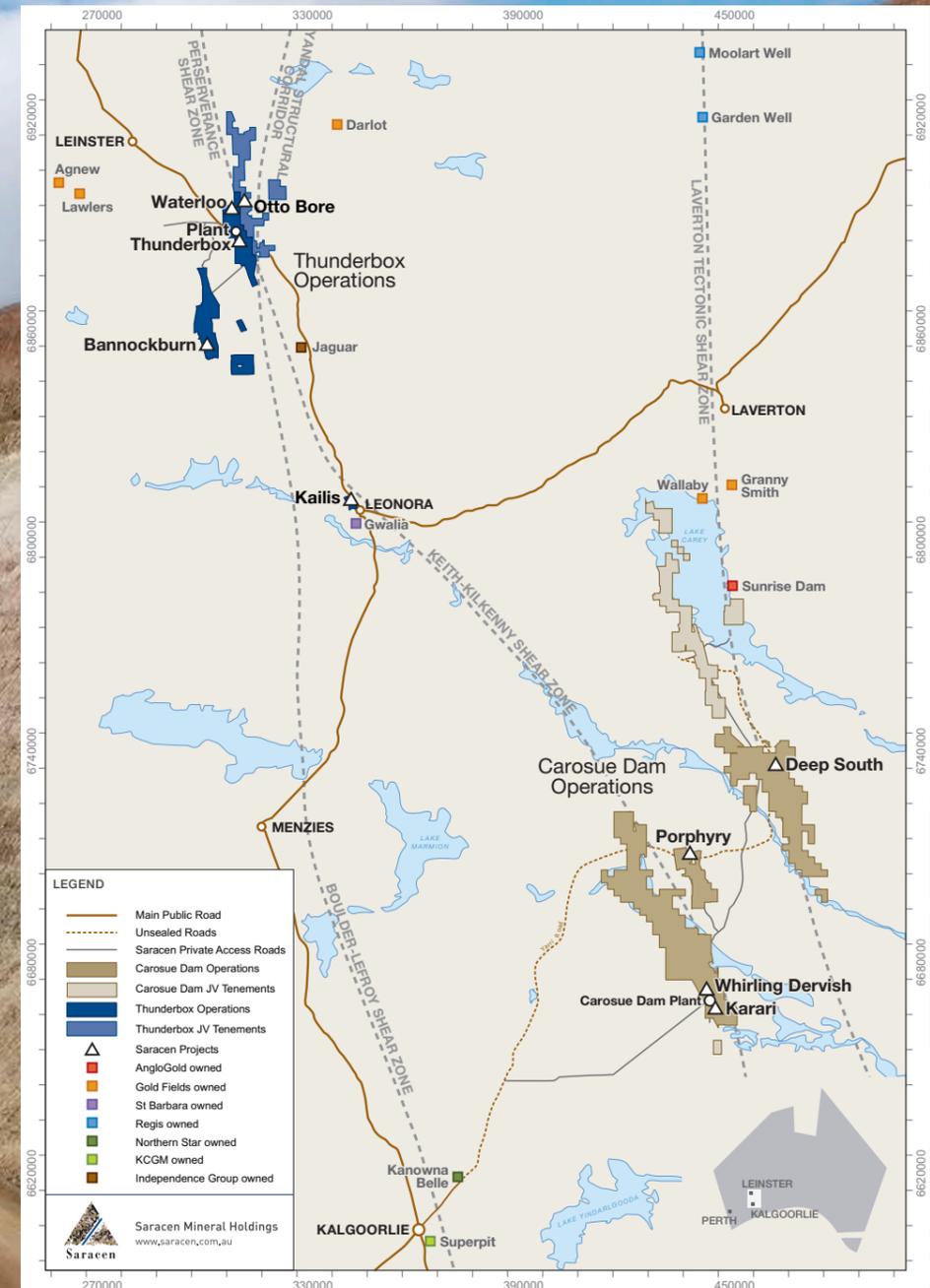
In 2017 Saracen poured its one millionth ounce of gold at Carosue Dam since production commenced in January 2010 and in FY2018 the Company achieved annual gold production of 300,000oz from the two production centres.

FY	Ounces of Gold Produced	
	Carosue Dam	Thunderbox
2010	25,036	-
2011	111,163	-
2012	116,122	-
2013	136,168	-
2014	133,492	-
2015	167,531	-
2016	157,191	31,465
2017	144,426	129,300
2018	171,301	145,112

FY2018 was a year of rationalisation for Saracen with the Company divesting deemed non-core assets, King of the Hills and Red October, in order to focus its business on extending the mine life at those mines close to its two processing centres to establish a stronger business with a view to a sustainable future. During the last few years, Carosue Dam has transformed from a multi open pit operation into an operation focused on underground mines. At the same time, Thunderbox has developed its open pit operation to have multiple concurrent operating pits, as well as commencing underground development beneath the base of the completed 'A' Zone open pit.

Production for FY2019 is forecast to be between 325,000oz and 345,000oz at an All-In Sustaining Cost ("AISC") of \$1,050-1,100/oz. All gold produced is transported from the operations via local contractors and sold to the Perth Mint.

Saracen has set an aspirational production target, the "Flight to 400" which aims to increase production to 400koz per annum in the near future.



OUR CORE VALUES

The Company's Core Values of Attitude, Communication, Delivery and Courage, define and guide how we conduct ourselves on a day to day basis and in our interactions with all our stakeholders.



ATTITUDE

Champion a "can-do" culture, your attitude is contagious.



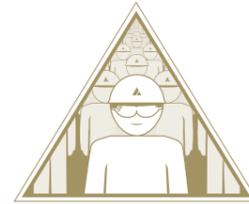
COMMUNICATION

Open, honest and decisive communication flows at all times.



DELIVERY

Lead a proactive safety culture, be accountable for your actions, and set and deliver realistic and achievable goals.



COURAGE

Challenge the status quo, in pursuit of sustainability and growth. Think and act like owners.

The application of these values promotes a strong, results-driven, 'can do' culture, where our people are at the heart of our success.

As part of reviewing our values going forward we have committed that we will highlight Safety as a specific value area to ensure the right focus and message is engrained internally and externally in our business. In FY2019 Safety will be added as a specific standalone value.

GOVERNANCE AND THE BOARD

Saracen's approach to corporate governance is set out in Saracen's Corporate Governance Statement, a copy of which is included in the 2018 Annual Report and also located on the Saracen website (www.saracen.com.au). Saracen's corporate governance performance is underpinned by meeting, as a minimum, the objectives set out in the third edition of the ASX Corporate Governance Principal's and Recommendations.

Saracen is committed to good governance practices, operating ethically and with integrity. To this end Saracen has a suite of policies that govern the way in which it operates. These include the following:

- Community
- Environment
- Health and Safety
- Shareholder Communications
- Securities Trading
- Privacy
- Continuous Disclosure
- Diversity
- Equal Employment Opportunity
- Risk Management
- Violence, Harassment and Bullying
- Whistle blower
- Code of Conduct
- Anti-Bribery and Corruption ¹

These policies are available on the Saracen website.

As of 30 June 2018 Saracen's Board consists of five members selected for their skills and knowledge of the industry and corporate governance. The functions and responsibilities of the Board and each of the Committees are set out in the respective Charters which can be found on Saracen's website.

The Board is supported by the following Board Committees:

- Audit Committee
- Risk and Sustainability Committee
- Remuneration and Nomination Committee
- Exploration and Growth Committee

The Saracen Board is responsible for ensuring Saracen operates in a sustainable manner. In recognition of this, Sustainability was added to the Risk Committee's remit during FY2018, with Community consultation and engagement being a key pillar within this. Saracen senior management and the Risk and Sustainability Committee assist the Board in identifying, understanding and monitoring risk and sustainability related matters, ensuring appropriate strategies and controls are implemented.

¹ Saracen is committed to conducting its business with integrity and has an Anti-Bribery and Corruption Policy available on our website. Given the environment in which Saracen operates, the application of the Policy is not considered a material issue for Saracen at this stage.





OUR APPROACH TO SUSTAINABILITY

Saracen's approach to Sustainability is based on maintaining strong economic performance, supported by good governance, and by looking after our people, the environment and the community in which we operate.

This is Saracen's inaugural Sustainability Report which follows on from, and replaces, the Sustainability Annexure included in the FY2017 Annual Report. The change to a stand-alone Sustainability Report is aimed at communicating how we operate as a Company and our commitment to the important areas of Environment, Sustainability and Governance ("ESG").

REPORT CONTENT AND PROCESS

For Saracen's inaugural Sustainability Report we have used the Global Reporting Initiative ("GRI") Reporting Principles and GRI Standards² as the basis for the report and assessing our material topics.

The GRI Reporting Principles have been used to construct the Report³ content. By applying the GRI Principles we can ensure that the data presented in the Report accurately reflects Saracen's Operations while addressing both the positive aspects of operational and corporate performance as well as those areas where improvement is required.

Key principles applied in preparing this Report include:

- Information presented is clearly understandable to a wide range of stakeholders, easily accessible and functional
- Utilises accepted metrics so that information is comparable across the industry e.g. in relation to Safety - Total Recordable Injury Frequency Rate ("TRIFR") and Lost Time Injury Frequency Rate ("LTIFR")
- Provide several years data (where available) to demonstrate context for Saracen's performance over time
- Create the Report so that it can be subject to external audit in the future

The following section explains the boundary and limitations of the Report, the processes for identification of stakeholders and the identification of Saracen's material topics. The previous sections along with Saracen's 2018 Annual Report and website cover the General Disclosures required under the GRI Reporting Principles. Sections: 4 to 7 cover Saracen's material topics. The GRI Index is included as Appendix 1 for reference to key GRI topics.

BOUNDARIES AND LIMITATIONS

This Report spans the financial year 1st July 2017 to 30th June 2018 (FY2018). Note that some of the data used is also reported as part of other requirements and may cover different time frames. For example, the Workplace Gender Quality Agency ("WGEA") Report (in relation to gender diversity) is reported for the period 1st April 2017 to 31st March 2018. Where reporting dates vary from the FY2018 this is noted.

The Report covers the Carosue Dam and Thunderbox Operations as well as associated exploration across our tenement packages in Western Australia.

We have not conducted an analysis of the sustainability of our suppliers and contractors so we have not reported on upstream or downstream impacts by suppliers or contractors.

All gold produced is sold to the Perth Mint where it is refined and on sold. Saracen does not report on the downstream impacts of the transport and refining of our gold. More information on the Perth Mint can be found at www.perthmint.com.

All dollar figures reported are in Australian currency, unless otherwise stated.

² For more information about the Standards, please see www.globalreporting.org

³ The Report has not been through an external assurance process; however Saracen intends to get external assurance on the FY2019 Report.

OUR STAKEHOLDERS

GRI guidelines define stakeholders as:

“Entities or individual that can reasonably be expected to be significantly affected by the reporting organisations activities, products or services; or who’s actions can reasonably be expected to affect the ability of the organisation to implement its strategies or achieve its objectives.”

Stakeholders were identified through an internal review process, accessing a broad range of internal input to ensure the broadest experience and knowledge base was utilised. A summary of the main stakeholder groups identified is listed in the table below.

Stakeholder Type	Area of Interest	Nature of Interactions
Saracen Board & Committees	Governance of the Company	Board meetings, site visits
Shareholders and Shareholder organisations, Analysts and Brokers	Business continuity, return on Equity (shares and dividends), Sustainability, Corporate Governance, Environmental and Social matters	Annual General Meeting, Annual Report, ASX Announcements, Quarterly Reports and webcasts, meetings, phone calls, emails, site visits, Conferences
Employees	Employment, conditions, safety, ongoing business viability	Employment Conditions, briefings, meetings, emails, phone calls
Financiers	Business continuity, future loans	Business update meetings, Provision of Life of Mine Plan each year, Confirmation of key financial metrics twice each year after statutory reporting
Government Agencies	Compliance with individual Acts and Regulations, payment of taxes and levies	Meetings, presentations, submission of documents and payment of fees, emails, phone calls, site visits
Traditional Owners	Preservation of Sites and cultural heritage, impact of mining on above, employment and education	Meetings, Field Surveys, Reports, letters, emails, phone calls
Pastoralists	Impact of mining on pastoral activities, compensation, employment, assistance in kind and working relationship	Meetings, site visits, letters, emails, phone calls
Contractors and Suppliers	Business continuity, ongoing orders and contacts, payment of invoices	Meetings, site visits, letters, emails, phone calls
Local communities	Information about Saracen, employment opportunities, financial and in-kind support	Meetings, presentations, site visits, letters, emails, phone calls
Industry Associations	Industry support, gender diversity, mental health and other various issues	Attendance at Committee meetings, briefing sessions
Research and educational Institutions	Support for research programmes, trips and events, education	Meetings, site visits
JV Partners and other tenement holders	Tenement management, information about Saracen activities, access, impacts	Meetings, contracts, letters, emails, phone calls

MATERIAL ISSUES

To identify our material issues each GRI Standard was reviewed for applicability to each stakeholder and ranked in relation to significant Economic, Environmental or Social impact⁴ and the influence on each stakeholder.

The top nine rated topics were validated by Management and the Board and are the focus of this Report. Material topics identified were:

- Economic Performance
- Occupational Health and Safety
- Training and Education
- Emissions
- Water
- Environmental Compliance
- Energy
- Materials
- Effluents and Wastes

These topics fall into four main areas:

1. Economic Performance
2. People
3. Community
4. Environmental

In this Report we have reported against the identified material issues using these four main areas. We have also included additional information about other issues which were not assessed as significant material topics, but which we believe our stakeholders expect us to manage in a responsible manner.

⁴ It was noted that a topic may be relevant based on only one of impacts (Economic, Environmental or Social) depending on the stakeholder.





ECONOMIC PERFORMANCE

Saracen's economic performance is a material topic. As a public company, it is our primary reason for being and the top priority for many stakeholders including, shareholders, the Board, management, employees, contractors and suppliers as well as the broader community.

Saracen's economic performance in FY2018 is summarised in its 2018 Annual Report released via the ASX and also available on our website. There are also aspects of Saracen's economic performance that relate to the Sustainability of the Company as detailed below.

The direct economic value generated by Saracen benefits not only our Shareholders and employees but the wider community in which we operate via:

- Payments to suppliers and employees
- Cash build and profitability to support an ongoing, sustainable business
- Tax payments to the State and Federal Government
- Royalties to the Western Australian Government
- Community investments, including in kind donations (see Community Involvement page 24)

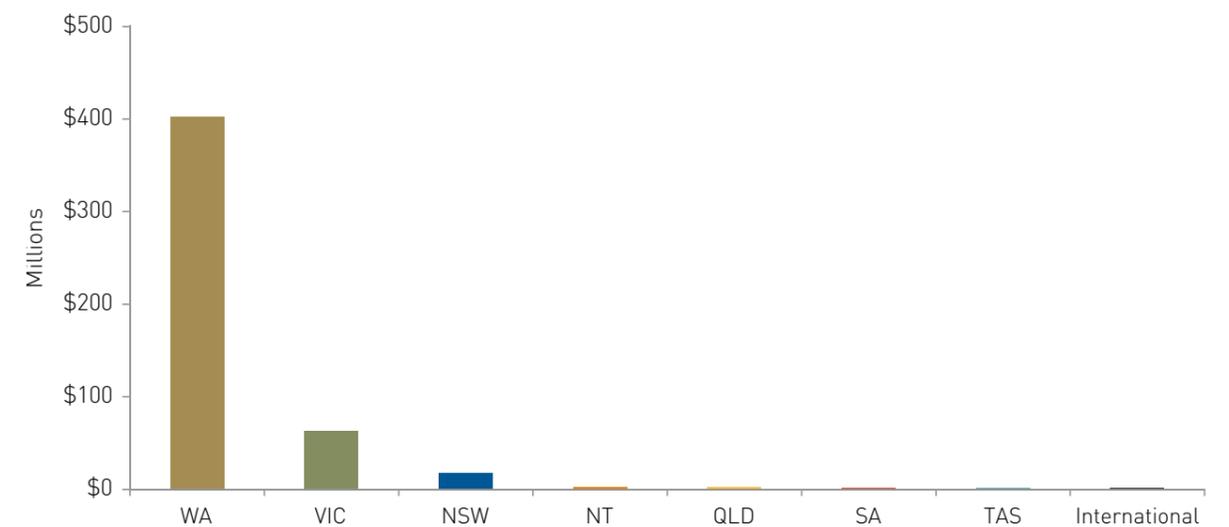
Further details of these benefits are explained on the following page.

PAYMENTS TO SUPPLIERS AND EMPLOYEES

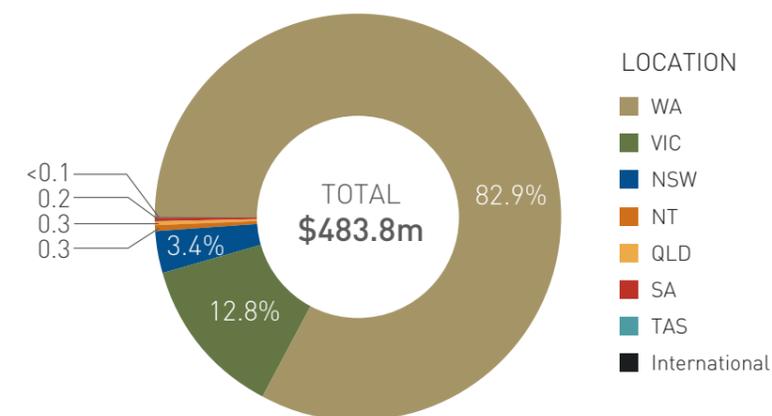
A key component of Saracen's business is supporting the local communities through local procurement of services and supplies. In FY2018 Saracen spent over \$480m in this area with the majority of this spend (82%) in Western Australia. Furthermore \$17m or 4% of this spend was spent directly in the Goldfields with the balance in the Perth metropolitan area.

Reported spend in other states, particularly New South Wales and Victoria, is due to some of our major contractors being national companies that have their primary headquarters located outside of Western Australia. It is important to note however, that these companies hire most of their employees working on Saracen operations locally thereby increasing the local impact.

Total spend for last 12 months by location

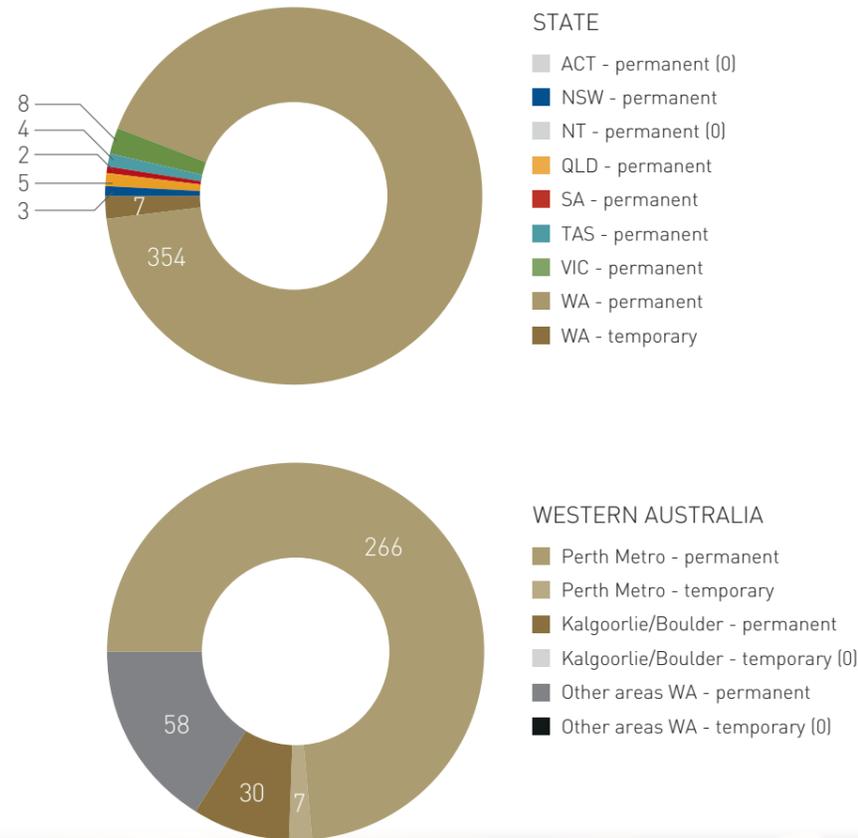


Proportion of Total Spend for last 12 months BY LOCATION



Saracen employees and their families also benefit the local communities in which they live when not on site through expenditure on goods and services in their local communities. 94% of Saracen workforce is based in Western Australia with 76% residing in the Perth metropolitan area and 9% based in the Kalgoorlie region. The majority of our contractors are also based in Western Australia.

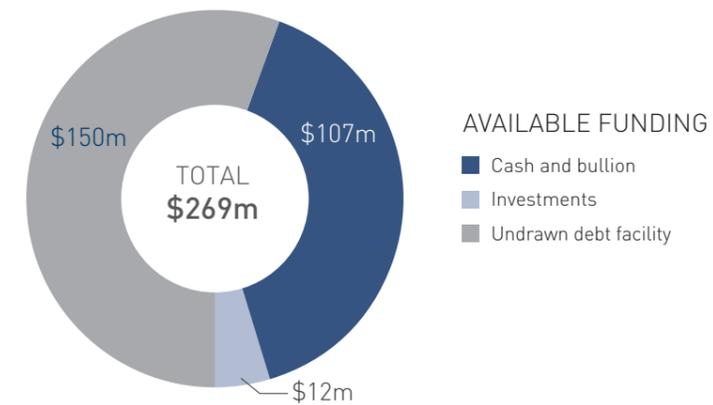
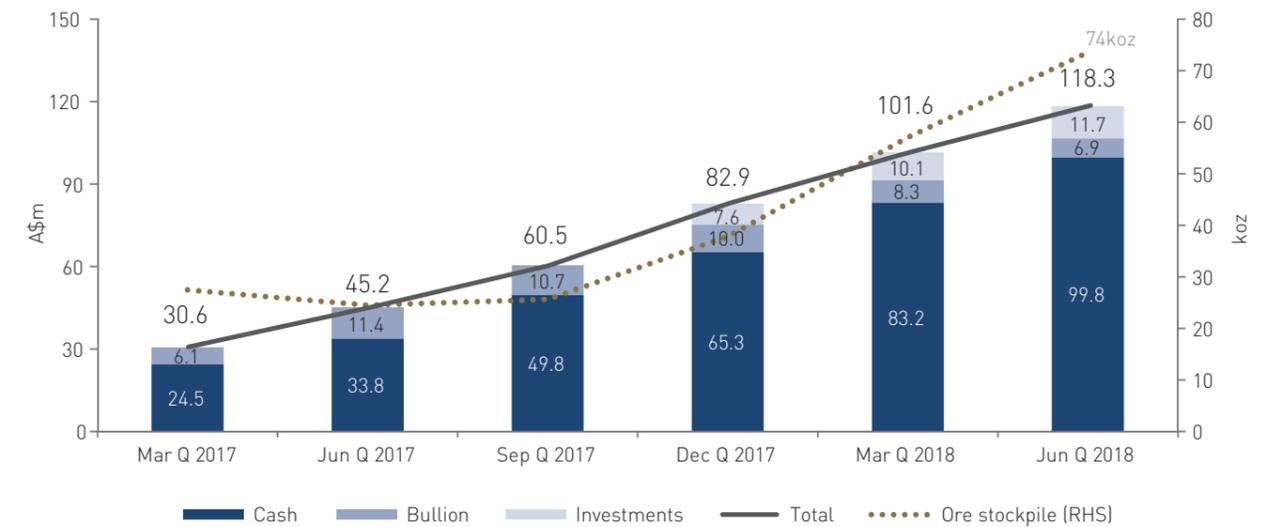
Total number of employees by employment contract (permanent and temporary)
BY REGION



CASH BUILD TO SUPPORT A SUSTAINABLE BUSINESS

Following a number of years of investing in the Company's assets, a key focus for FY2018 was a consistent build of our cash and cash equivalents, with a quarterly target of generating \$12m to \$15m. Pleasingly, this target was consistently achieved, growing cash and cash equivalents from \$45.2m at the end of FY2017 to \$118.3m at the end of FY2018. Combining this cash position with the Company's existing undrawn debt facility (\$150m), Saracen is well placed to internally fund continuing development of our operations to promote a sustainable future with a pipeline of projects to be implemented in FY2019. These projects will support increased production, deliver lower costs, extend the mine lives, make our workplaces safer and more productive and ensure a long term future for our operations.

Consistent cash and equivalents build



TAX AND ROYALTY PAYMENTS TO LOCAL & STATE GOVERNMENT

Recent events such as the proposal by the Western Australian State Government to raise the Royalties on Gold Production during 2017 have highlighted the need for mining companies to provide more information on the taxes and royalties that they pay to local and State governments. In FY2018 Saracen's payments to local and State Governments included:

- \$0.9m in Local Government rates
- \$1.9m in State Government fees and charges
- \$3.3m in State Government Payroll Tax
- \$16.2m in State Government Gold Royalties

OUR PEOPLE

Saracen's employees are the key to the success of the business. Their Occupational Health, Safety, Training and Education are material topics for Saracen as they affect not only how Saracen is perceived by its employees but also by its other stakeholders.



Our total workforce as at 30th June 2018 was 383, with 98.17% of the workforce in permanent roles. Employees are spread between the two operations, Carosue Dam and Thunderbox, and our Perth head office. Permanent employees include those employed on both full time and part time contracts. Temporary employees include those employed on casual or fixed term contracts.

92.42% of our employees are located within Western Australia, with 8.47% living directly in the region within which we operate. Both of our operations provide for Fly-In-Fly-Out ("FIFO") from Perth, whilst those who are located within the Goldfields region are able to Drive-In-Drive-Out ("DIDO") for their roster duration.

A number of policies and processes guide our approach to people within Saracen. This includes, but is not limited to, the Saracen Code of Conduct, Equal Employment Opportunity Policy, Remuneration Policy, Diversity Policy, Flexible Work Policy and our Employee Assistance Programme.

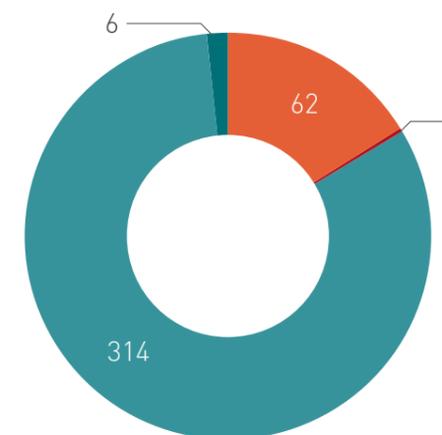
Following the submission of Saracen's 2016/17 Workplace Gender Equality Agency Report (available on the Saracen website) a number of gender diversity objectives were set by the Board for FY2018, including a target to meet the industry average for female employment. These objectives were outlined in the 2017 Annual Report and Saracen Management and the Board review progress toward achieving these objective on a quarterly basis.

During FY2018, Saracen increased its female participation rate to 16.45% and met its objective of aligning to the mining industry average. This was achieved through focussing on leading indicators for female participation, such as sufficient diverse candidates in recruiting pools and providing support for employees to take part in important industry groups such as Women in Mining and diversity specific events.

Going forward, Saracen is committed to further expanding in the diversity space including targets around Aboriginal and Torres Strait Islander participation rates and a commitment to the local communities within which we operate.

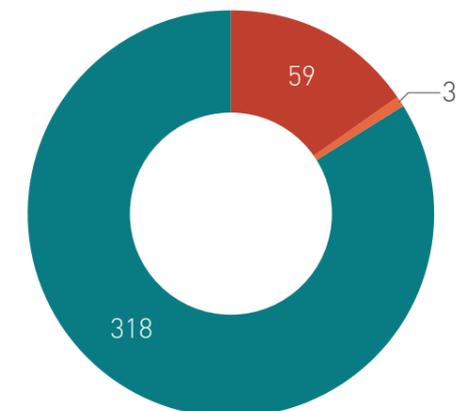
INFORMATION ON EMPLOYEES AND OTHER WORKERS

Total number of employees by employment contract
PERMANENT AND TEMPORARY⁵
by gender



- Female - permanent
- Female - temporary
- Male - permanent
- Male - temporary

Total number of employees by employment contract
FULL-TIME AND PART-TIME⁵
by gender



- Female - full time
- Female - part time
- Male - full time
- Male - part time (0)

⁵ All Figures are as of the 30th June 2018

REMUNERATION POLICIES

Saracen has a Remuneration Policy which outlines our remuneration framework.

The Remuneration Policy sets out Saracen's commitment to ensuring employees are fairly and responsibly compensated with regards to the performance of the Company, the performance of the employee and the general industry remuneration environment.

The Company may grant equity based remuneration to some employees through its shareholder approved Long Term Incentive Plan. In addition, in FY2018 an Employee Exempt Share Scheme was implemented to provide all eligible employees with a \$1000 share grant (refer Section 5.2.4 - Think and Act Like Owners Programme).

In late 2017, a review of the current benefit structure was undertaken to understand its effectiveness in motivating higher levels of performance. This resulted in new salary bandings for a number of operational and corporate roles and changes to rosters. These changes have positively impacted our ability to retain employees with a resulting turnover reduction of 25.79% in FY2018.

PROCESS FOR DETERMINING REMUNERATION

Saracen contributes remuneration data to external market providers who then prepare independent industry remuneration and benefit reports twice yearly.

The data provided in these reports is collated and analysed against current employee remuneration. Following the analysis Saracen creates a band for each role within the Company, ranging from the 25th to the 75th percentile. The band allows Saracen to continue to recruit and retain key talent and reward consistent performers.

Executive remuneration is aligned with the Group's stated objective of positioning Total Fixed Remuneration ("TFR") at the market median (50th percentile). Operating and non-operating Key Performance Indicators ("KPI's") relevant to each executive are set. The KPI's set are directly aligned to the Group's short and long term business goals.

ENTERPRISE AGREEMENTS

Saracen has two enterprise agreements in place, the Saracen Gold Mines Enterprise Agreement 2014 and the Saracen Metals Enterprise Agreement 2015.

The Saracen Gold Mines Enterprise Agreement covers 64 employees across our Carosue Dam operation and Exploration department and the Saracen Metals Enterprise Agreement covers 124 employees at our Thunderbox operation. This totals 49.01% of our total workforce.

THINK AND ACT LIKE OWNERS PROGRAMME

In May 2018 Saracen launched the Think and Act Like Owners ("TALO") programme company wide.

This programme provides a process for Saracen employees to think of ways to improve our business and be able to bring those ideas to the attention of site and senior management. To reinforce the programme a logo was developed and used in presentations and written communications throughout the Company.

To support this programme Saracen initiated an Employee Exempt Share Scheme which grants all eligible employees with Saracen shares to the value of \$1,000. Of the eligible employees, 98% took up the offer and became "Owners of Saracen", which demonstrates that Saracen employees are aligned to the Vision of the Company and are committed to "Thinking and Acting like Owners".



"We have displayed that we are committed to improving our performance and disclosure in all areas of sustainability "



CASE STUDY: CAROSUE DAM AERODROME PROJECT

Carosue Dam is a 24 hour, 7 day a week operation. Site personnel work rotational rosters on either a fly-in, fly-out ("FIFO") basis from Perth to Kalgoorlie and/or a drive-in, drive-out ("DIDO") basis from Kalgoorlie. All personnel and contractors access the Carosue Dam Operation via the public Yarri Road and a 60km private access road. The total distance via road from Kalgoorlie is 117km comprised of 28km sealed and 89km unsealed which is prone to wet weather events and ongoing road maintenance.

In the seven years of operations at Carosue Dam, there have been over 30 road incidents attributed to driving on unsealed roads. Vehicle related incidents rank as the highest principle risk associated with the Carosue Dam Operations, with the potential to result in single or multiple fatalities. During FY2019 Saracen will construct an aerodrome at Carosue Dam which will accommodate a direct charter service from Perth. This will significantly reduce the volume of traffic commuting to the mine site, and thereby implement the most effective hazard control mechanism.

The proposed aerodrome will be located 2.2km southwest of the Carosue Process Plant and 1.5km north of Carosue Dam Village. The aerodrome facility has been designed and will be constructed to Civil Aviation Safety Authority ("CASA") standards and regulations. It will consist of an all-weather landing strip, check-in terminal, ablutions, carpark and access road.

As well as providing a significantly reduced risk environment for vehicle incidents, there are a number of other benefits to this project for our business and our people. These include:

- Productivity Benefits
 - from reduced time lost in transit between Kalgoorlie and CDO
- Employee Benefits
 - less fatigue from reduced travel
 - increased hand over time between shifts
- Retention and Attraction: Improved and reduced commute time supports staff retention and attraction.
 - The Carosue Dam and Thunderbox Operations will continue to support staff, contractors and businesses based in Kalgoorlie and Leonora through a variety of methods.



COMMUNITY INVOLVEMENT

Saracen, through investment in our local communities and our industry, aim to leave a lasting positive legacy of improved outcomes for all parties. We view engagement, communication and consultation with community stakeholders as crucial for business success, including maintaining a social license to operate.

While local communities were not assessed as a Material Risk, this section is included as we believe the wider community is interested in how Saracen manages and contributes to the local community in which it operates.

Saracen's Community Policy and Code of Conduct (available from our website) guide how Saracen manages and interacts with the community and establishes management processes for allocation of funds at both a site and corporate level. During FY2018, we committed to spending \$1 per ounce of gold produced in FY2019 on community donations and sponsorships. Priority in implementing this Policy will be given to projects that bring long term benefits to the communities in which Saracen operates such as the "Shooting Stars" Programme (refer below).

In addition to the funds Saracen contributes to the local community through wages, payments to local Contractors and suppliers, taxes and royalties detailed in Section 4, Saracen also supports the local community by supporting local sporting and community events as well as programmes specifically targeted at focus groups such as aboriginal youth. In FY2018 Saracen provided funding and other support to the Leonora Golden Gift, the Leonora and Leinster races, Goldfields Girl Programme, Clontarf Foundation, schools visits in Kalgoorlie, St Barbara festival in Kalgoorlie, Children's Charity Network - Leinster Art Programme, Gold Industry Group ("GIG") - Kalgoorlie Gold Trail, WA School of Mines ("WASM") Wallabies and WASM Social Club.

As well as working with local community groups, Saracen is also strongly supporting education and helping students understand and engage with the mining industry. This support has included:

- Sponsorship of the Curtin Award for the best student Surface Mining System.
- Supporting our employees to visit schools including the East Kalgoorlie Primary School and Kambalda Primary School.
- Encouraging our employees to visit their old high schools to give talks about mining careers.
- Thunderbox site visit for the East Waikiki Primary School Student Leadership Team.

Saracen has statutory obligations to several groups including pastoralists, local governments and aboriginal groups. Whilst Saracen is committed to meeting these statutory obligations, Saracen also values these groups as partners and seeks to form strong relationships with them that provide meaningful mutual benefits. To this end, during FY2018 Saracen:

- Held regular meetings with representatives of the City of Kalgoorlie/Boulder and the Shire of Leonora.
- Hosted a site visit to Thunderbox operations for Councillors from the Shire of Leonora;
- Hosted site visits for pastoral lease holders at both Carosue Dam and Thunderbox, including closure consultation planning sessions.
- Entered into one new Pastoral compensation agreement, bringing the total number of agreements to five and commenced negotiation of one further agreement.
- Donated items, that are no longer required by the mines for pastoral use.
- Conducted several Aboriginal Heritage Surveys over the Otto Bore area.

In FY2019 Saracen plans to continue building relationships with our community partners by supporting community events, meeting and where possible exceeding all statutory obligations and conducting regular meetings with all groups to allow open and honest communications.

CASE STUDY: SHOOTING STARS IN LEONORA

An opportunity was presented to Saracen to support the Shooting Stars initiative in Leonora; an educational programme that partners with Netball WA to use netball and other tools to increase school attendance rates for young Aboriginal and Torres Strait Islander girls living in WA's remote and regional communities. The Leonora community has been hoping and patiently waiting for the establishment of the Shooting Stars programme since early 2017 when they requested the start-up of the Shooting Stars programme in their town. Even with this high level of local support, prior to Saracen's involvement, they had been unable to secure funding to support the establishment of the programme.

The Shooting Stars Programme is a highly effective initiative with a proven track record of success. It delivers real, tangible benefits by providing the framework and incentives for Indigenous girls to take part in sport whilst improving their education. It is a proven and effective incentive for indigenous girls to attend school and gain an education, which research shows has positive long term impacts for both the individual and the community.

Saracen has agreed to fund the initial start-up of the Leonora programme and we are working with Shooting Stars to secure ongoing funding from private and public sources. This significant investment will help to harness real long term change and drive school attendance rates for young Indigenous girls in the area. This partnership is critical in helping the establishment and delivery of Shooting Stars within Leonora.

Saracen took this as an opportunity to make a difference in one of the communities we work in and we are excited about the ongoing partnership with Shooting Stars.



CASE STUDY:

EAST WAIKIKI PRIMARY SCHOOL STUDENT LEADERSHIP TEAM SITE VISITS

In FY2018, Saracen sponsored 12 students from the East Waikiki Primary School Student Leadership Team and their teachers to come to our Thunderbox site for a two day site visit. Students were flown to site (some of whom had never flown before), where they received a full uniform of site appropriate Personnel Protective Equipment ("PPE") including Saracen branded Hi-Vis shirt, tee-shirt and backpack. Whilst on site they went on tours of the mine site and interviewed staff to learn about different aspects of mining and the potential career pathways. Both the students and our employees greatly enjoyed the interaction over the tour.



OUR ENVIRONMENT

This section covers environmental aspects that are deemed to be of material significance to Saracen's sustainability performance. Saracen manages environmental impacts in accordance with our Environmental Policy and through an Environmental Management System ("EMS"), which includes ten key pillars: Biodiversity, Environmental Compliance, Emissions, Exploration, Fire, Groundwater Management, Hydrocarbons and Hazardous Materials, Surface Water, Waste and Heritage Protection.

Four of these pillars have been identified as Material Risks with the addition of Energy that is included in this section as it has been recognised that the impact of the emissions from the various energy types used at our operations have the potential to significantly impact the environment. This section also addresses Saracen's potential risks from Climate Change.

Saracen is committed to conducting operations in a manner that minimises adverse environmental outcomes that may be associated with its business activities. Saracen recognises that respecting the environmental values held by people within and outside of the organisation is integral to its business.



"We are collaborating closely with our local communities to provide mutually beneficial outcomes"



ENVIRONMENTAL COMPLIANCE

Saracen aims to meet or exceed the requirement of all government licences and approvals and, where possible, act in accordance with best practice. In FY2018 Saracen had no material environmental non-compliances and received no fines or warning notices.

Saracen's EMS guides environmental management activities in line with approvals, licences and best practice. The ten key pillars of the EMS has a corresponding Environmental Management Plan and Work Instructions to provide guidance in carrying out works in line with approvals, licences and best practice.

Saracen requires all contractors to have their own EMS that meets or exceeds Saracen's EMS or comply with Saracen's EMS while on site.

Saracen's licences cover water abstraction and all emissions under the Rights in Water and Irrigation ("RIWI") Act 1914 and the Environmental Protection Act 1986. Saracen also operates under approvals under the Mining Act 1978. In addition to reporting requirements under these Acts, Saracen also has reporting requirements under the National Greenhouse and Energy Reporting ("NGER") Act 2007. Rare and Endangered Flora and Fauna are also covered under the Environmental Protection and Biodiversity Conservation ("EPBC") Act 1999.



ENERGY

Saracen's operations are located away from major towns thus all energy is generated on site by dedicated power stations that run on a mix of diesel and natural gas. The power stations and generators are managed by Kalgoorlie Power Systems ("KPS") a wholly owned subsidiary of Pacific Energy Limited (ASX: PEA). In FY2018 a total of 3,650TJ of energy was consumed, and 634 TJ of energy was produced across both operations, an increase of 2% consumed and an increase of less than 1% produced, and in line with Saracen's increased gold production profile. The majority of energy was consumed at the Thunderbox and Carosue Dam operations which consist of mining operations (open pit and underground respectively) and processing plants. Satellite operations at Kailis and Deep South had much lower energy consumption.

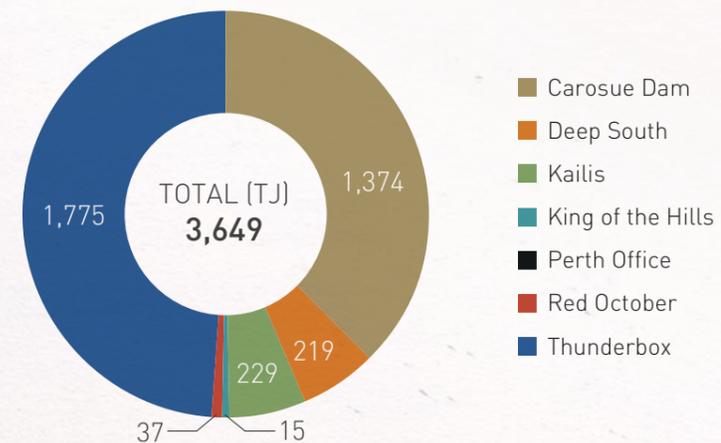


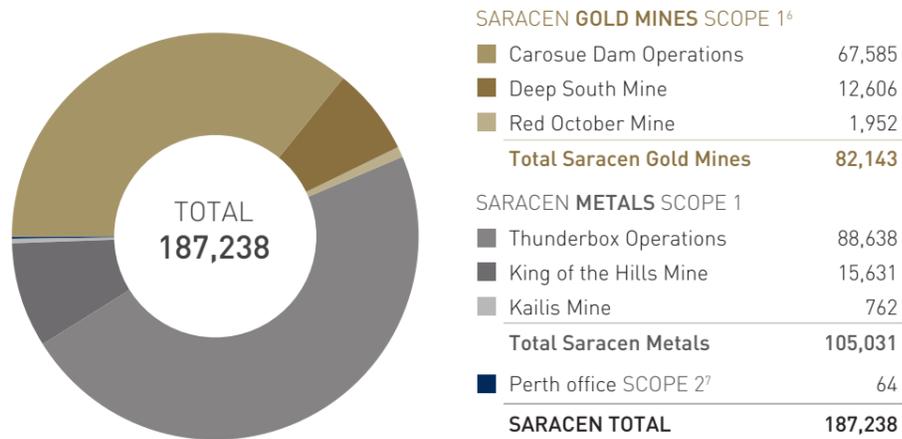
Figure: Energy consumed by the mining fleet in the form of diesel fuel and in power houses diesel and Natural Gas to generate electricity to run the processing facilities, offices and camps.

EMISSIONS

Saracens Greenhouse Gas ("GHG") emissions are reported to the Clean Energy Regulator under Section 19 of the NGER Act 2007. Saracen also reports its emissions via the Carbon Disclosure Project ("CDP") for consistency in reporting between frameworks the NGER data is used here.

Emissions for FY2018

CARBON DIOXIDE CO²-E TONNES



Note Saracen does not report Scope 3⁸ Emissions

Saracen emissions have increased in line with Saracens increasing output of gold.

Total Fuel Consumption

SAR Greenhouse Gas Emissions	2010	2011	2012	2013	2014	2015	2016	2017	2018
Scope 1	31,749	67,441	81,754	98,142	87,525	87,451	126,806	185,225	187,174
Scope 2	38	49	65	56	59	60	62	39	64
Total (Scope1 + Scope 2) emissions	31,787	67,490	81,819	98,198	87,584	87,511	126,868	185,264	187,238

In 2015, the Carosue Dam power station switched from 100% diesel to approximately 70% Liquefied Natural Gas ("LNG") and 30% diesel resulting in ~ 5% saving in emissions. The Thunderbox operation runs on a mixture of diesel and Pipeline Natural Gas ("PNG") with 90% of the energy produced from gas only generators. Diesel generators are used only as required depending on power loadings and gas supply. This reduces emissions by 13.4% per annum compared to using diesel only.

⁶ Scope 1 greenhouse gas emissions are the emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level. Scope 1 emissions are sometimes referred to as direct emissions.

⁷ Scope 2 greenhouse gas emissions are the emissions released to the atmosphere from the indirect consumption of an energy commodity.

⁸ Scope 3 emissions are indirect greenhouse gas emissions other than scope 2 emissions that are generated in the wider economy

Power Generation from Carosue Dam Power Station by fuel type

Carosue Dam	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018
- % Produced From Diesel	100%	100%	100%	100%	100%	82%	41%	48%	47%
- % Produced From LNG	0%	0%	0%	0%	0%	18%	59%	52%	53%

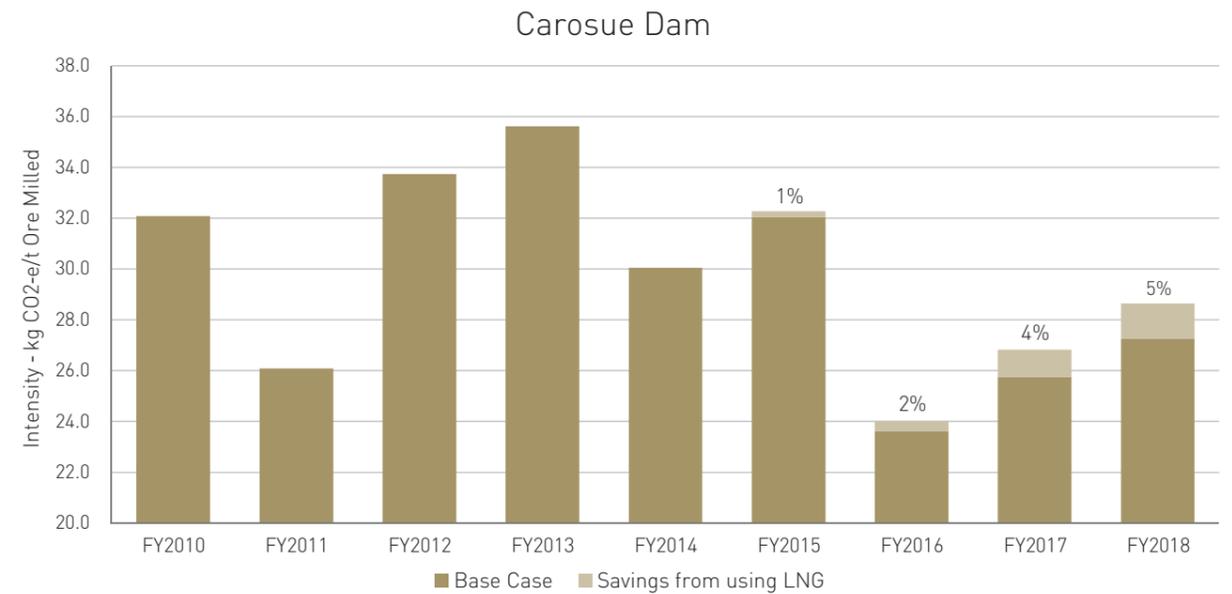


Figure: Emissions from Carosue Dam Power Station showing reduction by using LNG

Power Generation from Thunderbox Power Station by fuel type

Thunderbox	FY2016	FY2017	FY2018
- % Produced From Dual gas engine	29%	52%	25%
- % Produced from Diesel only engines	61%	4%	0%
- % Produced from PNG only engines	11%	44%	75%

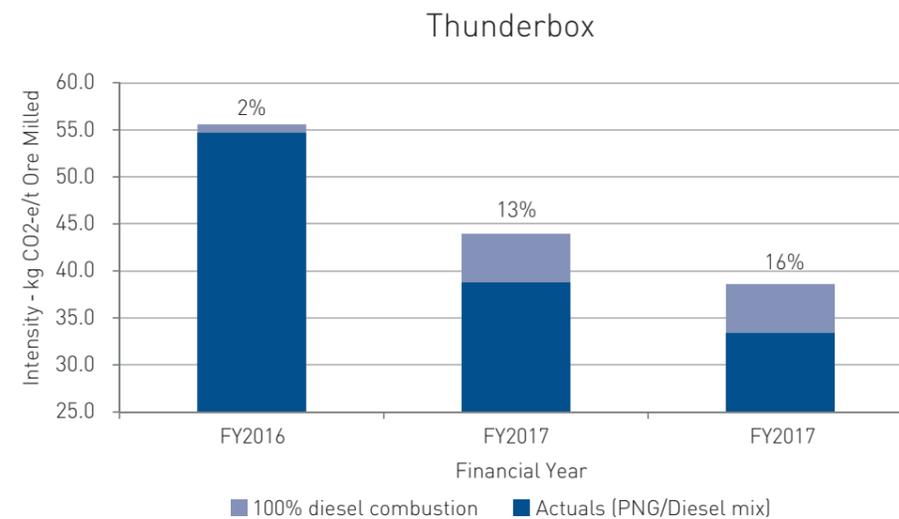


Figure: Emissions from Thunderbox Power Station showing reduction by using PNG

WATER

Water is critical to our operations and is used in exploration, mining, processing and in our offices and camps. Water is sourced from mining operations and bore fields. As a priority, water dewatered from mining operations is used in the processing plants, with bore water extracted as required to meet the balance of processing plant demand and camp requirements. Where possible excess dewatering volumes are stored in unused open pits for reuse at a later date and only where absolutely necessary is water discharged back into the environment via salt lakes. Saracen also recycles water from the tailings stream via the tailings thickener at Thunderbox and also reclaims water from the Tailings Storage Facilities ("TSF's") at Carosue Dam and Thunderbox.

In FY2019 Saracen is planning on installing a tailings thickener at Carosue Dam as part of its Paste Fill project which will increase water recycling at Carosue Dam by a projected 20%

Most of Saracen's mines are located on Pastoral Leases which utilise groundwater for pastoral purposes. Accordingly, Saracen's operations need to be carefully managed so as not to affect pastoral users or groundwater dependant eco systems.

Groundwater in the goldfields region of Western Australian, in which Saracen's operations are located, is regulated under the RIWI Act 1914. Saracen holds 11 licences across its operations and is in compliance with all conditions. Saracen also reports water usage under the CDP Water reporting scheme.

Saracen reports water data under the CDP Water Security 2018 Questionnaire. For consistency in reporting, the CDP reporting period (1 January 2017 to 31 December 2017) is used here. For calendar year 2017 Saracen withdrew 4,999.1 Mega litres of water from groundwater aquifers which was a reduction of 50% on the previous year largely due to the divestment of the Red October and King of the Hills operations both of which had large dewatering requirements. 4,754.7 Mega litres of water was discharged to disused open pits which was a 45% increase on the previous year due largely to dewatering of water stored in the Whirling Dervish and Kailis open pits to facilitate mining. 1,090 Mega litres was consumed largely for dust suppression which was a 45% increase due to Saracen allowing third party access to water for road construction and maintenance.

The Thunderbox Operation has historically struggled with water supply. To alleviate this, in FY2018 Saracen extended and commissioned the Marshall Creek Borefield at Bannockburn to manage water requirements. The bore field commissioning was timed to ensure continuity of water supply following the completion of dewatering of the Thunderbox C Zone pit, which had accumulated a significant body of water (~2GL) during care and maintenance. Saracen has also supplemented water supply with water from it's abandoned Double A open pit and the flooded Waterloo underground mine.

MATERIALS AND WASTE

Due to the nature of Saracen's operations, the two largest waste streams are waste rock and tailings. Other waste streams include non-putrescible waste including packaging, redundant furniture and electrical equipment, tyres, scrap metal, cardboard and plastic packaging, paper, bottles, cans, used hydrocarbons and hydrocarbon contained materials and putrescible wastes from camps and offices. Each waste stream is separated and disposed of in compliance with relevant regulations.

WASTE ROCK

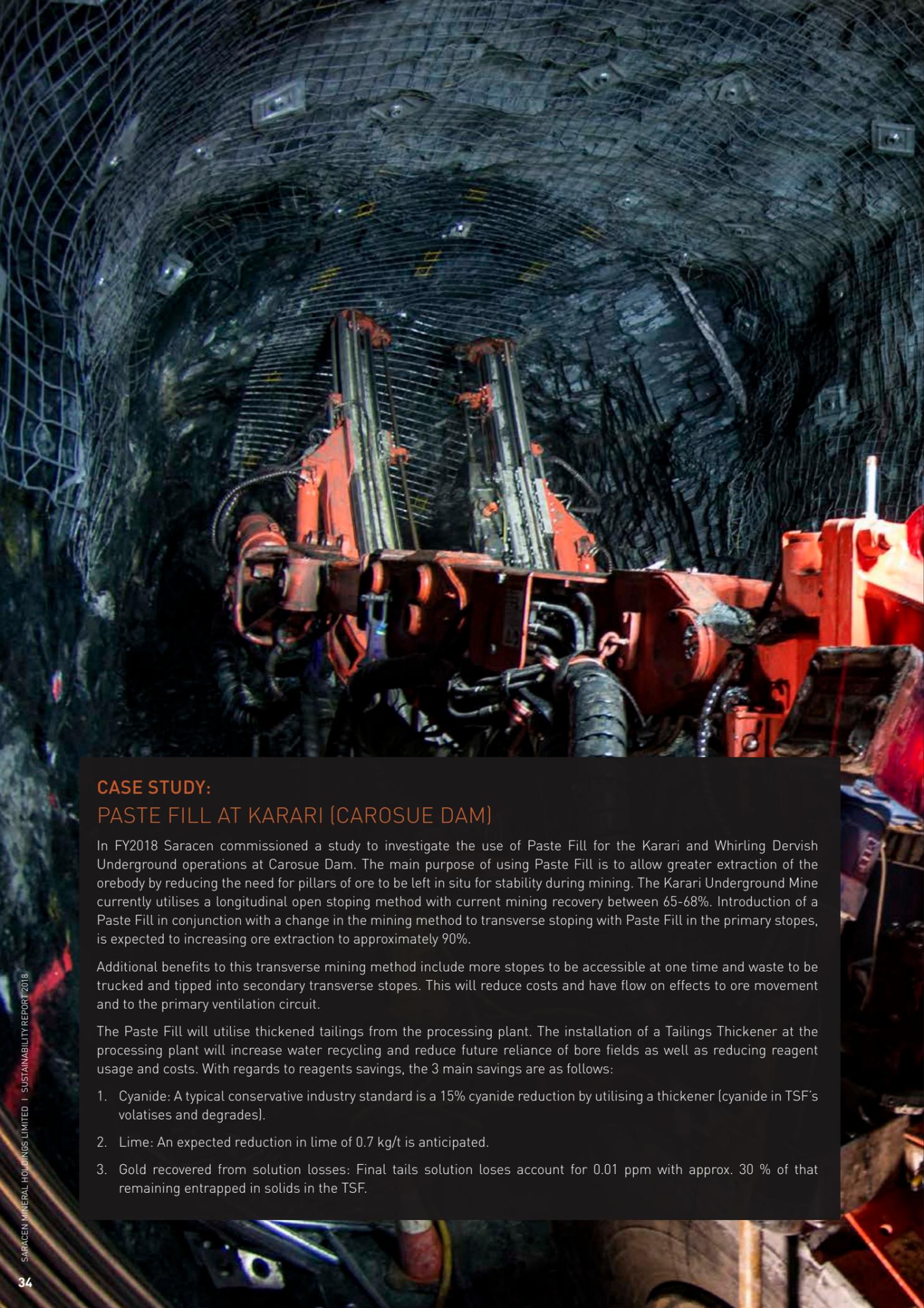
Both open pit and underground operations produce waste rock as part of the mining cycle. This material is tested prior to the commencement of mining and disposal designed to limit any potential downstream impacts post closure. For open pits, waste rock dumps are designed in line with materials characteristics and approved under the Mining Act 1978 and constructed to this design so they can be successfully rehabilitated and any deleterious materials are encapsulated. For underground operations waste rock is largely stockpiled in-pit or kept underground as stope backfill to reduce costs. Waste rock from Deep South and Red October underground operations has been utilised for capping the open pit waste rock dump to improve stability and therefore rehabilitation outcomes.

TAILINGS

Tailings are the ground waste rock slurry (typically 48% rock: 52% water) mix formed by the processing and extraction of gold from ore. This slurry is deposited in purpose built facilities called TSF's. As the tailings settle, supernatant water forms a pool around the central decant of the TSF. This water is collected and pumped back to the processing plant for re-use. This recycled water also contains process chemicals which are reused. In addition, all water used within the plant for cleaning bunded areas is recovered back into the processing circuit.

At Thunderbox the tailings slurry passes through a thickener that reduces the water content by 14% producing a revised slurry ratio of 62% rock: 38% water. Total water recovery from the thickener and TSF at Thunderbox is approximately 40% and 20% at Carosue Dam.

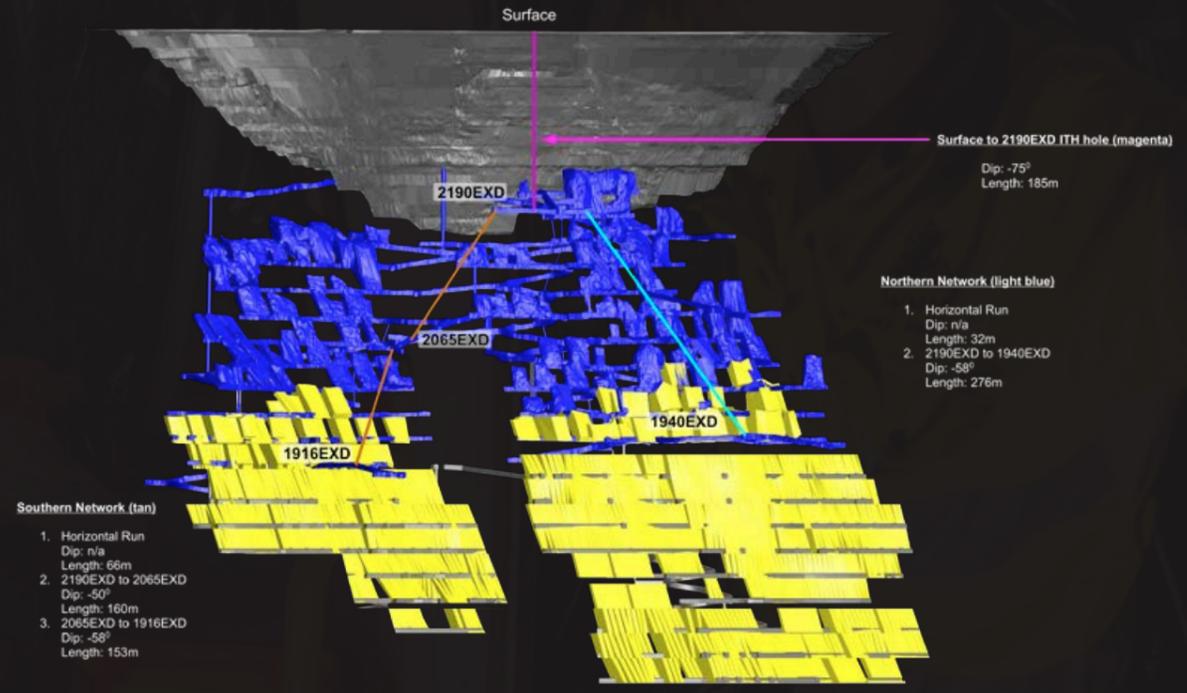




Another benefit from the use of a thickener includes an increased deposition density in the TSF which decreases the TSF capacity requirements. Coupled with a paste fill plant, a thickener will dramatically reduce the need for large capacity TSF cell lifts.

In summary the paste fill plant provides significant sustainability benefits including:

- Increased water recycling (installation of thickener).
- Reduced reliance on bore fields and impact on groundwater.
- Reduced tailing volume to TSF (longer life for existing facilities).
- Reduced environmental footprint using waste streams as underground fill (tailings and waste rock).
- Increased recovery of the identified and known gold bearing ore resources.



GR Engineering Services schematic of the paste fill plant

CASE STUDY: PASTE FILL AT KARARI (CAROSUE DAM)

In FY2018 Saracen commissioned a study to investigate the use of Paste Fill for the Karari and Whirling Dervish Underground operations at Carosue Dam. The main purpose of using Paste Fill is to allow greater extraction of the orebody by reducing the need for pillars of ore to be left in situ for stability during mining. The Karari Underground Mine currently utilises a longitudinal open stope method with current mining recovery between 65-68%. Introduction of a Paste Fill in conjunction with a change in the mining method to transverse stoping with Paste Fill in the primary stopes, is expected to increasing ore extraction to approximately 90%.

Additional benefits to this transverse mining method include more stopes to be accessible at one time and waste to be trucked and tipped into secondary transverse stopes. This will reduce costs and have flow on effects to ore movement and to the primary ventilation circuit.

The Paste Fill will utilise thickened tailings from the processing plant. The installation of a Tailings Thickener at the processing plant will increase water recycling and reduce future reliance of bore fields as well as reducing reagent usage and costs. With regards to reagents savings, the 3 main savings are as follows:

1. Cyanide: A typical conservative industry standard is a 15% cyanide reduction by utilising a thickener (cyanide in TSF's volatilises and degrades).
2. Lime: An expected reduction in lime of 0.7 kg/t is anticipated.
3. Gold recovered from solution losses: Final tails solution losses account for 0.01 ppm with approx. 30 % of that remaining entrapped in solids in the TSF.



CASE STUDY: THUNDERBOX TSF EXPANSION

Thunderbox TSF currently consists of two independent circular structures located east of the Eastern Waste Rock Dump ("WRD"). In FY2018 Saracen will expand the TSF by infilling the area between the Eastern WRD and the existing TSF and wrapping the Eastern WRD around the TSF to create a semi integrated facility designed to provide an additional 25Mt of tailings capacity to support the seven year mine life based on existing reserves.

Sustainability benefits that will be realised include:

- Minimising footprint of expansion by utilising existing disturbed areas.
- Easier access to rehabilitation rock capping material at end of mine life.
- Integration with waste dump increases stability along common walls.

CLIMATE CHANGE

Climate change predictions for the Goldfields area in which Saracen operations are located, based on current trends are for hotter and wetter conditions, with an increase in the frequency of heat waves and a decrease in the numbers of frosts and cold days. Rainfall patterns are expected to fluctuate with the northwest areas of Australia seeing an increase in rainfall over the last 50 years as a result of increased summer rainfall from the breakdown of cyclones formed off the northwest coast (CSIRO, 2015⁹) and the Goldfields experiencing an increase from 1 to 40mm per year (BOM, 2018¹⁰).

Climate Change as a risk has several potential impacts on Saracen's business:

1. Increased rainfall levels at Saracen's operations could impact upon production output levels and the ability to mobilise employees to and from site, re-supply site with consumables and transport gold dore. This may affect our ability to meet production forecasts.

To mitigate this risk, Saracen has systems in place to minimise the impact of large rainfall events on the operations, however, if climate change led to increase in the severity, frequency and duration of rain events in the Goldfields region, then Saracen may need to adjust its systems to further manage and mitigate these risks.

2. Climate related policy changes may affect Saracen through increased regulation, increases in the cost of fuels and increases in the cost of emissions and emission reduction systems¹¹.

To mitigate this risk, Saracen will continue to monitor government regulation relating to climate change policy and continue to comply with obligations under current and future legislation.

3. Hotter temperatures with an increase in the frequency of heat waves, increases the risk of workers suffering heat stress while at work.

To mitigate this risk, Saracen has systems in place including education and awareness training in recognising, avoiding and managing heat stress. Saracen also provides fully enclosed air conditioned cabs on all mobile equipment and PPE including large water bottles to minimise heat stress. These existing systems will be reviewed as climate change patterns become apparent and modified to suit where required.

Due to the environment in which Saracen operates and the mitigation measures already in place climate change risk is not considered a material issue for Saracen at this time. However if Climate Change issues become material, Saracen will report them in detail in future versions of this Report and in ASX Announcements and Financial Statements in accordance with Australian Accounting principles and in line with the Task Force on Climate-related Financial Disclosures ("TCFD") framework.

⁹ <https://www.csiro.au/en/News/News-releases/2015/New-climate-change-projections-for-Australia>

¹⁰ Bureau of Meteorology

¹¹ Climate related policy in Australia is largely controlled at Federal Government level. Australia is a signatory to the Paris Agreement commitments and has set targets to be achieved by 2030. Saracen currently report to the National Greenhouse Gas Inventory Programme which underpins Australian emission reduction policies including the Emission Reduction Fund, Safeguard Mechanism and Renewable Energy Target. (<http://www.environment.gov.au/climate-change/government>).

“ Saracen is a progressive company and recognises the importance of transparency in reporting to our shareholders ”



SUMMARY

Saracen is committed to operating our business in a sustainable manner and this inaugural Sustainability Report is an important step forward for the Company in achieving this goal. FY2018 saw Saracen produce outstanding operating results in terms of financial and production measures, while we made good progress in the ESG space achieving our first Gender Diversity Target and significantly improving key industry Safety Indicators (LTIFR and TRIFR). We reset our Safety Culture following a number of near miss incidents in late 2017 and Saracen also entered into its first Community Partnership with the Leonora "Shooting Stars" Programme that will bring long term benefits to the Leonora community.

In FY2019 Saracen has committed to spending \$1 per ounce of gold produced on community donations and sponsorships with priority given to projects that bring long term benefits to the communities in which Saracen operates. Production for FY2019 is forecast to be between 325,000oz and 345,000oz and an aspirational production target, encapsulated through the "Flight to 400", aims to increase production to 400,000oz per annum in the near future will further increase our spending in line with production. A 7 year Life of Mine Plan and a pipeline of projects to be implemented in FY2019 will deliver lower costs, make our workplaces safer and more productive and ensure a long term future for our operations.

Saracen views this Report as the first of many that will be released on an annual basis to complement our Annual Report and welcomes feedback on how we can improve this Report to meet the needs of our Stakeholders. Feedback can be submitted via the Saracen website contact email.

We hope you enjoyed the Report and found it informative and we look forward to bring you the report annually.

APPENDIX GRI INDEX

GRI Standard	Disclosures	Response	Reference (Page number)
102 General Disclosures			
Organisational Profile	102-1	Name of the organisation	About Saracen 6
	102-2	Primary brands, products and services	About Saracen 6
	102-3	Location of headquarters	Corporate Directory 26
	102-4	Location of operations	About Saracen 6
	102-5	Ownership and Legal form	About Saracen 6
	102-6	Markets served	Boundary and limitations 11
	102-7	Scale of the organisation	About Saracen, Economic Performance, Our People 6, 14, 18
	102-8	Information on employees and other workers	Our People, Data Tables (check) 18, Appendix
	102-9	Supply Chain	Economic Performance, Data Tables 15, Appendix list of Suppliers
	102-10	Significant changes to the organisation and its supply chain	About Saracen 7
	102-11	Adoption of the precautionary approach	Whilst our risk management processes do not specifically address this. In practice the principle is applied in our approach to Environmental Management
102-12	External Initiatives	Not Applicable	
102-13	Membership of associations	Saracen is a member of the Chamber of Minerals and Energy (CME) and the Gold Industry Group (GIG). Individual employees are members of various industry associations particular to their area of work.	
Strategy	102-14	Statement from Senior Decision Maker	CEO Message 4
	102-15	Key impacts, risks and opportunities	Not applicable
Ethics and Integrity	102-16	Values, codes of conduct and codes of ethics	Saracen Core Values 8
	102-17	Mechanisms for advice and concerns about ethics	Government and Board 9
Governance	102-18	Governance Structure	Government and Board 9
	102-19	Delegating authority	Government and Board 9
	102-20	Executive level responsibility for economic, environmental and social topics	Government and Board 9
	102-21	Consulting stakeholders on economic, environmental and social topics	Community Consultation and Code of Conduct Policies Web site



GRI Standard	Disclosures	Response	Reference (Page number)
	102-22 Composition of the highest governance board and its committees	refer to Annual Report	Web site
	102-23 Chair of the highest governance body	Corporate Directory, refer to Annual Report	Web site
	102-24 Nominating and selecting the Highest governance body	Saracen Corporate Governance Statement	Web site
	102-25 Conflicts of interest	Code of Conduct	Web site
	102-26 Role of highest governance body in setting purpose, values and strategy	Saracen Corporate Governance Statement	Web site
	102-27 Collective knowledge of highest governance body	Refer to Annual Report	Web site
	102-28 Evaluating the highest governance body's performance	Refer to Annual Report	Web site
	102-29 Identify and manage economic, environmental and social impacts	Risk and Sustainability Committee, Board and Senior Managements	
	102-30 Effectiveness of risk management processes	Risk and Sustainability Committee, Board	
	102-31 Review of economic, environmental and social topics	Material Issues	13
	102-32 Highest governance body's role in sustainability reporting	Governance and The Board	9
	102-33 Communicating critical concerns		
	102-34 Nature and total number of critical concerns	Risk and Sustainability Committee, Board and Senior Managements	
	102-35 Remuneration Policies	Remuneration Policies	20
	102-36 Process for determining remuneration	Process for determining remuneration	20
	102-37 Stakeholders' involvement in remuneration	Process for determining remuneration	20
Stakeholder engagement	102-40 List of Stakeholder groups	Our Stakeholders	12
	102-41 Collective bargaining agreements	Enterprise Agreements	20
	102-42 Identifying and Selecting stakeholders	Our Stakeholders	12
	102-43 Approach to stakeholder engagement	Community Consultation and Code of Conduct Policies	Web site
	102-44 Key topics and concerns raised	Saracen keeps records of Issues raised during consultation, these have not been summarise for this report, but will be included in future versions	
Reporting practice	102-45 Entities included in the consolidated financial statements	refer to Annual Report	
	102-46 Defining report content and topic Reporting what matters, Boundaries	Boundary and limitations	11
	102-47 List of Material Topics	Material issues	13

GRI Standard	Disclosures	Response	Reference (Page number)
	102-48 Restatements of information	Nil this is Saracens first Sustainability Report, Saracen uses existing reporting structures and reporting periods to avoid restatement of information and ensure consistency of information released.	
	102-49 Changes in reporting	This is the first report prepared by the reporting organization	
	102-50 Reporting Period 2018 however some data used in this report that is reported under other	Reporting period is 1 July 2017 to 30 June	
		requirements e.g. WEGR report is reported for the period of its legislative report to avoid re-stating of results and variation in data between reports, where reporting dates vary from the Financial year this will be clearly stated.	
	102-51 Date of most recent report	This is the first report prepared by the reporting organization	
	102-52 Reporting cycle	Annually	
	102-53 Contact point for questions regarding the report	Saracen Admin admin@saracen.com.au	(08) 6229 9100 or
	102-54 Claims of reporting in accordance with the GRI Standards	Reporting what matters	11
	102-55 GRI Content Index	This index	
	102-56 External assurance	The report has not been through an externally assurance process, however Saracen intend to get external assurance on the FY19 report	
103 Management Approach			
Disclosure	103-1 Explanation of the material topic and its Boundary	Boundary and Limitations and Material Issues	11,13
	103-2 The Management approach and its components	Report Content and Processes	11
	103-3 Evaluation of the management approach	Boundary and Limitations	11
MATERIAL TOPICS			
FINANCIAL			
201 Economic Performance			
	201-1 Direct economic value generated and distributed	AER and Economic performance	See website, 14-17
	201-2 Climate Change Financial Risk	Climate Change	38
	201-4 Financial Assistance from Government	Saracen receives financial assistance from several government bodies including The Diesel Fuel Rebate and first XX oz gold royalty free	

GRI Standard	Disclosures	Response	Reference (Page number)
ENVIRONMENTAL			
301 Materials			
301-1	Total weight or volume of materials	Not applicable – Saracen is setting up systems to measure materials volumes for future reports	
301-2	Recycled	Not applicable	
301-3	Reclaimed	Not applicable	
302 Energy			
302-1	Energy consumption within the organisation	Energy	31
302-2	Energy consumption outside the organisation	Not applicable	
302-3	Energy intensity	Not applicable	
302-4	Reduction of energy consumption	Emissions	32, 33
302-5	Reduction of energy requirements of products and services	Not applicable	
303 Water			
303-1	Water withdrawn by source	Water	34
303-2	Water sources of significantly affected by withdrawal of water	Saracen monitoring indicates no detrimental impacts from Saracen withdrawal of water	
303-3	Water recycled and reused	Water	34
305 Emissions			
305-1	Direct (Scope 1) GHG emissions	Emissions	32
305-2	Energy indirect (Scope 2) GHG emissions	Emissions	32
305-3	Other indirect (Scope 3) GHG emissions	Not applicable	
305-4	GHG emissions intensity	Not applicable	
305-5	Reduction of GHG emissions	Not applicable	
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Saracen will incorporate that data in the next Report	
306 Effluents and wastes			
306-1	Water discharge by quality and destination	Water	34
306-2	Waste by type and disposal method		
306-3	Significant Spills	Environmental Compliance	31
306-4	Transport if Hazardous waste	Materials and Wastes	35
306-5	Water bodies affected by water discharges and/or runoff	Not applicable	
307 Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	Environmental Compliance	31

GRI Standard	Disclosures	Response	Reference (Page number)
SOCIAL			
403 Occupational Health and Safety			
403-1	Workers representation in formal joint management-worker health and safety committees		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities	Health and Safety	23
403-3	Workers with high incidence or high risk of diseases related to their occupation		
403-4	Health and safety topics covered in formal agreements with trade unions		
404 Training and Education			
404-1	Average hours of training per year per employee		
404-2	Programmes for upgrading employee skills and transition assistance programmes	Saracen has implemented new programmes to upgrading skills and training these will be detailed in the next Report as this process was initiated in latter half of FY2018 and its benefits will be largely achieved in FY2019	
404-3	Percentage of employees receiving regular performance and career development reviews	100% all employees have annual Performance Reviews and six monthly chatchups to review KPI's and update were required. Both employees and managers can initiate more regular review if required.	



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