



2017 Sustainability Report

The attached Sustainability Report presents St Barbara's environmental, social and governance (ESG) performance for the 2017 financial year.

The content of this report has been determined by assessing the Company's material sustainability issues and identifying those which could most impact the Company and its stakeholders. The Sustainability Report complements, and should be read in conjunction with, information contained in the Company's corresponding Annual Report and Corporate Governance Statement, both released earlier today and available at www.stbarbara.com.au.

This announcement comprises a presentation of the sustainability highlights for the year, and a detailed Sustainability Report.

Investor Relations	Mr Alistair Reid	Manager Investor Relations	+61 3 8660 1959
Media Relations	Mr Tim Duncan	Hinton & Associates	+61 3 9600 1979

Sustainability Report Highlights



Welcome to the inaugural St Barbara Sustainability Report.

The Company that I joined in 2014 was proud of its strong safety, environment and community focus, winning numerous awards in sustainability areas such as environment and gender diversity. Since then, the Company has progressed in all aspects of sustainability, winning a variety of industry awards and consistently setting new Health and Safety records.

This report informs stakeholders of the sustainability activities undertaken by St Barbara for the past several years, most of which have not previously been publicised.

Sustainability is a founding and ongoing focus, central to our Company culture, identity and our licence to operate, and for that I acknowledge and thank current and former team members responsible for the results presented here.

(Mr Vassie's full statement appears on page 4 of the Sustainability Report)



Bob Vassie
Managing Director and CEO

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This presentation may contain forward-looking statements that are subject to risk factors associated with exploring for, developing, mining, processing and sale of gold. Forward-looking statements include those containing such words as anticipate, estimates, forecasts, should, will, expects, plans or similar expressions. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties, assumptions and other important factors, many of which are beyond the control of the Company, and which could cause actual results or trends to differ materially from those expressed in this presentation. Actual results may vary from the information in this presentation. The Company does not make, and this presentation should not be relied upon as, any representation or warranty as to the accuracy, or reasonableness, of such statements or assumptions. Investors are cautioned not to place undue reliance on such statements.

This presentation has been prepared by the Company based on information available to it, including information from third parties, and has not been independently verified. No representation or warranty, express or implied, is made as to the fairness, accuracy or completeness of the information or opinions contained in this presentation.

The Company estimates its reserves and resources in accordance with the Australasian Code for Reporting of Identified Mineral Resources and Ore Reserves 2012 Edition (“JORC Code”), which governs such disclosures by companies listed on the Australian Securities Exchange.

Financial figures are in Australian dollars unless otherwise noted.

Financial year is 1 July to 30 June.

This presentation published 20 October 2017.

As at 30 Jun 2017: AUD \$1.00 = USD \$0.77, USD \$1.00 = AUD \$1.30
AUD \$1.00 = PGK \$2.45, PGK 1.00 = AUD \$0.41
www.rba.gov.au

Welcome to St Barbara's Sustainability Report



SBM at a glance

Values

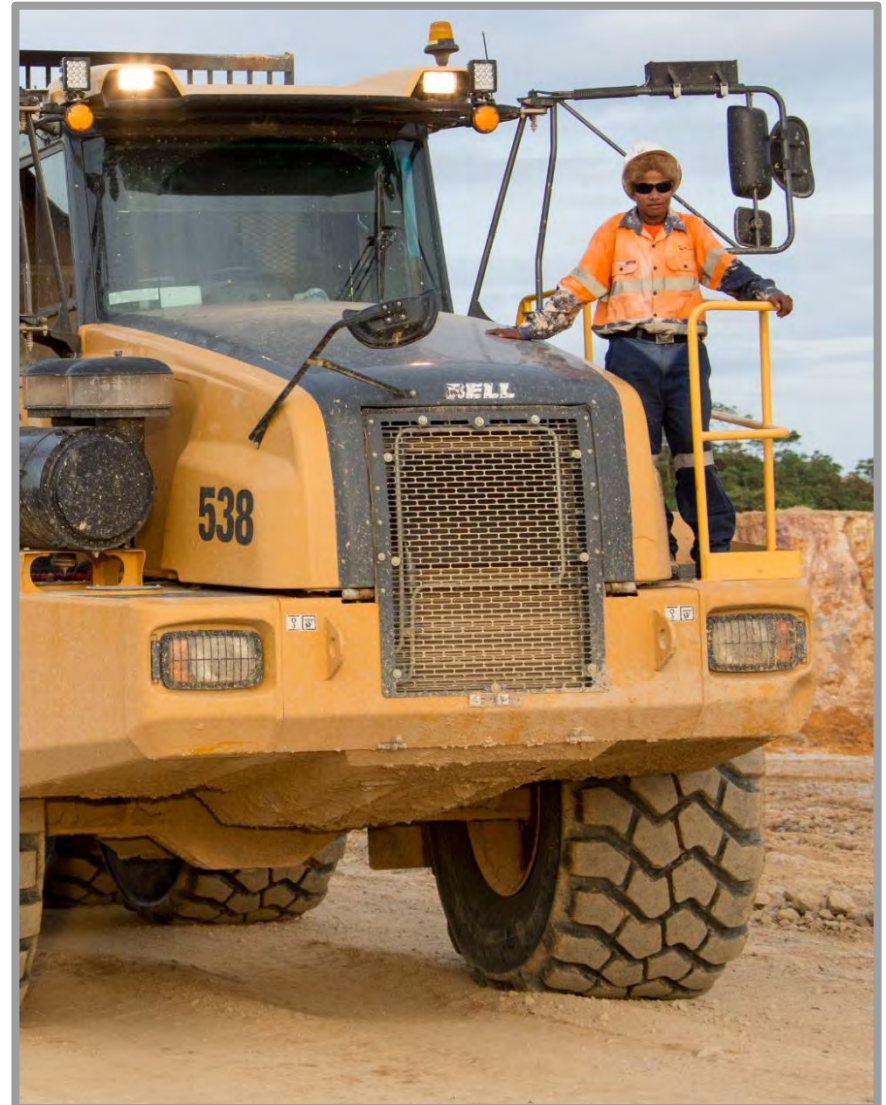
Health and safety

People

Communities

Environment

Governance & economic performance

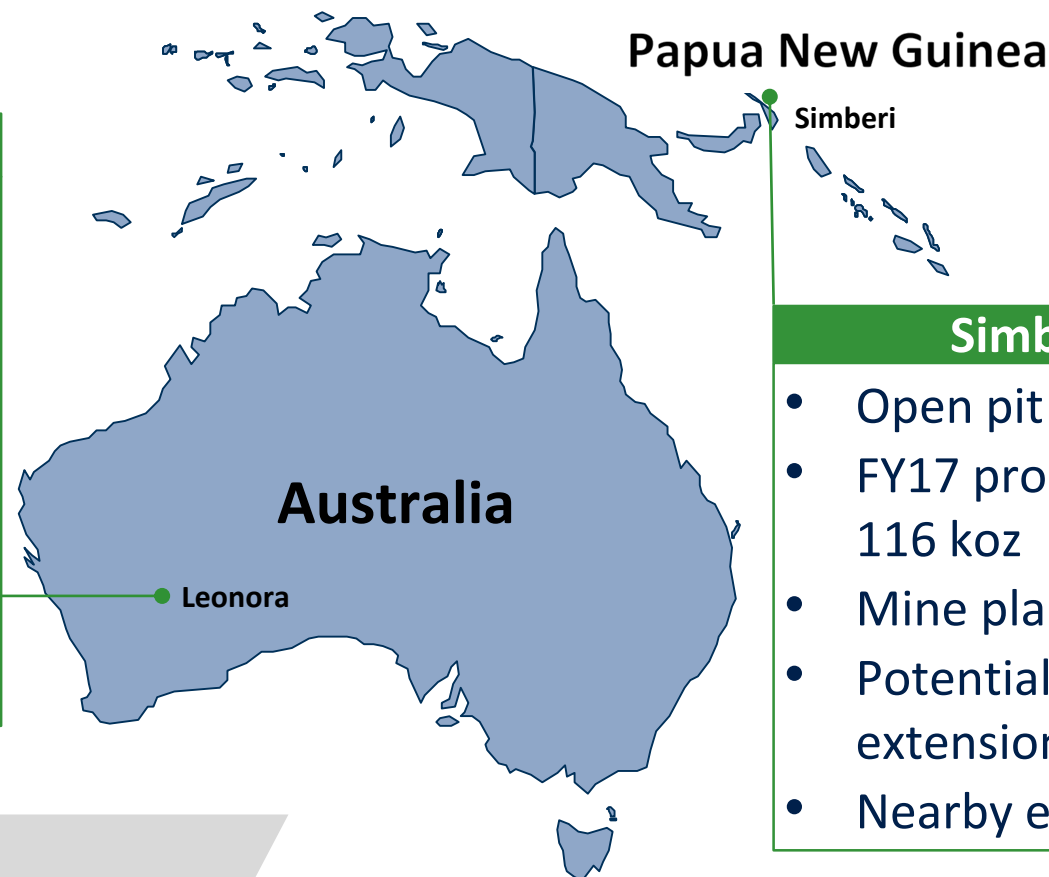


Josephine Lakngnen – Truck Driver at Simberi



Leonora

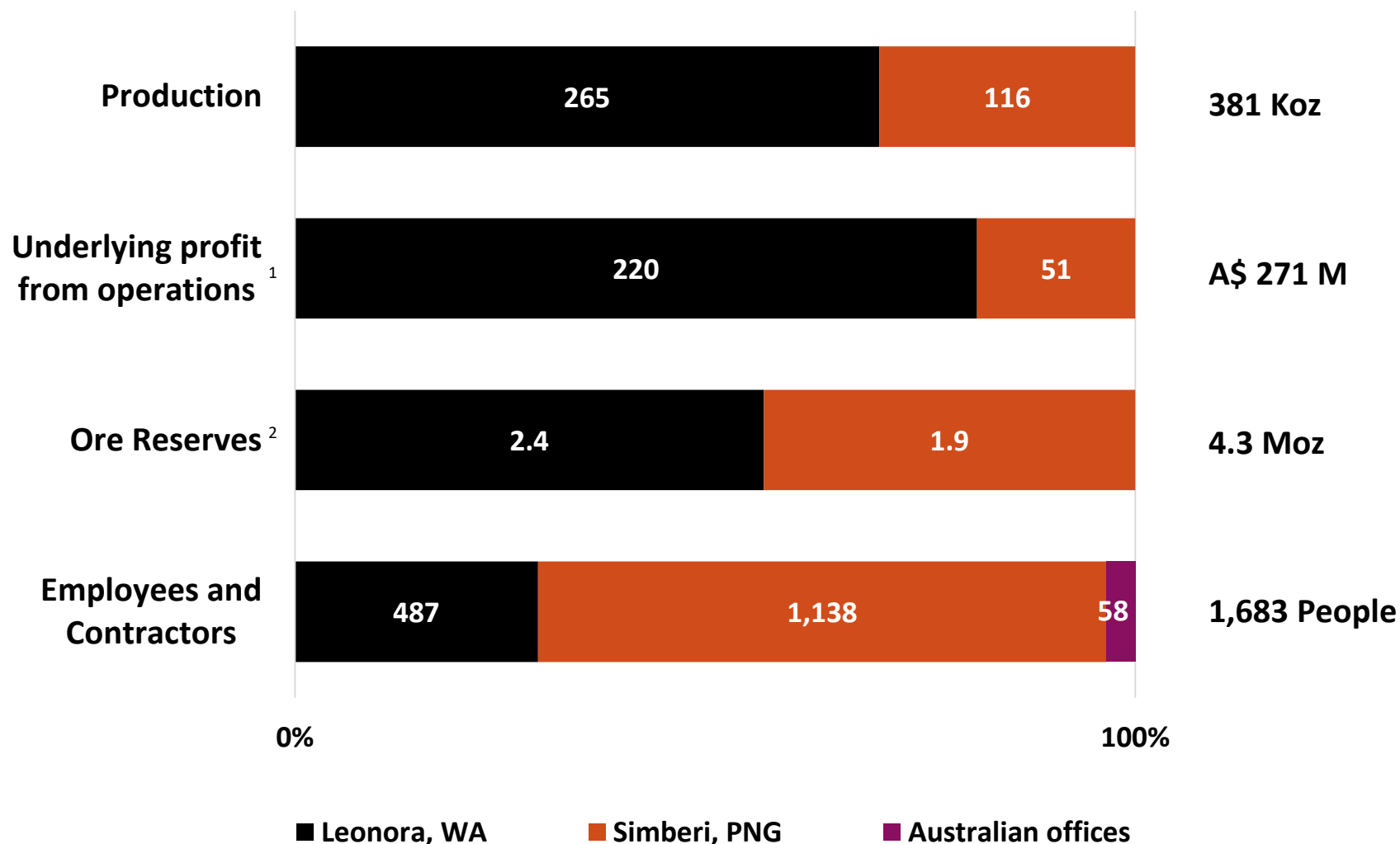
- Gwalia underground mine
- FY17 production 265 koz
- Mine plan to FY24
- Prospective tenements



Simberi

- Open pit mine
- FY17 production 116 koz
- Mine plan to FY20
- Potential for life extension
- Nearby exploration

2017 Geographic Segments



We act with **honesty** and **integrity**

We treat people with **respect**

We value **working together**

We **deliver** to promise

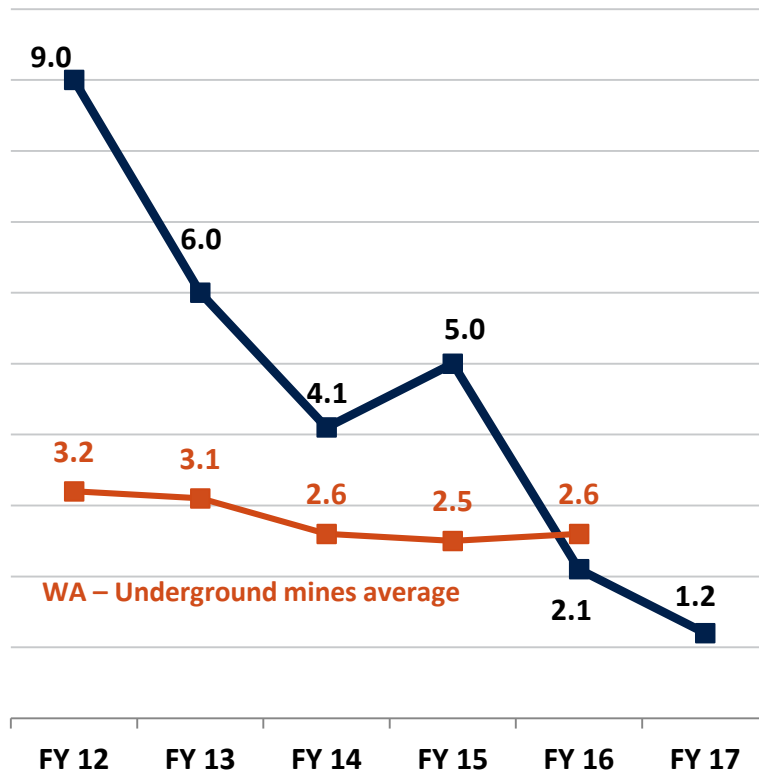
We strive to **do better**



Sarah Scoble and Matthew Parsonage, underground at Gwalia WA



Total Recordable Injury Frequency Rate¹



1. Total Recordable Injury Frequency Rate (12 month average) hours lost to injury per million hours worked
2. Benchmark source: http://www.dmp.wa.gov.au/Documents/Safety/MSH_Stats_Posters_SafetyPerfWA_1415.pdf

HAND INJURIES!!!
DO A JHA &
REMEMBER YOUR
PPE



Simberi Safety poster



2016 Gwalia ERT

Gwalia WA

- Chamber of Minerals and Energy WA, Underground Mine Emergency Response Competition
- Overall winners 2 years running 2015 & 2016



2015 Simberi ERT

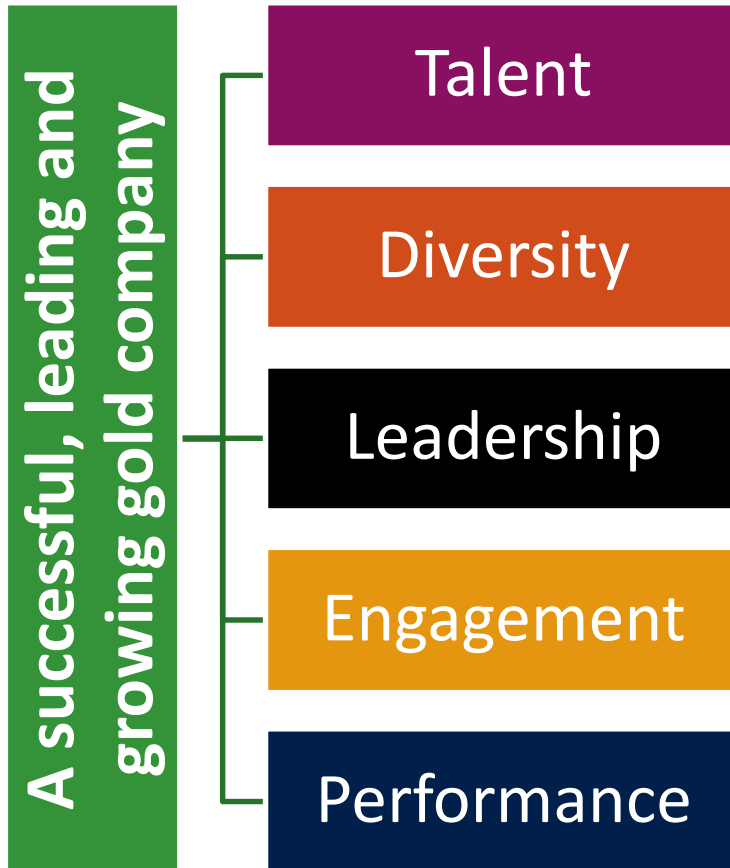
Simberi PNG

- PNG National Mines Rescue Challenge 2015 and 2017
- 2015 Winners in 4 categories including Most Improved and Multi-Casualty

<https://www.cmewa.com/news-and-events/latest-news/historical-media-releases/2015/217-cme-underground-mine-emergency-response-competition-winners-announced>
<https://www.cmewa.com/news-and-events/latest-news/historical-media-releases/2016/292-underground-mine-emergency-response-winners-announced>



The '5 Pillars' of St Barbara's People Strategy



A **comprehensive** framework with **award winning** components

- Leadership training and development for all levels of management
- Annual employee engagement survey
- Comprehensive anti bullying and harassment program and training
- Free counselling service for all employees
- Mental health awareness training for all supervisors
- Incentive system for all employees



- 2017 **Winner Excellence in Diversity Programs and Performance**, National Women in Resources Awards and **Winner Company Gender Diversity Program**, Victorian Women in Resources Awards
- WGEA **Employer Of Choice For Gender Equality** in **2014, 2015 & 2016**, one of three resources companies certified
- Overall **pay equity gap reduced** from 43% in FY07 to **16% in FY16**¹
- **Nil gender pay gap** in 'like-for-like' roles²
- Bob Vassie, MD & CEO, appointed in 2014 as one of the first **CEO Ambassadors** of the Workplace Gender Equality Agency pay equity campaign



WIRNA
WOMEN IN RESOURCES
NATIONAL AWARDS



VICTORIAN
WOMEN IN RESOURCES
Awards



Meryl Jones – Woman in Mining Award winner



**Outstanding Woman in
Resources 2017 Finalist¹**

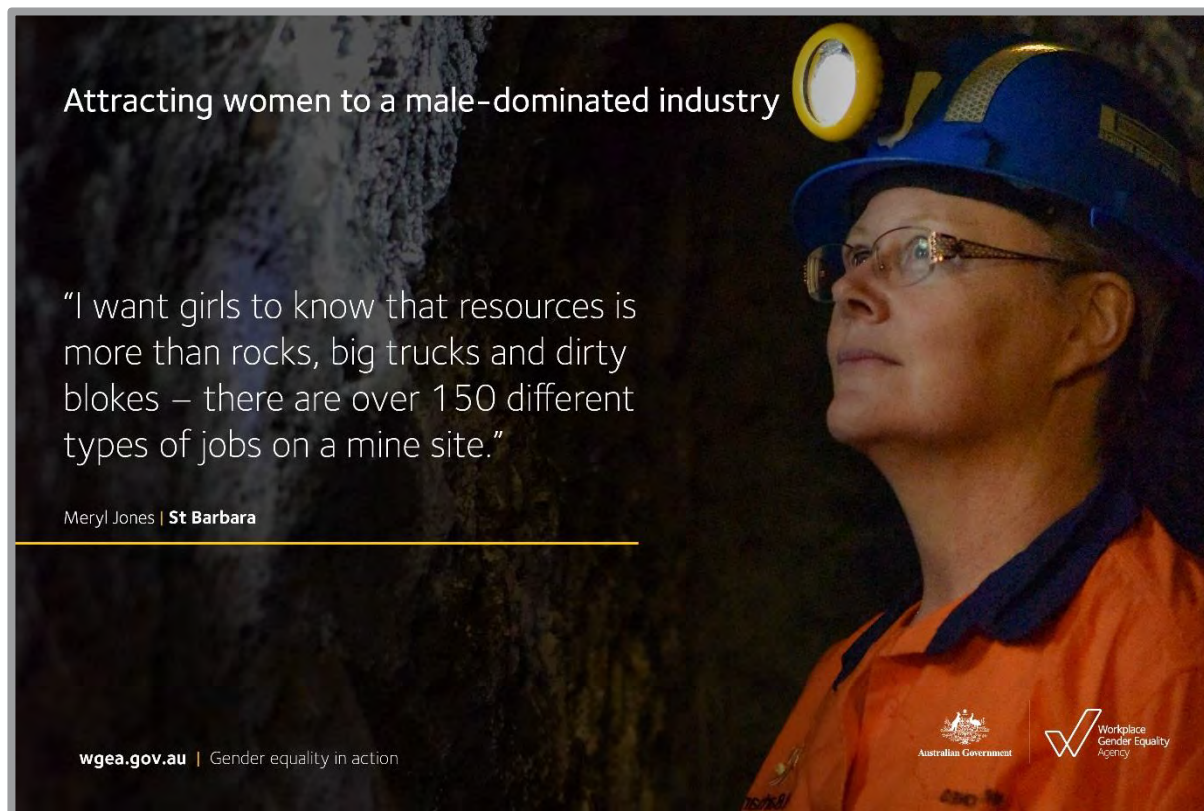


**Minerals Council of Australia AICD
Scholarship Award Winner²**



Minerals Council of Australia
Australian Institute of
Company Directors
Scholarship

Earth Science WA Director³



Attracting women to a male-dominated industry

"I want girls to know that resources is more than rocks, big trucks and dirty blokes – there are over 150 different types of jobs on a mine site."

Meryl Jones | St Barbara

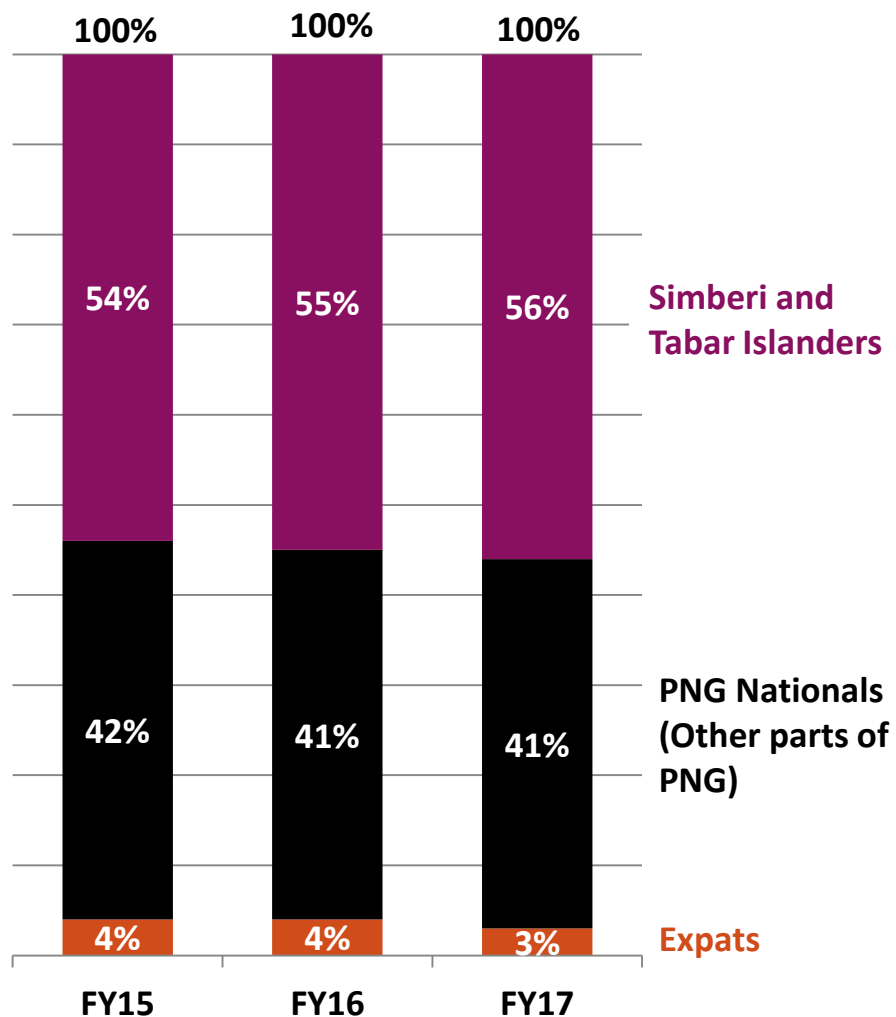
wgea.gov.au | Gender equality in action



1. <http://www.cmewa.com/news-and-events/upcoming-events/women-in-resources-awards>
2. http://www.minerals.org.au/news/scholarships_for_board_ready_women_in_mining
3. <http://www.earthsciencewa.com.au/mod/resource/view.php?id=1733>



Simberi employees diversity

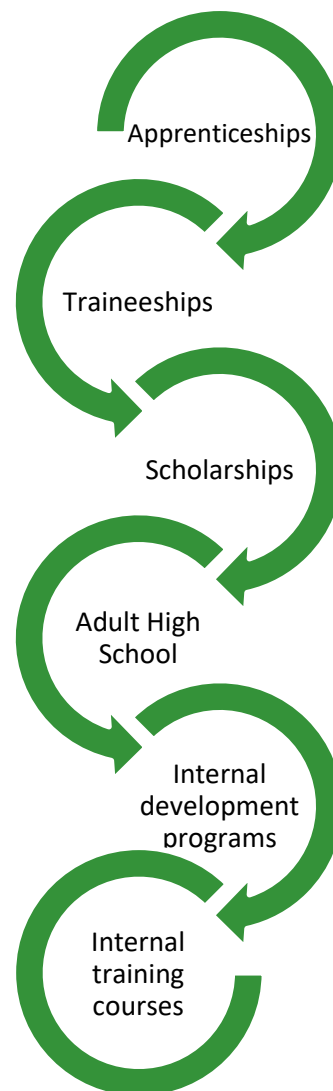


Henry Korowa, Simberi Exploration Manager



Commitment to upskilling our workforce

- A\$0.5 million spent on **training** in 2016
- 12 enrolled in nationally recognised **apprenticeships**. 7 completed apprenticeships and employed
- 8 students were offered **Work Experience** opportunities
- 3 **scholarships** to university degree level students
- 7 **graduated** from Office Administration trainee program, 5 **employed**
- Flexible **Open & Distance Education** (e-learning)
 - free to employees & locals
 - 29 completed 1 or more subjects at year 10-12



Top: Heavy vehicle maintenance team
Centre: Senior Superintendent Environment & Community Basil Bulkua
Bottom: Senior in-pit Coach, Papof Lamasi



Supervisor

4 x 1 day workshops

Coaching sessions,
'Supervisor toolkit'

Superintendent

360 degree leadership
survey, 4 x 1 day
workshops,

'Leadership Blueprint'

Manager

360 degree leadership
survey, 2 day workshops,

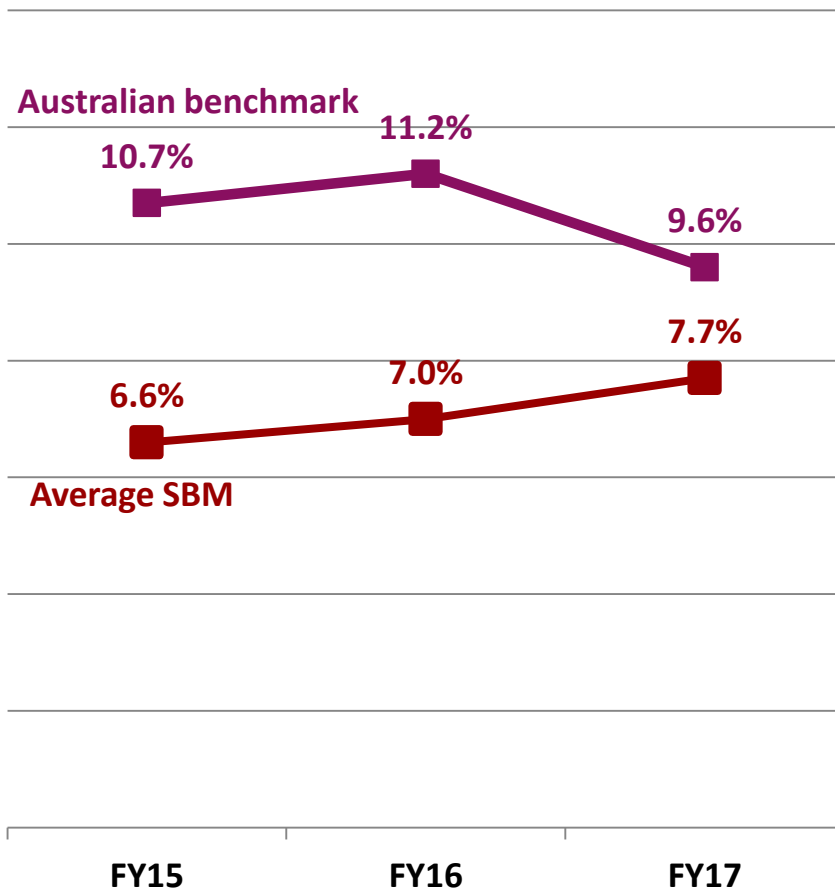
Coaching for high
performance, leading
change, managing
unconscious bias

Senior leaders

Leadership circle,
executive coaching

Navigating organisational
relationships,
stakeholder
management

Annual employee turnover



Benchmark: Mackie Employer Solutions - Resources Industry Turnover Analysis Reports, 2015 to 2017.



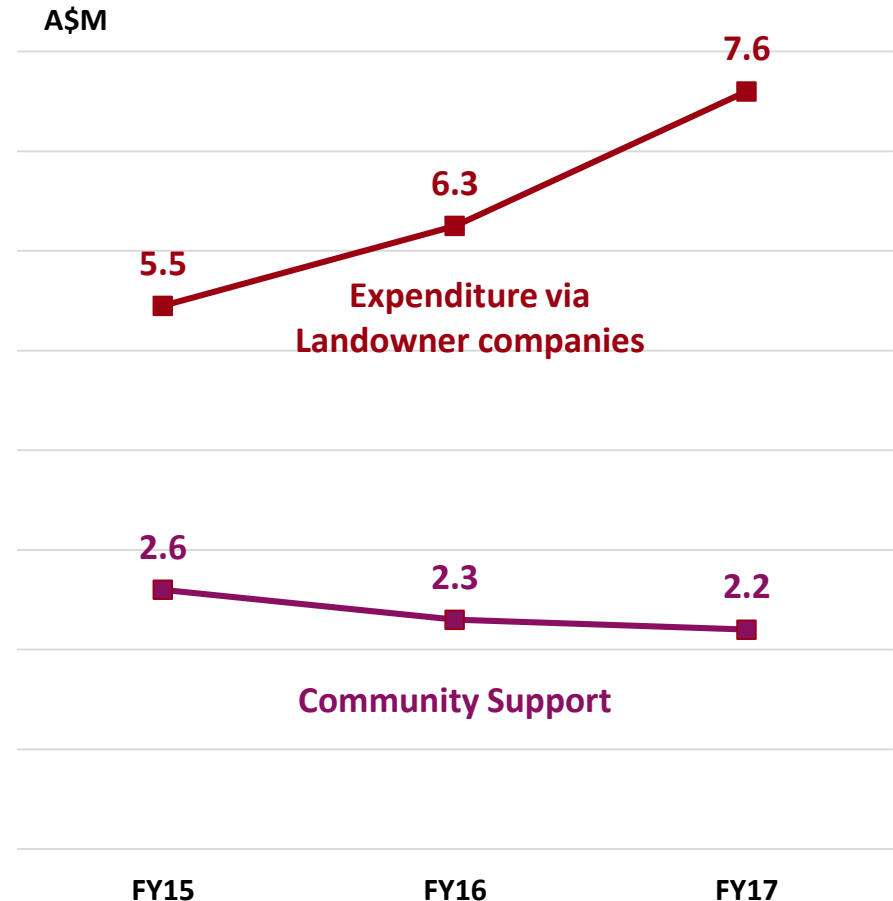
Top: Roy Hewitt, Processing Manager Gwalia WA.

Bottom: Women of the Simberi Finance and Admin team 2016.

A\$7 million spent with Landowner businesses in FY17

- Bakery
- Market garden
- Manage wet mess
- Boats (exploration & logistics)
- Earthmoving & trucking
- Performing community support:
 - Relocation of houses
 - Roads & water maintenance
- Contracts range between A\$1,000 to A\$200,000 per month

Spending in the Community





Simberi's contribution to the community



Top: Teacher Housing construction Simberi, Bottom: Simberi Ring Road, construction of new culverts



MALARIA AWARENESS



PNG | MALARIA FREE | BY 2050



Road and water infrastructure, education, medical services

- Maintaining roads bridges, water supply, school and clinics
- Logistical support to school and police including housing, travel and vehicles
- Simberi clinic conducts approx. 900 consultations per month
- 3 doctors and 6 other staff from Australian Doctors International visited the Clinic in November 2016
- Work closely with PIMI to eradicate malaria – free testing and drugs provided to all employees and the local community



Top L+R – Exploration access signing ceremony on Tabar Island
Bottom – Community relations visit to Maragon Primary school where Company has commissioned landowner company to build two new houses for teachers.

Simberi Ring Road Maintenance

- Resurfacing utilizing local landowner contractors
- Re-sheeting of washouts / potholes
- Culvert and bridge maintenance

School Support

- PGK 10,000 (~A\$4,300) towards classroom books
- Joint venture with Landowners to construct two teachers' houses

Community Policing Support

- Provision of vehicle for police operations
- Accommodation and meals onsite
- Travel to and from Simberi Island



Top– Simberi ring road – construction of new culverts

Bottom – Opening ceremony for new house company commissioned for teacher at Maragon primary school, one of two.

- Member of **PNG Business Coalition for Women**
- **Gender Smart Safety Project** – delivering robust and sustainable gender-smart safety management and practices
- **The Warrior Culture Program** – education and awareness program on domestic violence with very positive feedback
- **Family & Sexual Violence** – currently investigating a program that introduces specific support measures



GENDER SMART SAFETY SOLUTIONS

Does your business need help to improve the safety of its female workforce?

Traditionally workplaces have been designed by men, for men. As a result, many workplaces in PNG are safer for men than for women

Remote workplaces are particularly unsafe for women

Tools are now available to help your business make its workplaces safer for women. Let the Business Coalition for Women show you how.

Gender smart safety is SMART BUSINESS



Bob Vassie
Managing Director & Chief Executive Officer,
St Barbara Ltd

St Barbara has implemented a number of initiatives to address women's safety at work, including piloting the Business Coalition for Women's Gender Smart Safety program at our Simberi Gold Mine. Although we are in the early stages of the program the feedback from staff has been overwhelmingly positive. We joined the pilot because we specifically wanted to improve the safety of our highly valued female employees, who have the right to feel safe at all times at work. However, it's obvious the influence of the Gender Smart Safety program is already positively impacting the safety of everyone on site. As the MD and CEO of St Barbara, I'm proud to see our company leading the mining industry on such an important initiative. I am glad that St Barbara and Simberi Gold Mine have been involved up-front in the pilot program and recommend the Gender Smart Safety program to other companies in PNG.

Increased focus on sustainable and independent business development

- Landowners business umbrella company 'SMS' (Simberi Mining Services) established to provide sustainable business opportunities post mining e.g. bakery, rehabilitation, agriculture, tourism, fishing
- Receive training in business acumen & accounting

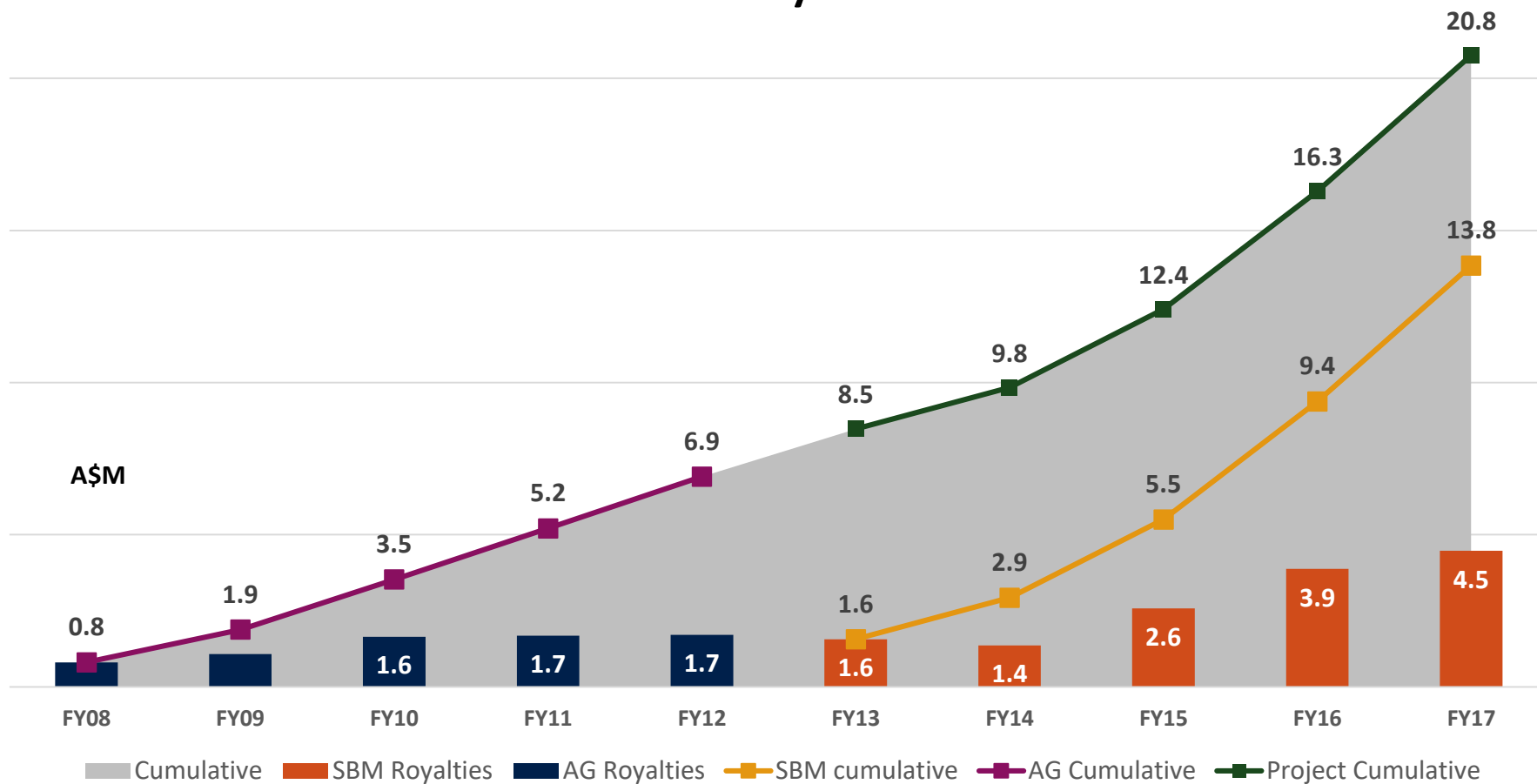
Business Development Initiatives

Market Garden	<i>Complete FY16</i>
Chicken Farm	<i>Complete FY16</i>
Fisheries	<i>Complete FY17</i>
Coffee and Coca plantation	<i>In progress</i>



Top: site of Mari-culture business development. Bottom: Chicken Farm

Simberi Royalties



Sponsorships

- Golden Gift (athletic event)
- Kambalda/Leonora Football Club
- Goldfields Girl
- Leonora Primary School
- Apprenticeship program



www.stbarbara.com.au E: info@stbarbara.com.au

Supporting the Leonora Golden Gift every year since 2005

2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017



OUR VALUES:

- We act with honesty and integrity
- We treat people with respect
- We value working together
- We deliver to promise
- We strive to do better

OUR RESULTS 2016:

- Record Safety
- Record Production & Profit
- Best performing stock in ASX 200
- Underground Mine Emergency
- Response Competition Winners



Citation holder

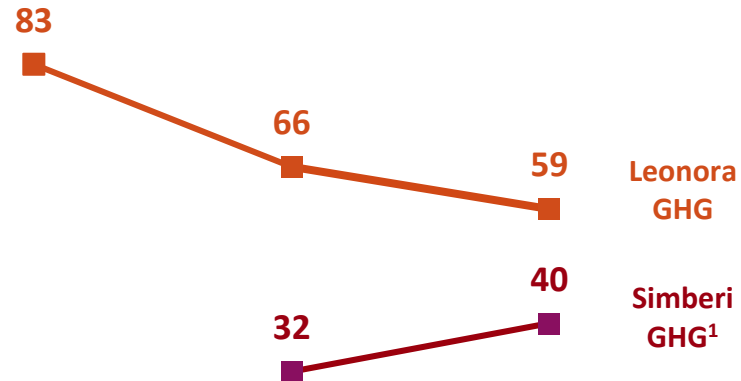


WGEA
Employer
of Choice for
Gender Equality



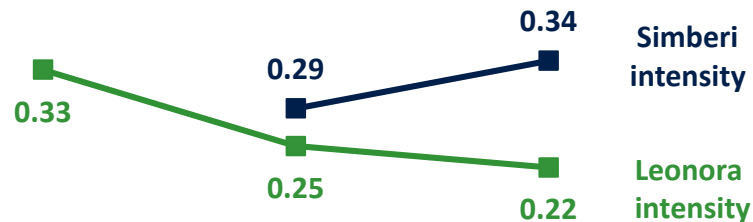
Greenhouse Gas emissions

GHG Emissions CO² kt



Emissions intensity

CO² kt / koz



FY15

FY16

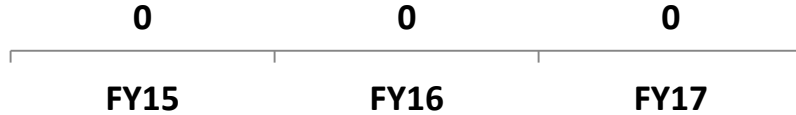
FY17

Intensity = CO² kt / koz (thousands of gold ounces). This measures GHG output on a per unit of production basis.

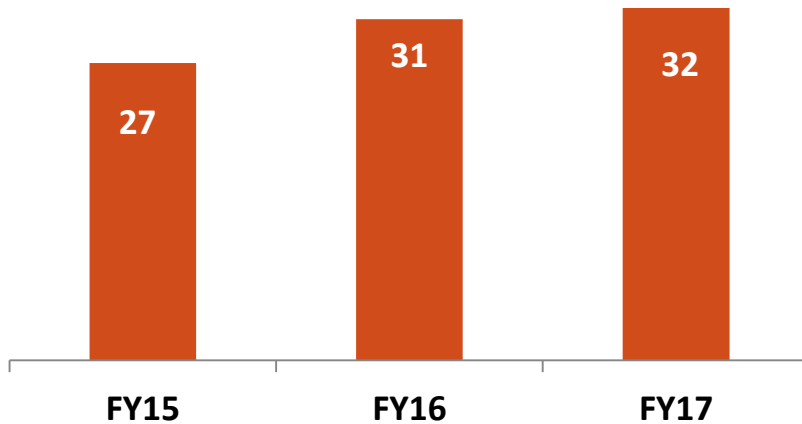


Important power saving infrastructure – the partially gravity powered 'Ropecon' at Simberi and the Adsorption Chiller plant at Gwalia

Significant environmental incidents¹



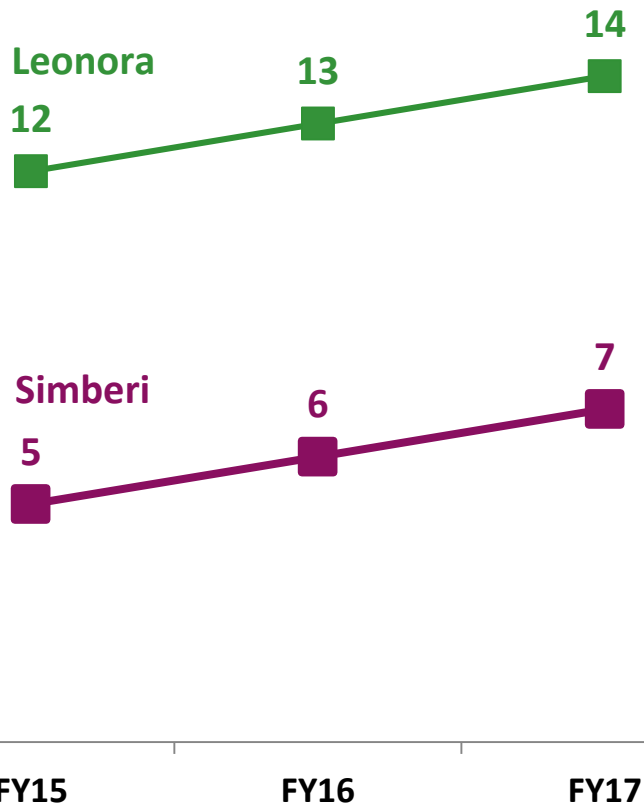
Environmental incidents²



Top: Short Beak Echidna, Gwalia WA. Bottom: Scorpion near Gwalia

Taxes and duties paid

A\$M

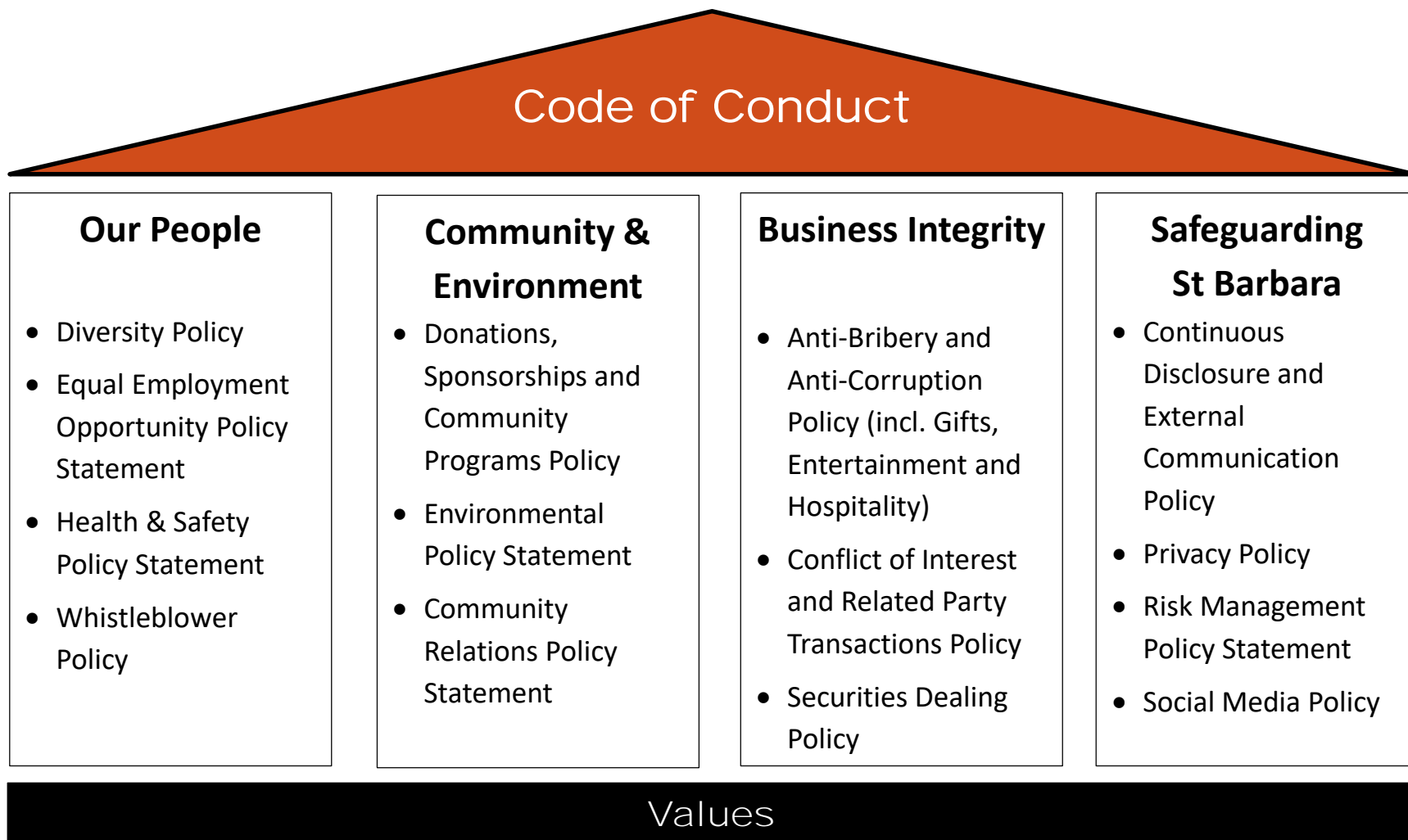


Top: Reagents in logistics yard at Simberi.

Bottom: MD&CEO Bob Vassie presenting at Melbourne Mining Club, May 2016.



St Barbara's code of conduct: the framework of policies that puts our values into practice

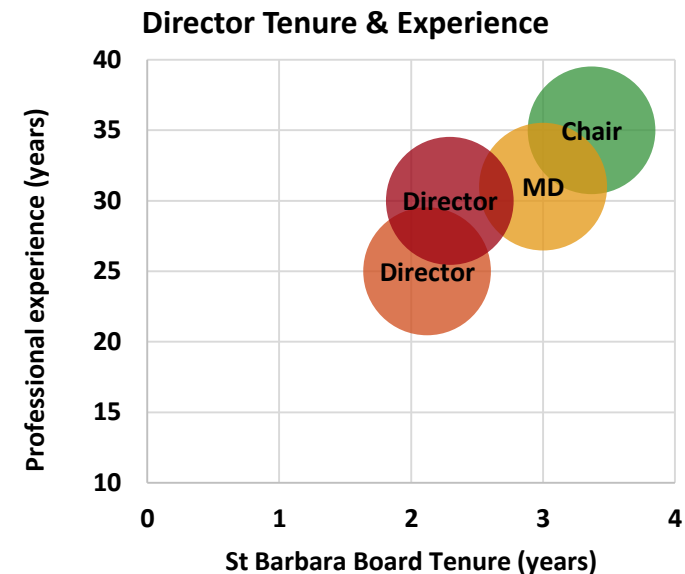


Corporate Governance Statement highlights

- Corporate Governance Statement published annually at www.stbarbara.com.au/profile/governance/
- 100% compliance with ASX CGC Principles & Recommendations¹

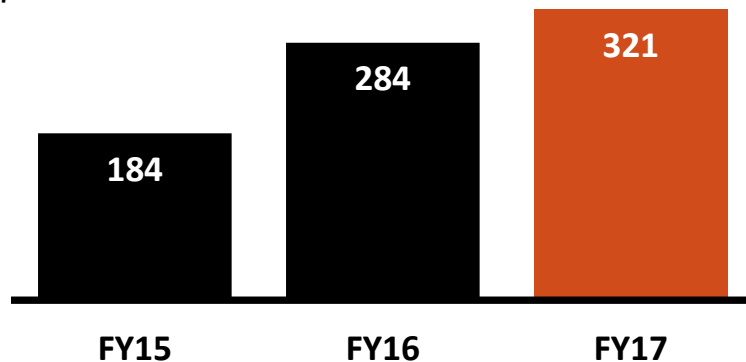
Key features:

- Board comprises a majority of non-executive directors and a non-executive chairman
- Appropriately structured Board committees:
 - Audit & Risk
 - Health Safety Environment and Community
 - Remuneration
- Board skills and experience matrices
- Comprehensive remuneration disclosure
- Annual Board performance review



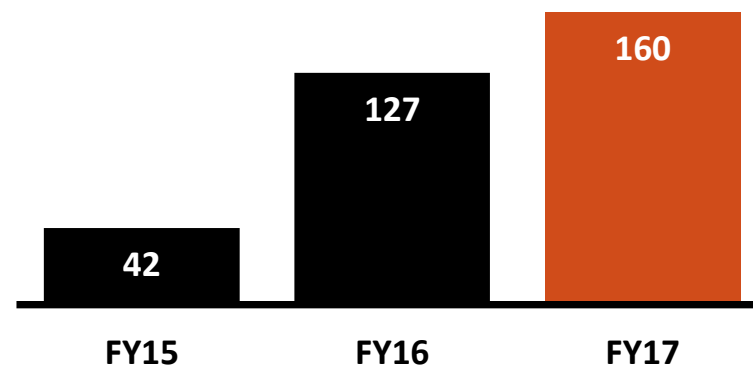
Underlying EBITDA

A\$M



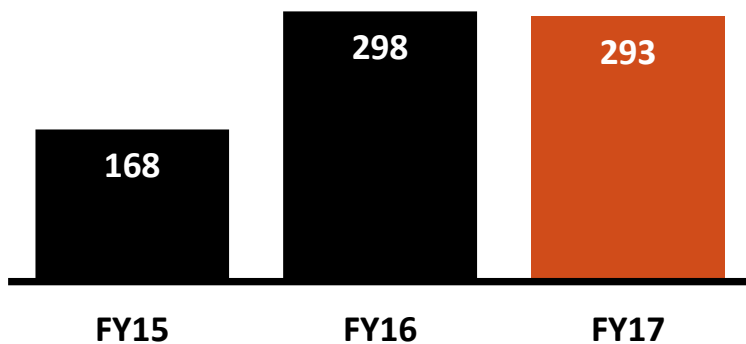
Underlying NPAT

A\$M



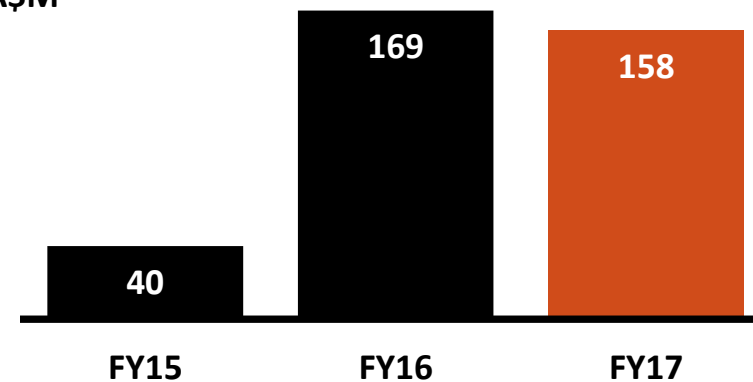
EBITDA

A\$M



NPAT

A\$M



St Barbara has developed a comprehensive framework of Anti-Bribery and Anti-Corruption measures to prevent and detect bribery and corruption, comprising an integrated set of policies, training, audits, procedures and registers.

Online registers

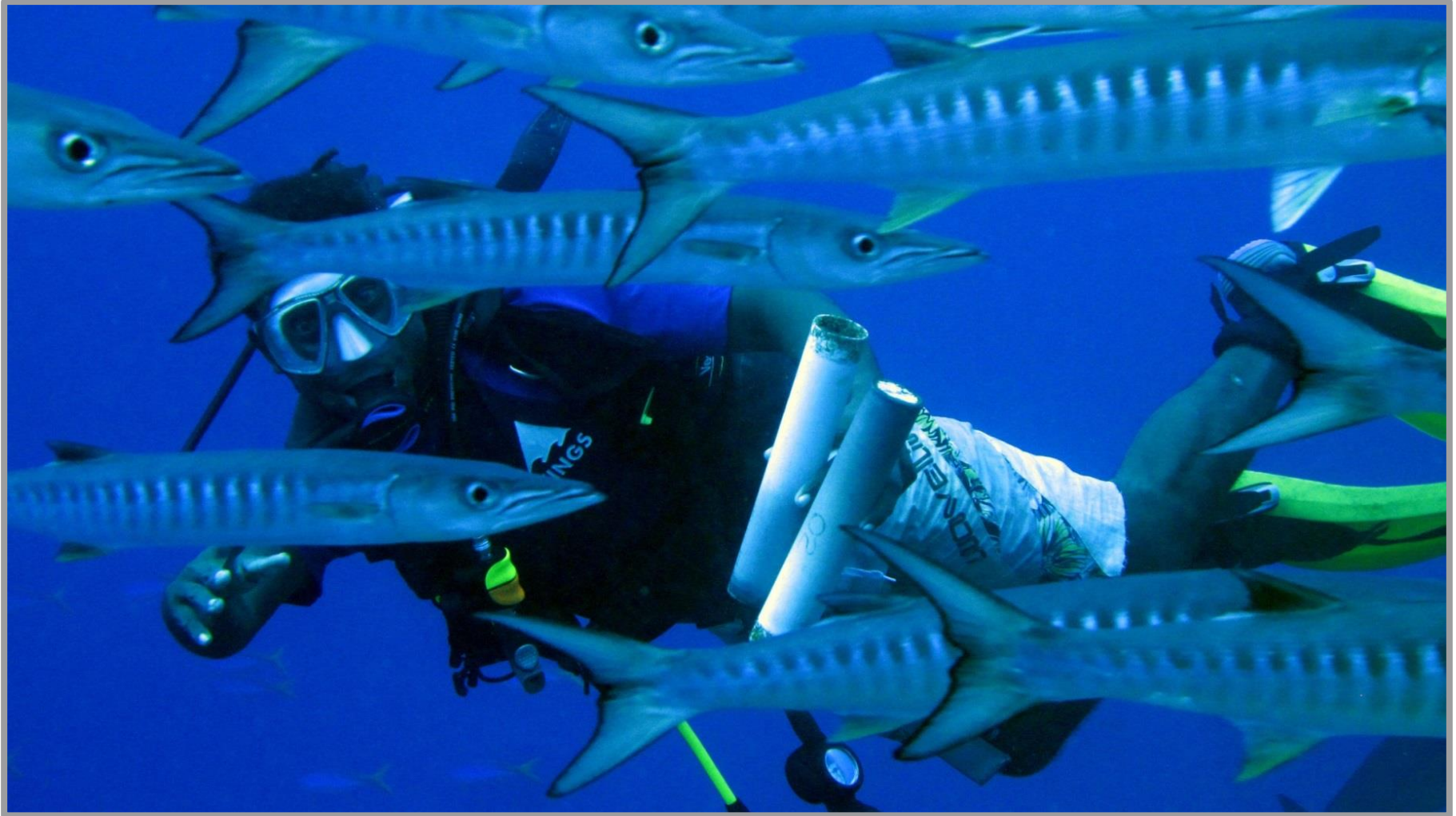
- Gifts, Entertainment and Hospitality
- Conflict of Interest and Related Party Transactions
- Donations, Sponsorships and Community Programs

Training

- Training at **induction** and **annually for all staff**
- Specific induction and ongoing training for supplier facing staff

Policies

- Anti-Bribery and Anti-Corruption (inc. Gifts, Entertainment and Hospitality)
- Conflict of Interest and Related Party Transactions
- Donations, Sponsorships and Community Programs
- Whistleblower



We supplement our financial information reporting determined under International Financial Reporting Standards (IFRS) with certain non-IFRS financial measures, including cash operating costs. We believe that these measures provide meaningful information to assist management, investors and analysts in understanding our financial results and assessing our prospects for future performance.

All-In Sustaining Cost All-In Sustaining Cost is based on Cash Operating Costs, and adds items relevant to sustaining production. It includes some, but not all, of the components identified in World Gold Council's Guidance Note on Non-GAAP Metrics - All-In Sustaining Costs and All-In Costs (June 2013). Refer most recent quarterly report available at www.stbarbara.com.au for example

EBITDA EBIT before depreciation and amortisation.

Underlying EBITDA / NPAT EBITDA or NPAT after excluding identified significant items.
Refer 2017 Annual Report (p3) for details, available at www.stbarbara.com.au

Rowan Cole
Company Secretary

T: +61 3 8660 1900

Alistair Reid
Manager Investor Relations

E: info@stbarbara.com.au



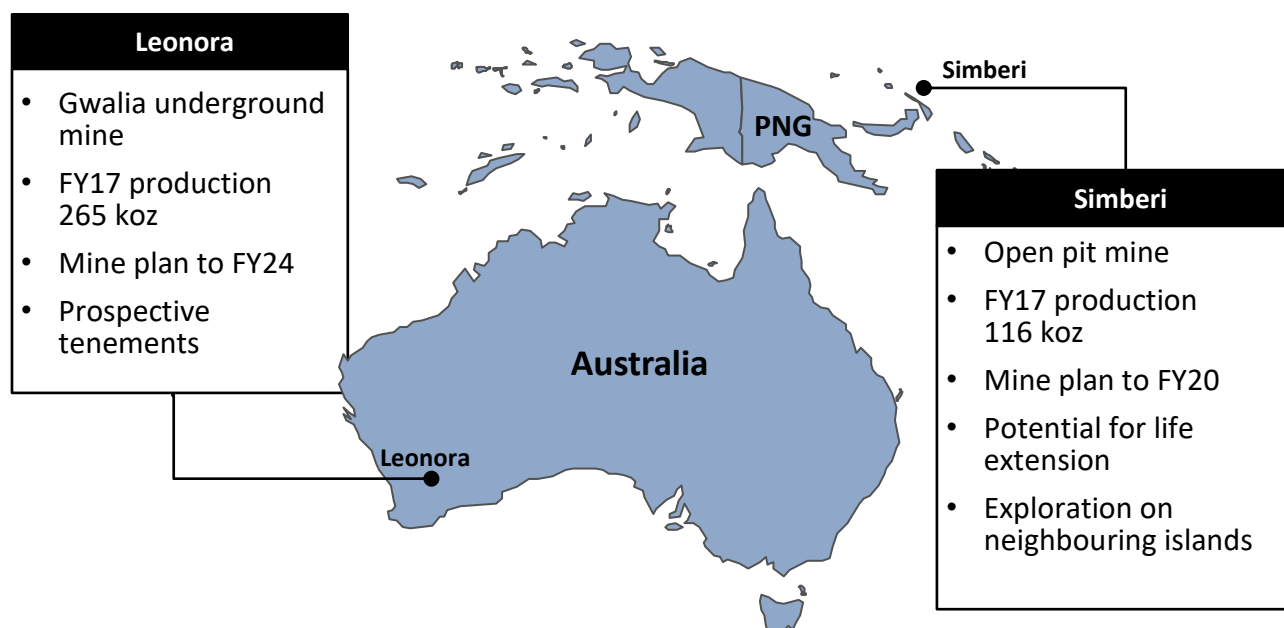


St Barbara

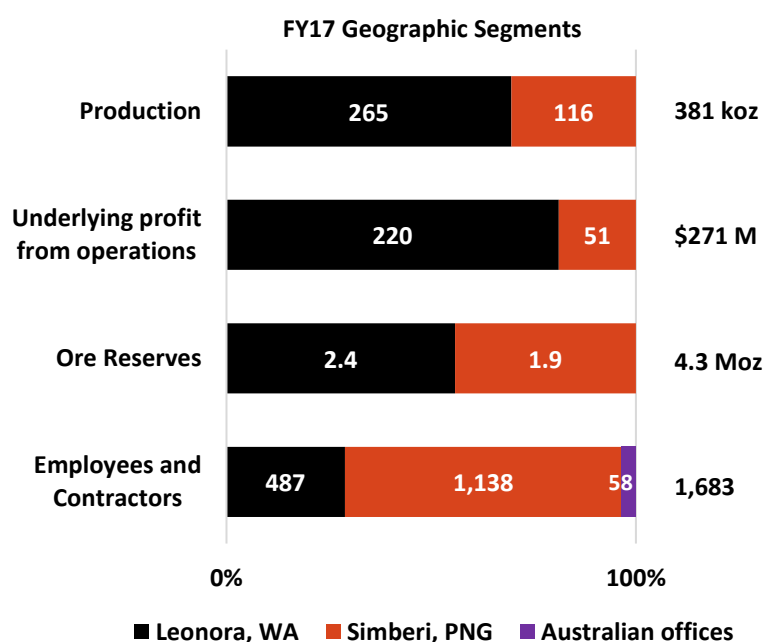
Sustainability Report

For the year ended 30 June 2017

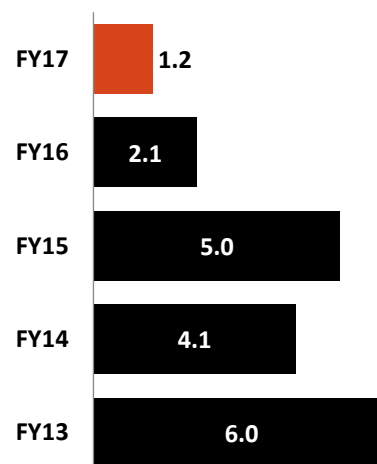
St Barbara at a glance



WIRNA
WOMEN IN RESOURCES
NATIONAL AWARDS



Record Low Total Recordable Injury Frequency Rate



Notes: 'Underlying profit from operations' defined on page 4 of the 2017 Annual Report. Ore Reserves as at 30 June 2017 per 'Ore Reserves and Mineral Resources Statements 30 June 2017' released 23 August 2017. Total Recordable Injury Frequency Rate measured for each million hours worked on a 12-month rolling basis.

2017 Sustainability Report

Sustainability Report

This report presents St Barbara Limited's (the 'Company' or 'Group') environmental, social and governance (ESG) performance, or provides the reference to where this information is presented in the Group's corresponding:

- [Annual Report](#),
- [Corporate Governance Statement](#), or
- website (www.stbarbara.com.au).

The content of this report has been determined by assessing the Group's material sustainability issues and identifying those that could most impact the business and its stakeholders.

The Sustainability Report is for the financial year ended 30 June 2017. Financial figures are in Australian dollars unless otherwise stated.

About these disclosures

St Barbara has used the Global Reporting Initiative (GRI) standards to guide its sustainability disclosures. The content of the disclosures is based on St Barbara's assessment of its material sustainability topic areas. St Barbara's material sustainability topic areas reflect its significant economic, environmental and social impacts, and those areas that substantively influence the assessments and decisions of its stakeholders. St Barbara's sustainability disclosures comprise:

- this Sustainability Report,
- identified sections of the [Annual Report](#),
- the [Corporate Governance Statement](#), and
- the website (www.stbarbara.com.au).

The Sustainability Report has been authorised for release by a resolution of the Board of Directors.

20 October 2017
Rowan Cole
Company Secretary

Contents

St Barbara at a glance	2
Sustainability Report	3
About these disclosures	3
Message from Managing Director & CEO	4
Material Issues and Boundaries	5
Framework for Sustainable Development	5
Governance & Economic Performance	6
Health & Safety	6
People	8
Social & Communities	9
Environment	10
Performance Data	11
GRI content index	14
Glossary	19

St Barbara is committed to achieving its sustainability objectives through its core values:

We act with **honesty** and **integrity**

We treat people with **respect**

We value **working together**

We **deliver** to promise

We strive to **do better**

2017 Sustainability Report**Message from Managing Director & CEO**

Welcome to the inaugural St Barbara Limited Sustainability Report.

The activities and metrics described in the Sustainability Report are representative of the values that guide everything we do: we act with honesty and integrity, we treat people with respect, we value working together, we deliver to promise, and we strive to do better.

Our values are enacted through a framework of policies, standards and procedures, and well-resourced, dedicated teams of sustainability professionals that work in our operations to help facilitate agreed sustainability action plans.

We recognise that a safe workplace, and the wellbeing of employees, contractors, consultants and visitors, are fundamental to the success of the Company.

We place great importance on responsible environmental management and we are committed to continued improvement in the identification, assessment, mitigation and monitoring of the environmental effects of our operations.

We believe that mining is a positive force for social and economic development for local communities and work closely with them to nurture a mutually beneficial social licence to operate.

St Barbara has an excellent record in the areas that make up sustainability that pre-dates by several years the release of this report, and also my own appointment as Managing Director and CEO in July 2014. The Company that I joined then was proud of its strong safety, environment and community focus, winning numerous awards in environment and gender diversity especially. Since then the Company has progressed on all aspects of sustainability, winning a variety of industry awards and consistently setting new Health and Safety records.

This report informs stakeholders of the sustainability activities undertaken by St Barbara for the past several years, most of which have not previously been publicised. Sustainability is a founding and ongoing focus, central to our Company culture, identity and our licence to operate, and for that I acknowledge and thank current and former team members responsible for the results presented here.

Sustainability has varying meanings with differing factors being important across cultures and geographies.

Sustainability in Western Australia includes a focus on water usage that might otherwise go to farming or community use, as well as gender and ethnic diversity, energy usage, community engagement and safety. We have had notable success in all these areas, including 'Water Wise' awards in 2013 and 2014, and following the construction in 2015 of an industry-first power-saving adsorption chiller plant, powered by waste heat from our power plant, acknowledgement with a 'Golden Gecko' environmental certificate of merit. The Company received national recognition in 2014 and 2017 from 'Women in Resources' as an industry leader in gender diversity, plus certification as an 'Employer of choice for gender equality' since 2014

Our injury frequency rate at 1.2 injuries for every million hours worked is less than half the Western Australian underground mine average. Our first line responders in a safety emergency, our Emergency Response Team, have been recognised in the regional Chamber of Minerals & Energy safety competition, winning the overall prize for the last two years running.

In PNG the sustainability context is different, where stakeholders there focus on the economic benefit provided by mining to the community, especially by royalties, but also through local employment, provision of civil infrastructure, education and medical services. We are proud in PNG of our medical programs and domestic violence prevention initiatives in partnership with NGOs, as well as our business development initiatives, including recently the notable achievement of facilitating a local business co-ordination and governance company. Also pleasing is the very high level of National employment, consistently above 95% of the total workforce, underpinned by development and education programs for local leaders.

Regardless of how sustainability is defined, myself and all at St Barbara welcome the challenge and opportunity of providing sustainability related transparency to our stakeholders. I am proud of St Barbara's considerable financial and sustainability achievements, and I look forward to continued improvement and success in all measures.

Bob Vassie
Managing Director & CEO

2017 Sustainability Report

Material Issues and Boundaries

St Barbara Limited's approach to material issues and materiality is driven by our values. Material issues are those deemed to be the most important to our business and our stakeholders. The most important issues are the focus of this report and discussed in the table below.

Reported Issues	Boundaries & Stakeholders External	Boundaries & Stakeholders Internal
Governance & Economic Performance <ul style="list-style-type: none"> Ethical business conduct with all stakeholders Manage for long term growth 	<ul style="list-style-type: none"> Communities Government & Regulators Investors & Analysts Suppliers 	All the reported issues are managed by and impact upon our employees and contractors
Health and Safety <ul style="list-style-type: none"> Safe work environment and practices 	<ul style="list-style-type: none"> Regulators Visitors 	
People <ul style="list-style-type: none"> Attract, retain, engage and develop workforce Diversity 	<ul style="list-style-type: none"> Communities Government & Regulators 	
Social & Communities <ul style="list-style-type: none"> Engage, respect, enhance Minimise adverse impact 	<ul style="list-style-type: none"> Communities Government NGO (non-governmental organisation) 	
Environment <ul style="list-style-type: none"> Emissions and incidents Waste management Energy efficiency 	<ul style="list-style-type: none"> Communities Government & Regulators Investors & Analysts NGO 	

Framework for Sustainable Development

As part of its membership of the Minerals Council of Australia (MCA), St Barbara is committed to meeting the obligations of the MCA 'Enduring Value' framework for sustainable development. The Enduring Value framework incorporates the International Council on Mining and Metals (ICMM) Sustainable Development Principles, summarised as:

- 1 Implement and maintain ethical business practices and sound systems of corporate governance.
- 2 Integrate sustainable development considerations within the corporate decision-making process.
- 3 Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.
- 4 Implement risk management strategies based on valid data and sound science.
- 5 Seek continual improvement of our health and safety performance.
- 6 Seek continual improvement of our environmental performance.
- 7 Contribute to conservation of biodiversity and integrated approaches to land use planning.
- 8 Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.
- 9 Contribute to the social, economic and institutional development of the communities in which we operate.
- 10 Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

2017 Sustainability Report

Governance & Economic Performance

The Board and Management of St Barbara are committed to maintaining high standards of ethics, integrity and statutory compliance in all Group dealings.

The Group has implemented a formal set of behavioural values designed to uphold high standards of integrity and work performance for the Board, Management, employees, and other members of the work force. The Group is committed to achieving its sustainability objectives through its core values:

- We act with honesty and integrity
- We treat people with respect
- We value working together
- We deliver to promise
- We strive to do better.

The Group's internal and corporate governance is explained in depth in the annual [Corporate Governance Statement](#). The Corporate Governance Statement describes the Corporate Governance framework that underpins the Group's conformance with the ASX Corporate Governance Principles and Recommendations (3rd Edition) ("the ASX Principles and Recommendations"), by reference to each of the stated principles. The eight central principles are:

1. Lay solid foundations for management and oversight
2. Structure the Board to add value
3. Act ethically and responsibly
4. Safeguard integrity in corporate reporting
5. Make timely and balanced disclosure
6. Respect the rights of security holders
7. Recognise and manage risk
8. Remunerate fairly and responsibly.

The Group has an integrated suite of governance policies that together form our [Code of Conduct](#). The individual policies are available on our website under '[Governance](#)', and include policies addressing:

- | | |
|---------------------------|----------------------|
| • Bribery and corruption | • Equal opportunity |
| • Community relations | • Health and safety |
| • Conflicts of interest | • Privacy |
| • Continuous disclosure | • Risk management |
| • Diversity | • Securities dealing |
| • Donation & sponsorships | • Social media |
| • Environment | • Whistleblower. |

The Group's **economic performance** is published in the [Annual Report](#), with a key indicator set out in the [Performance Data](#) section of this report.

The Group's **governance performance** is published in the [Corporate Governance Statement](#), with a key indicator set out in the [Performance Data](#) section of this report.

Health & Safety

The health and safety of our employees, contractors, suppliers, visitors and surrounding community is fundamental to the success of the Group. The Group's health and safety policy is available at www.stbarbara.com.au/about-us/governance/.

The Group's management of safety is comprehensive, well resourced, strict and proactive.

The Group has a comprehensive Health, Safety and Environment Management System (HSEMS) in use at both operations, which is supported by significant numbers of specialist health and safety staff at both mines, as well as in corporate leadership and support. The HSEMS encompasses the following components:

1. Leadership and Accountability
2. Risk and Management of Change
3. Contractor Management
4. Incident Reporting and Investigation
5. Communication, Consultation and Participation
6. Critical Risk Control Standards
7. Environmental Management
8. Training, Competency and Behaviour
9. Health and Hygiene
10. Legal Requirements, Commitments and Document Control
11. Crisis and Emergency Management
12. Design, Construct, Commissioning and Decommissioning
13. Monitoring, Audits and Review
14. Planning, Goals and Targets.

The Group has developed and maintains a set of 'Critical Risk Control Standards', each containing various systems, standards and guidelines. These Critical Risk Control Standards address specific work activities, including:

- Explosives
- Hazardous material management
- Isolation, working at heights, and confined spaces
- Light vehicles
- Marine operations
- Mobile and lifting equipment
- Underground ground control.

Health and safety meetings occur at the start of every shift at all operational sites. Specialist health and safety staff, and all levels of operational management rigorously identify, prioritise and control risk through active communication and consultation with the workforce.

Working safely in compliance with safety standards and procedures is mandatory. Safety is a personal accountability held by everyone, with all personnel empowered to initiate a "cease work authority" when exposed to, or witnessing, an unsafe activity. Incidents and near-misses are investigated and analysed.

2017 Sustainability Report

The Group has a zero tolerance approach where key critical risk non-compliances with procedures are observed.

The Group has a proactive regime of training linked to workplace safety observations. Various appropriate safety targets are included in the at-risk remuneration component of all operational managers.

Health and Safety is audited at the mine sites regularly, including:

- Annual regulatory audits by the relevant government authorities
- External audits of compliance with the Group's Critical Risk Control Standards, part of the Group's Health Safety and Environment Management System
- Regular internal audits performed by the Group's own health and safety specialist staff.

Health and safety performance is measured using 'Total Recordable Injury Frequency Rate' which expresses the number of injuries per million hours worked on a rolling 12-month basis. This measure is a widely recognised benchmark, allowing measurement and comparison of safety performance across industries.

Health and safety targets are included in the at-risk remuneration of all employees and most contractors.

During the year the following new health and safety related initiatives commenced:

- A series of wellbeing related mental health initiatives, in association with the Minerals Council of Australia, the Chamber of Minerals and Energy WA and the Western Australian Department of Mines, Industry Regulation and Safety, formerly the Department of Mines and Petroleum (more details under the 'People' section of this report)
- A series of initiatives focusing on domestic and gender workplace violence at Simberi
- An independent review at Gwalia on behavioural safety, with actions to be implemented in FY18. A similar analysis is planned for Simberi in FY18.

It is the current view of academic research into Health and Safety practice that modern rule-based management of safety can reduce the overall incidence of low consequence injuries, but not necessarily reduce the incidence of low frequency but high-consequence events. A training approach that seeks to promote a 'pause and think' mentality is being developed for likely implementation in FY18.

Both mine sites have highly trained 'emergency response teams' (ERT). The teams are equipped and trained appropriately to perform the functions of first aid, rescue and fire-fighting, specific to their location and mining activities.

The St Barbara Gwalia mine ERT won the regional competition for underground mines in 2016 and 2017. The Simberi team competed strongly at the most recent PNG ERT competitive event in 2017 and at the previous 2015 event, winning four categories in 2015.

The Group's **health and safety performance** is published in the [Performance Data](#) section of this report.

2017 Sustainability Report

People

The Group has a centralised Human Resources (HR) function with representation at every Group location. The HR Function is charged with ensuring there are capable people in the right roles, doing the right work, all the time.

The Group's HR strategy has five pillars:

Talent	ensuring the Group has the talent needed to reliably deliver its business strategy
Diversity	ensuring a diverse and inclusive workforce to support a high performance culture
Leadership	building capable leadership at all levels in the Group
Engagement	maintaining productive direct relations with our people
Performance	maintaining an integrated suite of effective people systems

Key aspects of the **Talent** pillar include a comprehensive set of employee development programs (described collectively as 'The Leadership Framework' and 'The Talent Management Framework') that address every level of leadership from truck to boardroom. Specific components include comprehensive role descriptions, a measurable work performance system, career development, graduate development and annual talent review.

The Group's **Diversity Policy** sets the tone for diversity activities, with progress against objectives reported annually in the [Corporate Governance Statement](#).

The Group's commitment to diversity is recognised with its citation as an Employer of Choice for Gender Equality by the WGEA since 2014 and 'Women in Resources' state (Victorian) and the national award for 'Excellence in Diversity Programs and Performance' in 2017. Other diversity initiatives include actively managing the gender pay gap, gender advocacy, gender smart safety programs, the Women's Internal Network, a commitment to developing the National workforce in PNG, Indigenous engagement targets, support for victims of domestic violence, and employee wellbeing programs.

The Group has developed **leadership** programs for leaders of all levels. Leadership programs conducted in 2017 included:

- Frontline supervisor program
- Superintendent program
- Manager program
- Senior leaders program
- Leadership essentials workshops
- Project management
- Mental health awareness
- eLearning modules on a range of topics.

Employee **engagement** involves a range of activities, including:

- Remuneration and benefits system
- Annual employee engagement survey
- Onboarding system and induction program for new employees
- Mentoring program
- Employee benefits program introduced for Australia, a similar program for PNG to be introduced in 2018
- Mental health policy and mental health and wellbeing guideline
- Employee photography competition.

Performance management comprises an integrated suite of policies and systems that complement the core work performance system, including:

- Recognition and reward
- Employee bonus plans
- Short and long term incentive plans
- Training and development
- Performance improvement Fitness for work
- Professional membership support
- Study assistance
- Annual CEO innovation awards.

Group HR policies are available at www.stbarbara.com.au/about-us/governance/, and include:

- Diversity Policy
- Equal Employment Opportunity Policy
- Whistleblower Policy

These policies are supported by a range of internal guidelines, such as:

- Grievance Resolution Framework
- Fair Treatment System
- Flexible Working Guideline
- Mental Health and Wellbeing Guideline
- Workplace Discrimination and Harassment Guideline.

New initiatives during FY17 included the following mental health and wellbeing activities:

- 'R U OK? Day' campaign
- Mental Health Awareness workshops for employees and supervisors
- Mental Health Week campaign.

Mental Health and Wellbeing resources made available to employees include:

- Free professional and confidential counselling services for employees and their immediate family
- Free ergonomic assessments.

2017 Sustainability Report

Employees who are members of the Group's preferred superannuation fund also have access to:

- Free at home medical information service
- Free salary continuance, death and disability insurance
- Free financial advice.

The Group's **performance on people metrics** is published in the [Performance Data](#) section of this report.

The Group recently won multiple awards for its HR related initiatives in mental health, wellbeing and gender diversity.

Financial Year	Authority	Award
FY18	Women In Resources National Awards	Excellence in Diversity Programs and Performance'
FY17	Victorian Women in Resources Awards	Company Gender Diversity Champion
	Workplace Gender Equality Agency	Employer of Choice for Gender Equality
	Australian HR Awards	Finalist for 'Best Health & Wellbeing Program'

Social & Communities

We strive to conduct our activities in a socially responsible manner and demonstrate respect for St Barbara's host communities.

The Group's community relations policy is available at www.stbarbara.com.au/about_us/governance/.

The Group has a mature stakeholder management program resourced with dedicated teams in both Australia and PNG as well as a corporate support and strategy function.

The Simberi Community Relationship Office (CRO) is a department with 22 staff, including a project team constantly engaged in community and environment orientated civil works. The Group performs many civil type functions, providing infrastructure and otherwise supporting health, law and order and education in the community.

Recent community initiatives at **Simberi** include:

- Ongoing road construction and maintenance
- Construction and maintenance of water infrastructure such as pipelines, tanks and rainwater collection catchments to ensure potable water supply to remote villages
- Construction and maintenance of classrooms and teacher's housing, purchase of books for students
- Assisted in the construction of the community churches
- Long term provision of a fully equipped and staffed medical centre, servicing the community
- Provision of qualified trauma and community health nurse ('HEO' Health Emergency Officer), medical supplies and building maintenance of the community clinic in the neighbouring island group.
- Purchase and distribution of 1500 mosquito nets
- Immunisation of entire island group population against measles
- Sponsorship of NGO initiatives to prevent malaria ([PIMI](#)) and provide medical services ([Australian Doctors International](#))
- Logistical support to Royal PNG Constabulary (the police) on Simberi Island
- Medical evacuations to regional or national hospital (46 persons including carers in FY16).

The Group is committed to empowering local businesses towards effective business practice and sustainability following the conclusion of mining. Recent community business development initiatives at **Simberi** include establishing:

- Mari-culture business (clams and sea cucumbers)
- Market garden and plantation
- Poultry farm
- Bakery and pizzeria

2017 Sustainability Report

- Simberi Management Services ('SMS'), a community business umbrella and governance company, established in FY16. The Group provided training in governance and commerce practices, as well as seed funding in FY17.
- Handover of the site store and wet mess function to a subsidiary of SMS, including negotiation with a PNG bank to provide Automatic Teller Machines (ATMs) (with plans to open a branch in 2018).

The SMS oversight and management organisation has been a particular success. The organisation serves as a centralised voice for the community and landowner-owned businesses.

Recent community sponsorship and development initiatives supported by the Group at **Leonora** include:

- [Goldfields Girl](#): a series of workshops, scholarships and public events aimed at empowering indigenous women. Modelled on other successful programs in WA 'Pilbara Girl' and 'Kimberley Girl'.
- [Leonora Golden Gift](#): An historic and world famous running event with prizemoney for an elite mile event. The associated community carnival includes various running events, horse races, fashions, an elite cycling event and live music festival.
- Kambalda Football Club: Leonora players amalgamated with the Kambalda Football Club, supported by provision of funding for the team bus and catering for the often 500 km round trip to play football. An immediate decrease in anti-social youth behaviours has been noted.
- Other sponsorship of Leonora community groups and events in 2017 included: Leonora District High School (includes primary school), Volatile Substance Use Community Workshop, Leonora Women's Group, Gwalia Christmas Appeal and Leonora Community Fitness Group.

St Barbara is a platinum sponsor of [Get Into Resources](#), an initiative to showcase the resources sector to secondary school students in WA.

Environment

St Barbara places great importance on responsible environmental management and is committed to continued improvement in the identification, assessment, mitigation and monitoring of the environmental impact of its operations.

The Group's environment policy is available at www.stbarbara.com.au/about_us/governance/.

The Group's has a well-resourced environment function with a program of compliance and proactive protection and mitigation activities.

At **Gwalia (WA)** the environment team has four full-time qualified professionals, a nursery to support pit rehabilitation programs, supported by contractors as required.

A highlight of the 2017 environmental program was 'Schools National Tree Day', where native seedlings were planted with the help of children from Leonora Primary School in a project included in NAIDOC (National Aboriginal and Islander Day Observance Committee – a government organisation founded to celebrate indigenous culture) week celebrations.

St Barbara's Leonora operations won Gold and Platinum 'Waterwise Business' awards in 2013 and 2014 for water conservation from the Western Australian Water Corporation, as well as 'Golden Gecko' certificates of merit in 2009 and 2015, see: [St Barbara Sustainability Awards](#).

At **Simberi (PNG)** the environment team has four full time qualified staff, an extensive nursery to support revegetation of finished mining areas, supported by landowner companies and casuals from the local community as required. Key initiatives included:

- A 12 month, \$200,000 initiative to address operational sustainability in consumables and waste processes as well as drainage and site cleanliness.
- An ongoing investment in hydrology monitoring and management program. This included construction of permanent water monitoring infrastructure at key stream and catchment locations, automatic weather monitoring stations and also includes daily monitoring schedules and awareness programs with Island communities.
- The environment team manages a long established and effective grievance resolution process, in conjunction with the Community Relations office.
- The exploration team manages a similar grievance resolution function to support communities impacted by exploration activities in the Tabar Island Group.

The Group's **performance on social and community metrics** is published in the [Performance Data](#) section of this report.

2017 Sustainability Report

Performance Data

Governance & Economic Performance		Notes	FY15	FY16	FY17
Governance					
Governance performance reported in Annual Report and Corporate Governance Statement (CGS).			Annual Report	Annual Report	Annual Report
Selected key indicator of Governance Performance:			CGS	CGS	CGS
Compliance with ASX Corporate Governance Council Principles and Recommendations	1		100%	100%	100%
Economic Performance					
Economic performance reported in Annual Report.			Annual Report	Annual Report	Annual Report
Selected key indicator of Economic Performance:					
Earnings per share (basic)			\$0.08	\$0.34	\$0.32
People					
Diversity –reported in Corporate Governance Statement					
Diversity performance reported in Corporate Governance Statement.			CGS	CGS	CGS
Selected key indicator of Diversity Performance:					
Proportion of women employed			24%	23%	21%
Employee and Contractor numbers					
Australia	Employees		202	198	219
	Contractors		289	327	326
	Total		491	525	545
Papua New Guinea	Employees		692	724	747
	Contractors		220	383	391
	Total		912	1,107	1,138
Total	Employees		894	922	966
	Contractors		509	710	717
	Total		1,403	1,632	1,683
PNG employment participation					
	PNG - Simberi and local islanders		54%	55%	56%
	PNG - Other		42%	41%	41%
	Non - PNG (expatriates)		4%	4%	3%
Employee turnover					
Australia			8.4%	8.1%	8.8%
Australia Mining average for comparison	2		10.7%	11.2%	9.6%
Papua New Guinea			6.5%	5.5%	7.4%
Total turnover			6.6%	7.0%	7.7%

1 Compliance, or satisfactory disclosure of alternative governance practices adopted in lieu of a recommendation, as prescribed under the ASX Corporate Governance Council Principles and Recommendations (3rd edition).

2 The Mackie 'RITA' Report – July figures. RITA report has 25 Australian Resource industry companies participating. 'Turnover' is voluntary employment moves only. Only direct employees measured.

2017 Sustainability Report

Economic Responsibility	Notes	FY15	FY16	FY17
Royalties paid	A\$M			
Australia		18	18	17
Papua New Guinea		3	4	4
Total royalties paid		21	22	22
Taxes/Duties paid	A\$M			
Australia		12	13	14
Papua New Guinea		5	6	7
Total taxes / duties paid		17	19	21
Group income tax paid	A\$M			
Australia	3	1	0	0
Papua New Guinea	4	0	0	0
Total Group income tax paid		1	0	0
Community Expenditure	A\$M			
PNG community expenditure	5	2.6	2.3	2.2
PNG expenditure with Landowner associated companies	6	5.5	6.3	7.6
Australian sponsorships, in kind support		0.1	0.1	0.1
Health and Safety				
Total recordable injury frequency rate	7			
Australia		8.9	3.9	1.8
Papua New Guinea		2.8	1.3	0.8
Total		5.0	2.1	1.2
Recordable injuries				
Australia		12	4	3
Papua New Guinea		5	4	2
Total		17	8	5
Fatalities				
Australia		0	0	0
Papua New Guinea	8	1	0	0
Total		1	0	0
Environment	9			
Total Incidents	10			
Australia		7	10	10
Papua New Guinea		20	21	22
Reportable Incidents	11			
Australia		1	3	2
Papua New Guinea		0	1	5

3 The Group has applied previous tax losses to reduce tax payable until 2017. The Group will pay income tax of A\$32 million for FY17 in FY18.

4 The Group has accumulated tax losses in PNG, which have been applied to reduce tax paid during the reporting period.

5 Cost of Community Clinic and support functions. Converted from US\$ at exchange rates shown at the end of the Performance Data table.

6 Converted from PGK to A\$ at exchange rates shown at the end of the Performance Data table.

7 Historical rolling 12 months per million hours worked.

8 On 3 March 2015 a logging contractor was killed in an incident in Simberi. This was reported on 6 March 2015.

9 2017 GHG, water and energy usage data is based on management reports. Final external reporting for NPI and NGRS (National Pollutant Inventory & National Greenhouse Emissions Reporting Standard – Federal Australian government reporting obligations) had not been finalised as at the date of this report and may vary.

10 Incidents are categorised via a risk matrix as to their potential and actual environmental impact. The consequence component of this matrix is shown at the end of the data tables. 'Total' incidents include all types of incident except 'insignificant', i.e. Minor, Moderate, Major, Critical.

11 A reportable incident is where a license or regulatory condition requires certain events to be reported. Typically, any environmental incident that impacts beyond the mine lease borders must be reported. Some events within the mine boundary must also be reported, for instance, discovery of certain hazardous materials in landfill. Relatively low impact environmental events can therefore sometime be reportable.

2017 Sustainability Report

Environment (continued)	Notes	FY15	FY16	FY17
Significant Incidents	12			
Australia		0	0	0
Papua New Guinea		0	0	0
Water use (Leonora Western Australia) kilo litres (kl)	13			
Potable		41	19	20
Process Water	14	904	585	735
GHG Emissions (Australia) kilo tonnes (kt) CO ²				
Scope 1 emissions		83	66	59
Scope 2 emissions	15	1	1	1
GHG Emissions (PNG) ¹⁶ kilo tonnes (kt) CO ²				
Scope 1 emissions		- ¹⁷	32	40
Scope 2 emissions		0	0	0
Energy Usage, tera joules (TJ)				
Australia, all sources		1,440	1,447	1,184 ¹⁸
PNG, all sources	19	- ²⁰	415	504

Foreign exchange rates

The Group uses Australian dollar presentation currency for reporting purposes. Financial figures are in Australian dollars unless otherwise stated. The following exchange rates (as used in previously published financial statements) have been applied where appropriate:

A\$ / US\$ - average for year	0.8319	0.7281	0.7539
PGK / A\$ - average for year	2.1188	2.1167	2.3345

Notes 10 & 12: St Barbara Environment Incident Categorisation (extract from risk matrix):

Insignificant	Minor	Moderate	Major	Critical
Very low environmental impact (e.g.: localised spill)	Reversible environmental impact, immediately contained	Reversible environmental harm extending beyond site boundary, immediately contained.	Widespread environmental impact, not immediately contained.	Widespread irreversible environmental harm.

12 Incidents are categorised via a risk matrix as to their potential and actual environmental impact. The consequence component of this matrix is shown at the end of the data tables. 'Significant' incidents include 'Major' and 'Critical' incidents.

13 Leonora only. Simberi is in a high rainfall environment with normal rain activity typically in excess of community requirements. The operation nevertheless has a strong commercial focus on process water recycling and potable water usage minimisation.

14 Process water is recovered from the tailings storage facility and from Tower Hill reservoir (an historic mining pit). It is not extracted from regulated water sources that could otherwise go to agricultural or community uses.

15 Australian office locations

16 Estimates from fuel & lubricants purchases

17 No reliable estimate possible

18 Estimate only pending formal report subsequent to this report

19 Estimates from fuel & lubricants purchases

20 No reliable estimate possible

2017 Sustainability Report

GRI content index

This table indicates how St Barbara has used the Global Reporting Initiative (GRI) sustainability reporting standards to guide its sustainability disclosures. St Barbara's sustainability disclosures comprise relevant sections of its:

- 2017 [Annual Report](#) (AR in table below),
- [Corporate Governance Statement](#) (GCS in table below) and
- website (www.stbarbara.com.au).

Sustainability reporting, as promoted by the GRI Standards, is an organisation's practice of reporting publicly on its economic, environmental, and/or social impacts, and its contributions – positive or negative – towards the goal of sustainable development.

General Disclosures

GRI Ref ²¹	GRI Core ²²	Item	Disclosure
	●	Organisational profile	
102-1	●	Name of the organisation	St Barbara Limited
102-2	●	Activities, brands, products, and services	Annual Report , Principal activities (p2)
102-3	●	Location of headquarters	Annual Report , Registered Office (back cover)
102-4	●	Location of operations	Annual Report , St Barbara at a glance (pii)
102-5	●	Ownership	Annual Report , Shareholder information (p81-82)
102-5	●	Legal form	St Barbara Limited is a public company incorporated in Australia and listed on the Australian Securities Exchange (ASX:SBM).
102-6	●	Markets served	All gold bullion is sold to Australian registered financial institutions.
102-7	●	Scale of the organisation	Annual Report , Directors' Report (p3)
102-8	●	Information on employees and other workers	Sustainability Report, Performance Data
102-9	●	Supply chain	Annual Report , Directors' Report (p3)
102-10	●	Significant changes to the organisation and its supply chain	Annual Report , Directors' Report (p3)
102-11	●	Precautionary Principle or approach	stbarbara.com.au/about_us/governance/Environmental_Policy
102-12	●	External initiatives	stbarbara.com.au/profile/recognition/
102-13	●	Membership of associations	The Group maintains membership involvement in relevant business associations, resource sector specific associations, commodity specific associations, at local and national levels, including the Chamber of Minerals and Energy WA (CME WA) and Minerals Council of Australia (MCA).
		2. Strategy	
102-14	●	Statement from senior decision maker	Sustainability Report, Message from MD & CEO
102-15		Key impacts, risks, and opportunities	The Group's activities have various impacts upon the environment, neighbours and local communities. See for example regarding Leonora (annual emissions and environmental impact report): stbarbara.com.au/sustainability/our_environment/Leonora_Operations_Annual_Environmental_Report_2015-2016.pdf Risks: Annual Report , Material business risks (p10) Opportunities: Annual Report , Business strategy and future prospects (p9)

21 GRI disclosure standard, www.globalreporting.org

22 Disclosure required to comply with GRI Standards core reporting option, www.globalreporting.org

2017 Sustainability Report

GRI Ref ²¹	GRI Core ²²	Item	Disclosure
3. Ethics and integrity			
102-16	●	Values, principles, standards, and norms of behaviour	Corporate Governance Statement , Principle 3: Act ethically and responsibly Code of Conduct, stbarbara.com.au/about_us/governance
102-17		Mechanisms for advice and concerns about ethics	Board Charter, 6. Independent Advice, stbarbara.com.au/about_us/governance Whistleblower Policy, stbarbara.com.au/about_us/governance
4. Governance			
102-18	●	Governance structure	Corporate Governance Statement, stbarbara.com.au/about_us/governance
102-19		Delegating authority	High level delegation set out in Board Charter . Detailed delegation not published externally.
102-20		Executive level responsibility for economic, environmental, and social topics	Board and Committee Charters stbarbara.com.au/about_us/governance
102-21		Consulting stakeholders on economic, environmental and social topics	Relationships and topics in general covered by licenses and regulation. Participation with AMMA, CME, MCA other peak bodies on a variety of topics including economic, environmental, and social issues.
102-22		Composition of the highest governance body and its committees	Corporate Governance Statement , Principle 2: Structure the Board to add value
102-23		Chair of the highest governance body	Annual Report , Directors' Report (p2 and 13)
102-24		Nominating and selecting the highest governance body	Constitution, stbarbara.com.au/about_us/governance/Constitution_of_St_Barbara_Limited
102-25		Conflicts of interest	Conflict of Interest and Related Parties Policy, stbarbara.com.au/about_us/governance
102-26		Role of highest governance body in setting purpose, values, and strategy	Board charter stbarbara.com.au/about_us/governance
102-27		Collective knowledge of highest governance body	Annual Report , Directors' Report (p13) Corporate Governance Statement , Principle 2: Structure the Board to add value
102-28		Evaluating the highest governance body's performance	Board performance review, reported in Corporate Governance Statement , Principle 2: Structure the Board to add value
102-29		Identifying and managing economic, environmental, and social impacts	Board and Committee Charters, Board Policies inc. Code of Conduct, Community Relations Policy, Diversity Policy, Environmental Policy, Health and Safety Policy, Risk Management Policy, all available at stbarbara.com.au/about_us/governance
102-30		Effectiveness of risk management processes	Corporate Governance Statement , Principle 7: Recognise and manage risk
102-31		Review of economic, environmental, and social topics	Economic topics are reviewed annually as part of the strategic planning process. Environmental and Social topics are reviewed regularly in the Health, Safety, Environment and Community Committee (HSEC) with broader reviews annually at Board level as part of strategic planning.
102-32		Highest governance body's role in sustainability reporting	As per 102-31 above
102-33		Communicating critical concerns	Group has clear hierarchy, role responsibility for communicating critical concerns and escalating where needed.
102-34		Nature and total number of critical concerns	None in this or former reporting periods
102-35		Remuneration policies	Annual Report , Remuneration report (p15-34)
102-36		Process for determining remuneration	Annual Report , Remuneration report (p15-34)
102-37		Stakeholders' involvement in remuneration	Annual Report , Remuneration report (p15-34)

2017 Sustainability Report

GRI Ref ²¹	GRI Core ²²	Item	Disclosure
102-38		Annual total compensation ratio	Disclosure not required for GRI Core option
102-39		Percentage increase in annual total compensation ratio	Disclosure not required for GRI Core option
5. Stakeholder engagement			
102-40	●	List of stakeholder groups	See page 4 of this report.
102-41	●	Collective bargaining agreements	The Group respects employee rights to freedom of association and collective bargaining. The majority of Group employees are not covered by collective bargaining agreements. There have been no examples of significant industrial action in the reporting period.
102-42	●	Identifying and selecting stakeholders	The Group utilises in-house qualified and experienced (and where needed external) advisors and managers to manage government and community relations. The relevant departments have agreed mechanisms with executive management and the Board for managing and reporting on stakeholder engagement.
102-43	●	Approach to stakeholder engagement	As per 102-42 above.
102-44	●	Key topics and concerns raised	No general or significant concerns were noted in the reporting period.
6. Reporting practice			
102-45	●	Entities included in the consolidated financial statements	Annual Report , Note 15 Controlled Entities (p63)
102-46	●	Defining report content and topic Boundaries	In general, matters relating to Health and Safety, Environment and Community.
102-47	●	List of material topics	Sustainability Report, Material Topics and Boundaries
102-48	●	Restatements of information	As this is the Group's first Sustainability Report, there has been no restatement of information given in prior reports.
102-49	●	Changes in reporting	As this is the Group's first Sustainability Report, there has been no change from previous reports of material topics and topic boundaries.
102-50	●	Reporting period	1 July 2016 to 30 June 2017.
102-51	●	Date of most recent report	This is the Group's inaugural Sustainability Report.
102-52	●	Reporting cycle	Annual, released in conjunction with Annual Report
102-53	●	Contact point for questions regarding the report	Company Secretary, company.secretary@stbarbara.com.au stbarbara.com.au/contact-us/contact-details/
102-54	●	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	●	GRI content index	Sustainability Report, GRI content index.
102-56	●	External assurance	This report has been reviewed by the Board. This report has been prepared in accordance with ASX Corporate Governance Council 'Corporate Governance Principle 5' to be 'factual, complete, balanced (disclosing both positive and negative information) and expressed in a clear and objective manner'. The Remuneration Report and Financial Report in the Annual Report is subject to independent external audit, the report on which appears in the Annual Report as the 'independent auditor's report' (p69 - 73). Certain other information is assured by external providers, as noted in this report.

2017 Sustainability Report

GRI Ref ²¹	GRI Core ²²	Item	Disclosure
Material Topics			As per page 4 table.
Economic Performance			
		Management approach	
103-1	●	Explanation of the material topic and its Boundary	Annual Report , Business strategy and future prospects p9, Material business risks p10.
103-2	●	The management approach and its components	Per 103-1 above
103-3	●	Evaluation of the management approach	Per 103-1 above, but also including guidance and financial performance.
201-1	●	Direct economic value generated and distributed	Financial Performance – see the Annual Report . Specific data in the Performance Data in this report concerning taxes and royalties.
201-2	●	Financial implications and other risks and opportunities due to climate change	Not analysed systematically by management, although the risk of extreme weather events is managed via crisis and business continuity management plans. All the Group's 'life of mine' plans are short term (<10 years) in climate change impact terms.
201-3	●	Defined benefit plan obligations and other retirement plans	Not applicable
201-4	●	Financial assistance received from government	No material assistance received.
Materials (i.e. physical inputs)			
		Management approach	
103-1	●	Explanation of the material topic and its Boundary	Water, greenhouse gas ('GHG') emissions, energy usage.
103-2	●	The management approach and its components	The usage of these materials is tracked, in some cases in accordance with regulatory requirements and targets.
103-3	●	Evaluation of the management approach	Management approach is to ensure regulatory compliance and sensible business practice.
301-1	●	Materials used by weight or volume	See Performance Data tables in this report.
301-2	●	Recycled input materials used	Both mines sites recycle water extensively according to sensible business practice. Leonora operations are an award winner in water usage reduction measures: stbarbara.com.au/sustainability/our_environment/Leonora_Operations_Annual_Environmental_Report_2015-2016.pdf
301-3	●	Reclaimed products and their packaging materials	N/A
Occupational Health and Safety			
		Management approach	
103-1	●	Explanation of the material topic and its Boundary	Health, Safety, Environment and Community Committee Charter stbarbara.com.au/about_us/governance Health and Safety Policy Statement stbarbara.com.au/about_us/governance
103-2	●	The management approach and its components	The Group's health and safety policy is available at stbarbara.com.au/about_us/governance Details set out under 'Health and Safety' section of this report.
103-3	●	Evaluation of the management approach	A strong focus on preventing all harm. All employees have targets associated with at risk incentive remuneration around achieving, variously, Total Recordable Injury Frequency Rate (TRIFR) targets, avoiding recordable injuries, and fatalities.

2017 Sustainability Report

GRI Ref ²¹	GRI Core ²²	Item	Disclosure
403-1	●	Workers representation in formal joint management–worker health and safety committees	Responsibility for safety is aligned with business responsibility as is required by legislation in the Australian Mining Industry. All staff participate in leading daily safety meetings on a rotational basis under the guidance of senior and HS staff.
403-2	●	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report, Performance Data
403-3	●	Workers with high incidence or high risk of diseases related to their occupation	No incidents of relevant material high incidence or high-risk diseases occurred during the period.
403-4	●	Health and safety topics covered in formal agreements with trade unions	None

2017 Sustainability Report

Glossary	note
Annual Report / AR	St Barbara Limited Annual Report 2017
CGS / Corporate Governance Statement	St Barbara Limited ASX Appendix 4G and Corporate Governance Statement 2017
ESG	Environmental, social, governance
GHG	Green house gas
GRI	Global Reporting Initiative, www.globalreporting.org
material topic	[1] “topic that reflects a reporting organisation’s significant economic, environmental and social impacts; or that substantively influences the assessments and decisions of stakeholders”
NGO	non-governmental organisation
stakeholder	[1] “entity or individual that can reasonably be expected to be significantly affected by the reporting organisation’s activities, products and services, or whose actions can reasonably be expected to affect the ability of the organisation to successfully implement its strategies and achieve its objectives “ Note 1: Stakeholders include entities or individuals whose rights under law or international conventions provide them with legitimate claims vis-à-vis the organisation. Note 2: Stakeholders can include those who are invested in the organisation (such as employees and shareholders), as well as those who have other relationships to the organisation (such as other workers who are not employees, suppliers, vulnerable groups, local communities, and NGOs or other civil society organisations, among others).
sustainability / sustainable development	[1] “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” Note 1: Sustainable development encompasses three dimensions: economic, environmental and social. Note 2: Sustainable development refers to broader environmental and societal interests, rather than to the interests of specific organisations. Note 3: In the GRI Standards, the terms ‘sustainability’ and ‘sustainable development’ are used interchangeably.
Sustainability Report	This report.

[1] Definitions from GRI Standards Glossary 2016, www.globalreporting.org

CORPORATE DIRECTORY

BOARD OF DIRECTORS

T C Netscher	Non-Executive Chairman
R S Vassie	Managing Director & CEO
K J Gleeson	Non-Executive Director
D E J Moroney	Non-Executive Director

COMPANY SECRETARY

R R Cole

REGISTERED OFFICE

Level 10, 432 St Kilda Road
Melbourne Victoria 3004 Australia

Telephone: +61 3 8660 1900
Facsimile: +61 3 8660 1999
Email: melbourne@stbarbara.com.au
Website: www.stbarbara.com.au

STOCK EXCHANGE LISTING

Shares in St Barbara Limited are quoted on the Australian Securities Exchange
Ticker Symbol: SBM

SHARE REGISTRY

Computershare Investment Services Pty Ltd
GPO Box 2975
Melbourne Victoria 3001 Australia

Telephone (within Australia): 1300 653 935
Telephone (international): +61 3 9415 4356
Facsimile: +61 3 9473 2500

AUDITOR

PricewaterhouseCoopers
2 Riverside Quay
South Melbourne, Victoria 3000 Australia

AMERICAN DEPOSITORY RECEIPTS (ADR)

American Depositary Receipts (ADR OTC code "STBMY")
through BNY Mellon,
www.adrbnymellon.com/dr_profile.jsp?cusip=852278100