



# 2021

## Sustainability Report





Our purpose remains clear and guides Regis' sustainability journey:

**creating value for our people, our communities and our shareholders by mining safely and responsibly.**

## About Regis Resources

Regis Resources is an ASX-listed, high-margin gold producer and explorer with over a decade of consistent production and reserve growth, underpinned by continued exploration success and targeted acquisitions of value accretive assets.

Regis operates up to 15 open pits and two underground mines within the Duketon Project Area which covers approximately 3,000km<sup>2</sup> in the North Eastern Goldfields of Western Australia. Within the Duketon Area, Regis is also carrying out broad ranging exploration activities.

In 2021, Regis acquired a 30% interest in the Tropicana Gold Mine, operated by joint venture partner AngloGold Ashanti. Tropicana is an open pit and underground gold operation located in the Albany-Fraser Belt on the western edge of the Great Victoria Desert, in Western Australia.

Regis is also progressing the McPhillamys Gold Project in the Central Western region of New South Wales, a proposed large-scale open pit gold mine within a highly prospective land package.

With robust operations and a strong pipeline of potential growth opportunities, the team at Regis looks forward to delivering on its strategic growth objectives while continuing to generate significant value for all of its stakeholders.

**The Company is steadfastly focussed on the prevention of harm**



# 18

Safety, health and wellbeing



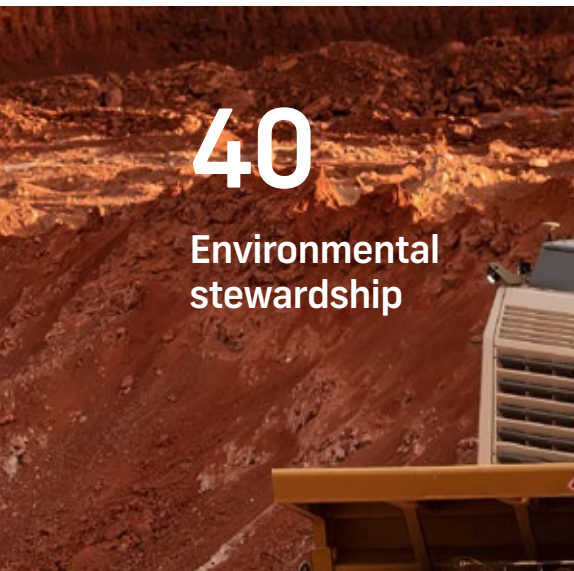
# 32

Shared value with host communities



# 58

Governance



# 40

## Environmental stewardship



# 26

## People, diversity and inclusion



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# 1. Message from the Chairman & CEO



**James Mactier**  
Non-Executive Chairman

The Board of Directors, executive leadership group and Regis team are proud to present the Company's Sustainability Report for the financial year ended 30 June 2021.

In what has been an extraordinary year with the COVID-19 global pandemic, Regis has continued to perform well with our unwavering commitment to safety, maintaining a strong financial position and focussing on efficient and low cost gold production.

This is the third edition of our Sustainability Report and reflects the journey Regis is on to increase our transparency and present to our stakeholders the excellent work our team has been doing. This report also contains more information on the areas that we are targeting to improve in the future.

Our 352 employees, along with contractors and suppliers, have worked diligently to achieve consistent and reliable performance across the business again in 2020/21 ensuring Regis' continuing growth and success.

In line with our focus on creating a safe place to work for everyone, every day, Regis achieved a significant improvement in safety performance with a 12-month rolling average Total Recordable Injury Frequency Rate (TRIFR) of 5.6 per million hours worked and a Lost Time Injury Frequency Rate (LTIFR) of 1.3 per million hours worked, for the year ended 30 June 2021.

Our LTIFR is now the lowest it has been for many years and below the Western Australian gold industry average as published by WA Department of Mines, Industry Regulation and Safety for 2019/20. This achievement is a direct result of the Regis team's efforts, safety training and initiatives implemented throughout the year, and strong safety leadership across all operations and projects.

Encouragingly, our workforce continues to diversify in line with the Regis strategy to create a safe and diverse workplace. Across the business, 23% of our employees are women, which is above the Australian mining industry average, and 27% of managerial positions are held by women. Regis recognises the importance and value of diversity amongst our people, and how the breadth and depth of experience of our people contributes to positive workplace culture. This is also reflected amongst our highly skilled Board, which comprises 33% women.

Regis acknowledges the interest of our many stakeholders and local communities. Throughout the year we have continued to invest time and resources into enhancing our community relations including with Traditional Owners and Aboriginal communities in our areas of existing and proposed mining. We recognise that community support is vital for maintaining Regis' social licence to operate and appreciate the time and interest shown by communities and other stakeholders in our operations and projects.

As the Company's operations continue to grow with expanding and new projects, our focus remains firmly on understanding the environments and communities in which we operate or propose to work within. Regis is committed to operating our sites responsibly and sharing the economic and social benefits of our gold mining activities. In 2020/21, Regis contributed approximately \$699m to the Australian economy in direct expenditures and distributions including \$538m in payments to Australian suppliers, \$61m in salaries and wages and \$98m in corporate tax and State royalties. The additional economic contribution through the multiplier effect of indirect expenditures by recipients is very significant.

Regis' significant contributions to government income, which in turn are used to pay for schools, hospitals, roads and much more, are further confirmation of the value that a strong mining company provides not just to its shareholders but to greater society.



**Jim Beyer**  
Managing Director & CEO

Our environmental stewardship has been further enhanced during the year with an increased focus on comprehensive impact assessment, management, monitoring, reporting and planning. Regis completed a Climate Change Risk Assessment in accordance with the Taskforce on Climate-related Financial Disclosures to identify physical and transition risks and opportunities for our operations associated with climate change.

Regis is acutely aware of the drying climate in Australia, and accordingly is committed to the responsible and efficient use of water across our operations. A life of mine approach is considered for managing and optimising water use at all of our sites. This year, 31.9% of the Company's total water demand for mining was recycled and further efficiencies are planned in the coming year. Regis' water reporting is now aligned with the International Council of Mining and Metals' Water Stewardship Framework, which provides high-level guidance on responsible water management and encourages a more sustainable and equitable approach to the management of water resources within operational areas.

Mining and processing is a very energy intensive activity and Regis has seen its energy efficiency reduce over the last couple of years. This is a primarily function of the stage our operations are in, for example longer haulage distances from our satellite mines and also increasing depth of our existing open pits, both of these leading to an increase in the energy consumption by our trucks to get the same amount of ore. Our objectives to set deliverable efficiency and emission targets will drive further work in this area.

Whilst COVID-19 continues to impact industries and livelihoods across Australia, Regis' Leadership Team has confidently managed our ongoing response to COVID-19 in cooperation with our contractors. The Company continues to monitor the situation however, further lockdowns in WA and across the country, along with associated travel restrictions, have the potential to impact production.

Regis is maintaining a range of measures across the business consistent with advice from State and Federal health authorities and commensurate with the community risk profile. These measures help ensure the health and welfare of our employees and their respective communities. To date there have been no confirmed cases of COVID-19 across the business.

Over the past 12 months Regis has also undertaken some very significant changes to the makeup of our business. In May 2021, Regis acquired from IGO, a 30% stake in the Tropicana Joint Venture, managed by our JV partner, AngloGold Ashanti. Tropicana is one of the most isolated mining operations in Western Australia, located on the western edge of the Great Victoria Desert. This project provides Regis with multiple growth opportunities.

Regis also completed acquisition of the Ben Hur project in the Northern Goldfields region of Western Australia, which expands our exploration program in the region and has the potential to add further life to the successful Duketon operations.

Work has continued throughout the year on our McPhillamys Project in Central New South Wales. In 2019, Regis submitted a State Significant Development Application and Environmental Impact Statement for the Project, to the NSW Department of Planning, Industry and Environment followed by a Submissions Report and Project Amendment Report in September 2020. The NSW government is currently assessing the Project.

As Regis continues to progress its sustainability journey, we remain committed to creating a safe and diverse workplace, operating responsibly including minimising our impact on the environment, and supporting the economy through sharing the value generated by our mining activities.

**James Mactier**  
Non-Executive Chairman

**Jim Beyer**  
Managing Director & CEO

## 2. 2021 Sustainability Performance



### Operating Responsibility

**0.026** kg ↑  
**GREENHOUSE GAS** emissions  
(per tonne of ore processed)

**0.367** GJ ↑  
**ENERGY** usage  
(per tonne of ore processed)

**31.9%** ↑  
**TOTAL WATER** demand  
re-used/recycled

**9.5%** ✓ Land disturbance  
**REHABILITATED**

**0** ✓  
Material environmental incidents

### Supporting the Economy

**\$537.7m** ↑  
**AUSTRALIAN SUPPLIER** payments

**LOCAL** content  
**99%** ✓  
Australia

**\$98.5m** ✓  
**ROYALTIES** and **TAXES** paid to  
governments in Australia

**\$61.2m** ↑  
**SALARIES** and **WAGES**

**0** ✓  
Formal community complaints





### Creating a Safe and Diverse Workplace

0 ✓

Fatalities

1.3 ↓

LOST TIME INJURY

Frequency Rate

5.6 ↓

TOTAL RECORDABLE INJURY

Frequency Rate

33% ✓

FEMALE Board members

23% ↑

FEMALE employees

Regis is committed to creating a **safe, inclusive and diverse workplace, operating responsibly and supporting the economy** through sharing the value generated by our mining activities.

High quality, high margin

### 3. Operating assets

# 10 Mtpa

#### Duketon Operations

Up to 15 open pits and two underground mines with three operating centres

- Moolart Well Operation (2.5Mtpa)
- Rosemont Operation (2.5Mtpa)
- Garden Well Operation (5Mtpa)

Commencing in 2010 with construction of the Moolart Well surface operation, the 100% owned Duketon Gold Project, located 130 kilometres north of Laverton, now includes surface and underground operations at Garden Well and Rosemont. At Duketon, Regis works closely with the Mantjintjarra Ngalia people of this Western Desert region.

During FY21, Duketon surpassed the production of three million ounces of gold since 2010 when operations were first commissioned.

Operating life across all of Duketon has been extended to 2028 with significant low-grade, oxide resources being added to extend life at the Moolart Well operation.



# 9 Mtpa

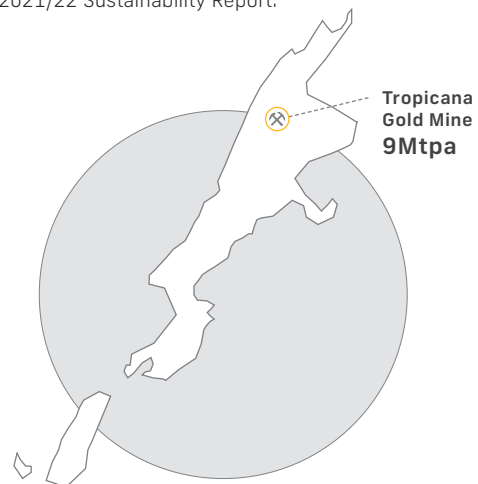
#### Tropicana joint venture

- Open pit and underground operation
- One of the largest gold mines in Australia

The Tropicana Joint Venture in Western Australia was formed in 2002 between AngloGold Ashanti Australia Ltd (70% and manager) and IGO Limited (30%). On 13 April 2021, Regis announced it had entered into a binding agreement with IGO to acquire its 30% interest in the Tropicana Joint Venture. The sale was finalised on 31 May 2021.

The Wongatha and Spinifex peoples are the Traditional Owners and custodians of the land. The open pit mining method, which is employed at Tropicana, produces from up to four contiguous pits, which extend approximately 5km in strike length. The processing methodology involves conventional crushing, grinding and carbon-in-leach recovery.

Sustainability reporting for the Tropicana Operation is completed annually based on calendar years. Performance data for Tropicana in 2021 will be included in Regis' 2021/22 Sustainability Report.



## 4. High quality growth projects

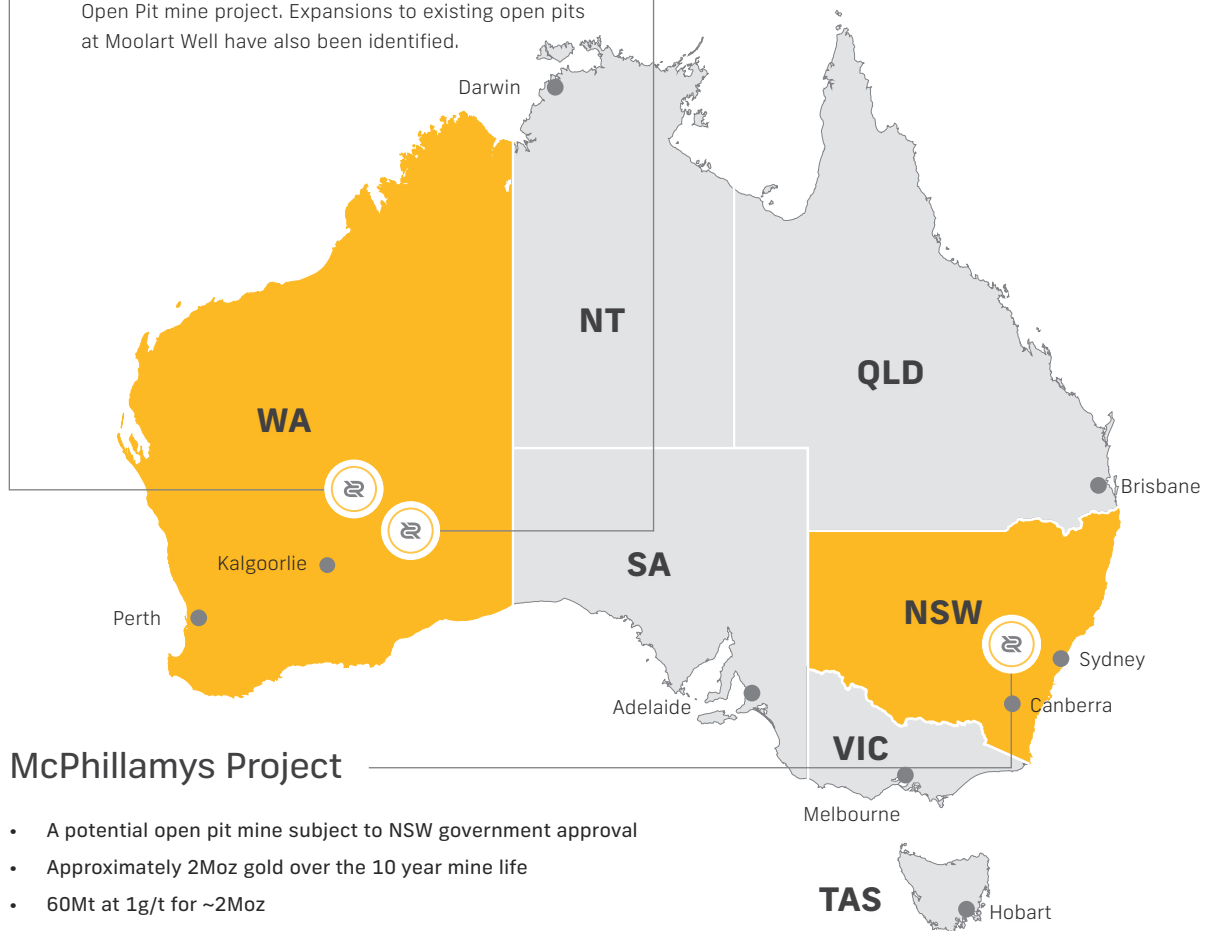
### Duketon Projects and Exploration

At Duketon, Regis holds approximately 3,000 square kilometres of tenements. A number of surface and underground prospects exist that could deliver additional resources to potentially extend mining operations for years to come. Exploration to discover additional resources is ongoing.

Recent developments at Duketon include the Garden Well South Underground Project and proposed Ben Hur Open Pit mine project. Expansions to existing open pits at Moolart Well have also been identified.

### Tropicana Exploration

The Tropicana Mine has multiple near mine growth opportunities with attractive regional targets.



### McPhillamys Project

- A potential open pit mine subject to NSW government approval
- Approximately 2Moz gold over the 10 year mine life
- 60Mt at 1g/t for ~2Moz
- Possible satellite project at Discovery Ridge

In 2012, the Company acquired the McPhillamys Gold Project, located approximately 250km west of Sydney in the established mining region of Central Western New South Wales, on the lands of the Wiradjuri people. The Project is currently the subject of a Definitive Feasibility Study.

### McPhillamys is one of Australia's largest undeveloped open pit gold projects.

In 2019, the Company submitted a State Significant Development Application and Environmental Impact Statement (EIS) for the McPhillamys Gold Project, to the NSW Department of Planning, Industry and Environment (DPIE).

The assessment of the project is well underway with the Company lodging a Submissions Report and Project Amendment Report with the NSW DPIE, in September 2020.

While the Development Application progresses, the Project team is continuing with a range of activities including:

- Consultation and negotiation with neighbours and other local stakeholders;
- Progressing options for the supply of water and power to the site; and
- Developing the Definitive Feasibility Study which will incorporate the requirements for the project development arising from the assessment/approvals process.

# 5. Purpose and values

## Strategic intent

Creating **value** for our people, our communities and our shareholders by **mining safely** and **responsibly**.



### Our values

The Company's purpose remains clear: **creating value for our people, our communities and our shareholders by mining safely and responsibly**. As Regis continues to realise success from its efforts in exploration, project development and growth of its operations, the innovation, collaboration and cooperation within the team is key to ensuring a sustainable and profitable business.

Our values provide the Board, employees and contractors with clear guidance on the way we work, the way we treat each other and the standards we uphold in order to achieve the Company's purpose.

## Respect

- Demonstrate a genuine care for self and others
- Show humility – no hubris
- Be approachable and open to other points of view
- Treat others as you would expect to be treated
- Encourage and develop people

## Integrity

- Do what you say you will do
- Do the right thing, even when no one is looking
- Walk the talk

## Teamwork

- We work together
- We are inclusive and diverse
- Be clear on how our work contributes

## Ownership

- Act and think like an owner
- Make sure we understand what is important
- Focus on what matters most

## Courage

- Take and give constructive feedback
- Be prepared to admit being wrong
- Challenge the norm constructively
- Make the hard calls
- Take carefully calculated risks and own the outcome



Emma Archer,  
Geologist

# 6. Reporting on our sustainability performance

## Identifying and prioritising material issues

Regis' Sustainability Report provides an overview of the Company's performance across environmental, social and governance activities, with a particular focus on those material issues identified by stakeholders and Regis as being of the greatest importance and that are aligned with the Company's corporate objectives, operations and growth projects.

The material issues detailed in this report have been identified through desktop analysis, industry assessment and engagement with stakeholders. The Regis Board, via its Risk, Safety, Environment and Community Sub-committee, reviews and analyses key areas of stakeholder interest, and the content of this report reflects those material topics. Also included in the report are topics of interest to our stakeholders even though they may not be financially material for the Company.

### 1. Research and analysis

- Desktop review of internal documentation, plans and performance data
- Review of impact assessments and management plans
- Risk identification
- Industry assessment



### 2. Stakeholder engagement

- Ongoing dialogue and relationship management
- Review of feedback, questions, comments and complaints

### 4. Material issues determination

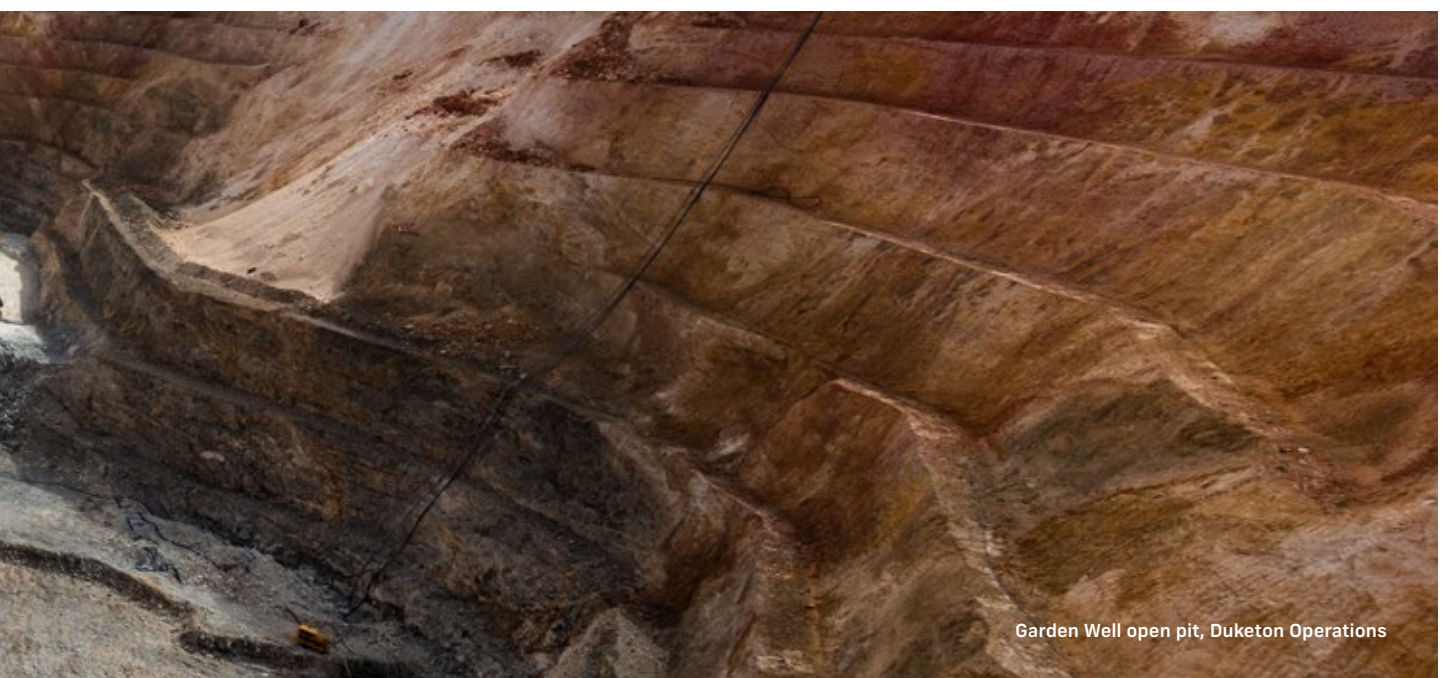
- Presentation to the Board's Risk, Safety, Environment and Community Sub Committee (RSEC)
- Approval by RSEC and Board

### 3. Internal review

- Engagement with managers to verify findings
- Assessment by Executive Management



## Material issues





## Stakeholder relations

Ongoing engagement and dialogue with Regis' stakeholders provides the Company with valuable insights into the areas of interest or concern for each stakeholder group. Each stakeholder relationship is the responsibility of a designated manager and feedback received is shared with the appropriate teams within the business for developing corporate knowledge, improving Company performance and providing informed and timely responses as required.

The table below provides an outline of Regis' key stakeholder groups, the methods of engagement used to ensure well-managed relationships and identified areas of interest from each group.

Stakeholder	Methods of engagement	Areas of interest
<b>Investment community</b>	<ul style="list-style-type: none"> <li>Quarterly, half yearly and annual reports and ASX announcements</li> <li>Annual General Meeting</li> <li>Investor briefings and roadshows</li> </ul>	<ul style="list-style-type: none"> <li>ESG and financial performance</li> <li>Risk identification and management</li> <li>Resources and reserves</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Induction</li> <li>Staff and toolbox meetings</li> <li>Intranet and email</li> <li>Internal newsletter</li> <li>Employee survey</li> </ul>	<ul style="list-style-type: none"> <li>Job security and remuneration</li> <li>Strategic direction and financial performance of Regis</li> <li>Safe and healthy workplace</li> <li>Employment conditions and rosters</li> <li>Training and development opportunities</li> </ul>
<b>Joint venture partners</b>	<ul style="list-style-type: none"> <li>Formal committee meetings</li> <li>Quarterly, half yearly and annual reports and ASX announcements.</li> </ul>	<ul style="list-style-type: none"> <li>ESG and financial performance of joint venture operations</li> <li>Risk identification and management</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Contract meetings</li> <li>Personal communications</li> <li>Local project office</li> </ul>	<ul style="list-style-type: none"> <li>Procurement opportunities</li> <li>Contract management</li> <li>Safety programs</li> <li>Modern slavery</li> </ul>
<b>Host communities</b>	<ul style="list-style-type: none"> <li>Community Consultative Committees</li> <li>Local project office</li> <li>Ongoing face to face liaison</li> <li>Community information sessions</li> <li>Community newsletters and fact sheets</li> <li>Website</li> <li>Site tours</li> <li>Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>Shared value with host communities</li> <li>Environmental stewardship</li> <li>Local and regional employment and procurement opportunities</li> <li>Infrastructure improvements</li> <li>Grievance and complaints process</li> </ul>














Moolart Well Processing Plant, Duketon Operations

Stakeholder	Methods of engagement	Areas of interest
<b>Indigenous people</b>	<ul style="list-style-type: none"> <li>• Ongoing face to face liaison</li> <li>• Negotiated agreements</li> <li>• Formal review meetings</li> <li>• Site tours</li> <li>• Community information sessions</li> <li>• Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>• Respect for culture and protection of heritage</li> <li>• Shared value with host communities</li> <li>• Indigenous employment and supply opportunities</li> </ul>
<b>Landholders and land managers</b>	<ul style="list-style-type: none"> <li>• Ongoing face to face liaison</li> <li>• Site tours</li> <li>• Website</li> <li>• Negotiated agreements</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental stewardship</li> <li>• Land access procedures</li> </ul>
<b>Government and regulators</b>	<ul style="list-style-type: none"> <li>• Development applications</li> <li>• Impact Assessments</li> <li>• Annual Environmental Report</li> <li>• Briefings</li> <li>• Individual meetings</li> <li>• Site inspections</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance</li> <li>• Health and safety performance</li> <li>• Environmental stewardship</li> <li>• ESG performance</li> <li>• Local and regional employment and procurement</li> </ul>
<b>NGOs and special interest groups</b>	<ul style="list-style-type: none"> <li>• Briefings and meetings</li> <li>• Collaboration on impact management and associated initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental stewardship</li> <li>• Shared value with host communities</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>• Media releases</li> <li>• Quarterly, half yearly and annual reports and ASX announcements</li> <li>• Website</li> </ul>	<ul style="list-style-type: none"> <li>• ESG and financial performance</li> <li>• Leadership and innovation</li> </ul>
<b>Industry associations</b>	<ul style="list-style-type: none"> <li>• Presentations and briefings</li> <li>• Meetings and conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Industry challenges and trends</li> <li>• Sector advocacy</li> </ul>
<b>Regis Board</b>	<ul style="list-style-type: none"> <li>• Board and Committee meetings</li> <li>• Briefings and direct engagement</li> <li>• Personal communication</li> </ul>	<ul style="list-style-type: none"> <li>• All aspects of Company performance</li> </ul>





## Regis framework for reporting sustainability performance



Regis recognises that its corporate responsibilities include contributing to the attainment of the United Nation's Sustainable Development Goals (SDGs) and uses the SDG framework and World Gold Council's (WGC) Responsible Gold Mining Principles (RGMP) to inform its approaches to furthering sustainability initiatives across the business. The table below depicts where material issues for the business, described under six key focus areas, align with the WGC RGMPs and specific SDGs.

Focus Area	Material Issue	WGC - RGMP	SDG	Page
<b>Creating a safe and diverse workplace</b>				
 <b>Safety, health and wellbeing</b>	Preventing harm to our workforce and ensuring a safe work place for everyone, every day.	<b>4. Safety and health:</b> we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions.	 Good health and wellbeing.	18
 <b>People, diversity and inclusion</b>	Workplace culture and conditions; local employment; and a diverse and inclusive workforce free from harassment.	<b>6. Labour rights:</b> we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices.	  Gender equality. Decent work and economic growth.	26
<b>Supporting the economy</b>				
 <b>Shared value with host communities</b>	Community engagement.	<b>2. Understanding our impacts:</b> we will engage with our stakeholders and implement management systems so as to ensure that we understand and manage our impacts, realise opportunities and provide redress where needed.	 Sustainable cities and communities.	32
 <b>Creating economic benefit</b>	Economic benefit for local, regional and national economies.	<b>7. Working with communities:</b> we aim to contribute to the socio-economic advancement of communities associated with our operations and to treat them with dignity and respect.	 Decent work and economic growth.	39

**Regis recognises that its corporate responsibilities include contributing to the attainment of the United Nation's Sustainable Development Goals**

Focus Area	Material Issue	WGC - RGMP	SDG	Page
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Operating responsibly				
 <b>Environmental stewardship</b>	Land disturbance.	<p><b>8. Environmental stewardship:</b> we will ensure that environmental responsibility is at the core of how we work.</p> <p><b>9. Biodiversity, land use and mine closure:</b> we will work to ensure that fragile ecosystems, critical habitats and endangered species are protected from damage and we will plan for responsible mine closure.</p> <p><b>10. Water, energy and climate change:</b> we will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.</p>	  	40
	Responsible tailing management.			
	Mine closure and rehabilitation.			
	Efficient use of water.			
	Responding to a changing climate.			
	Energy use.			
Reducing greenhouse gas emissions.	<p>Responsible consumption and production.</p> <p>Climate action.</p> <p>Life on land.</p>			

 <b>Governance</b>	Exceptional and ethical corporate conduct.	<p><b>1. Ethical conduct:</b> we will conduct our business with integrity including absolute opposition to corruption.</p> <p><b>5. Human rights and conflict:</b> we will respect the human rights of our workforce, affected communities and all those people with whom we interact.</p>		58
	Comprehensive risk identification and management.			
	Human rights.			



Reverse Circulation drilling for the Moolart Well expansion

## 7. Safety, health and wellbeing

Creating a **Safe and Diverse** Workplace

Michael Mallozzi,  
Processing Supervisor



## Safety performance

Regis reported a significant improvement in safety performance with a 12-month rolling average Total Recordable Injury Frequency Rate (TRIFR) of 5.6 per million hours worked and a Lost Time Injury Frequency Rate (LTIFR) of 1.3 per million hours worked, for the year ended 30 June 2021.



**1.3** ↓ Lost time injury frequency rate

**5.6** ↓ Total recordable injury frequency rate

Regis' LTIFR is below the gold mining industry average in Western Australia.

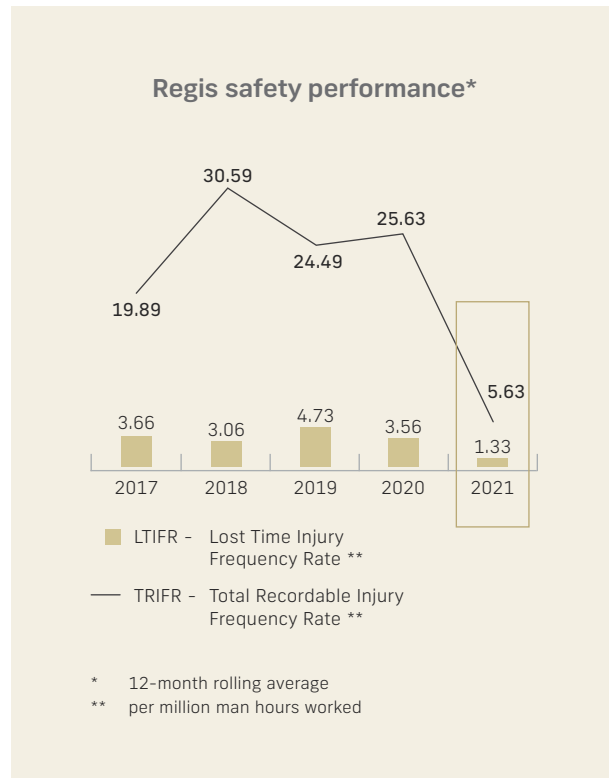
## Continuous safety focus

Preventing harm is a key pillar in Regis' corporate strategy and is aimed at ensuring a safe place to work for everyone, every day. This pillar provides a tactical roadmap for employees and contractors to effectively identify hazards, while equipping everyone with the tools to effectively manage safety risks and continuously improve safety performance.

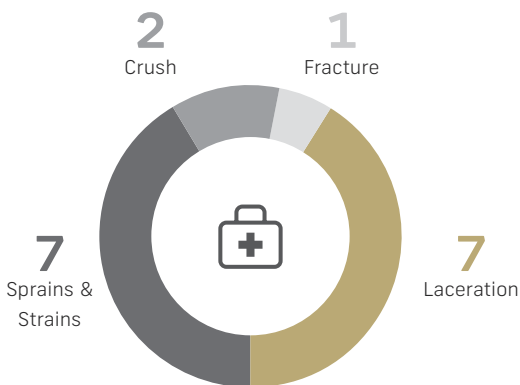
Guided by the Company's 'Golden Rules' – a set of six rules to keep people safe from identified life-threatening potential risk and give clear direction on the Company's expectation around prevention of injury or loss of life – Regis continues to take important steps forward in its safety journey.

The improvement of the LTIFR to 1.3 in 2021, down from 3.6 in 2020, is encouraging and reflects the reducing trend of injuries occurring across the Company, as the improving risk management culture continues to enhance safety performance. Regis' result is also below the LTIFR of 2.0 for the gold sector in Western Australia<sup>1</sup>.

A significant reduction in the TRIFR to 5.6 for the year, from 25.6 in 2020, indicates how initiatives introduced in 2019 have had a profound effect on overall safety performance.



## Nature of Recordable Injuries 2020/21



During the reporting period, a comprehensive review of Regis' Health and Safety Committees was completed to improve the communication flow of safety information and directly involve Health and Safety Representatives in the revision of risk tools such as the Job Safety Assessment, Take 5 and Hazard Report booklets. A range of programs and standards were introduced or substantially revised resulting in a positive shift in the safety culture including:

- Safety Leadership program
- 16 fatal risk controls
- Reward and Recognition program
- Safe Work Instructions
- Fitness for Work standard
- Personal Protective Equipment standard

Contractors contribute significantly to the Company's safety culture and hence there is a strong focus on the audit of contractor safety management plans. There was strong participation in the Alertmeter Trial, a system introduced to manage impairment of employees in the workplace. Contractors now have access to the Company's Safety Data system to enable direct recording of events, capture of hazard identifications and management of corrective actions. Contractor Safety Meetings have provided an avenue to strengthen the safety culture, by sharing lessons learned from Serious Potential Events, and working together on a common set of safety standards and behaviours.

During the year, there were 17 recordable injuries across the Company, compared with 72 in the prior year. This year, soft tissue sprains and strains accounted for 47% of injuries, which is a decrease of 16% from the previous year.

1 Western Australian Department of Mines, Industry Regulation and Safety: Safety performance in the Western Australian mineral industry 2019-20. [https://www.dmp.wa.gov.au/Documents/Safety/MSH\\_Stats\\_Posters\\_SafetyPerfWA\\_2019-20.pdf](https://www.dmp.wa.gov.au/Documents/Safety/MSH_Stats_Posters_SafetyPerfWA_2019-20.pdf)

### Aviation compliance confirmed

An operational and technical safety audit for aviation compliance, commissioned by Regis, was successfully completed during the year.

Skippers Aviation was independently assessed against the Civil Aviation Safety Authority Regulations, Aviation Standards, and Operator and Maintenance manuals.

The overall finding was that the services provided are to a satisfactory and professional standard, in accordance with aviation standards.



## Safety and health training

80

Regis leaders participated in a two-day Safety Leadership training program aimed at improving safety risk management.

180

employees completed Fatality Risk training.

21

participants in Mental Health First Aid training.

### Safety management systems

Regis' constantly reaffirms the Company values along with a firm commitment that people are the centre of the business. Accordingly, effective management of safety, health and wellbeing, supported by continual improvement in the quality of the Safety Management System, is intrinsically linked to the provision of a safe work environment.

Regis' Safety Management System (SMS) is aligned with ISO 45001, using risk and evidence-based thinking, and incorporating the Plan-Do-Check-Act methodology to identify health and safety impacts; implement mitigative actions; monitor and track outcomes; and embed actions to continuously improve our safety performance.

With the passing of the new Western Australian Work Health and Safety legislation, new standards and terminology required updating of the existing SMS to ensure compliance. Guided by a specialist safety consultant, a full overview of the legislative changes was provided to the Company's Senior Management level and resulted in the development of a full set of SMS standards. Awareness and implementation of the standards, and adherence to the SMS, is a responsibility shared across the business.

### Safety risk management

A robust risk management framework, aligned with AS ISO 31000:2018, is used by Regis to deliver effective risk management in all business activities. The Company strives for continual improvement in the management of risk and aims to keep risk to a level as low as reasonably practical.

Throughout the year there has been significant concentration on the consolidation of the Company risk register and identifying the top 10 risks in Reputational, Health & Safety and Financial sectors that are continually reviewed by the Board and Executive Management Team.

Risk workshops were held across all sites inclusive of pre-feasibility risk assessments, Definitive Risk Assessments and quarterly reviews of Extreme and Significant risks.

The introduction of Critical Control Verifications for our 16 Fatal Risks has provided a platform for infield evaluations, which assess if the controls are in place and effective. Additionally, these verifications engage the workforce in conversations around how the absence or failure of a critical control could significantly increase the risk despite the existence of other controls. This ongoing commitment to improving awareness and education of risk and safety is the foundation of the Company's safety training.

Regis' risk management focus also extends beyond operational parameters from tendering Safety Management evaluations to include auditing of contract suppliers.

### Chemical safety

Safe management of chemicals within Regis' operations remains under tight control given the critical impact toxicants can have on human and environmental health.

A chemical management system captures stock levels and the types of products on each site, and provides information on safe handling, emergency response, spillage control, waste disposal and environmental considerations.

Continuous training in the Chemical Management System and cyanide awareness is provided across all operational sites.

## Emergency response planning

Planning, training and comprehensive preparation underpin the capability of the Emergency Response Team (ERT) at the Duketon operations.

The Regis ERT is trained to offer critical care, firefighting, confined space rescue, road crash rescue, hazardous materials response, search and rescue and more. The team responds to all mining incidents including underground and surface mining, processing, remote operations and aerodrome operations as well as providing support to the emergency response services in nearby communities.

During the year, a major review of the emergency response capability at Duketon was completed. This included an independent assessment of emergency response risks and a detailed report into the operation's emergency response resource capacity and was supported by an internal review of the Role to Competency ERT requirements.

Training scenarios for the Crisis Management Team and the Incident Management Team were conducted during the period that activated the use of our Crisis and Emergency Management system (EMQnet)<sup>™</sup>, an online secure, business resilience platform.

Fortunately, there were no events during the year on Regis sites or in the wider region that required the ERT to respond, however, the EMQnet system was initiated for the Company's COVID-19 response and its use was continued throughout the year to record progressive changes in our COVID response plan.

### Flying doctor safe to land at Duketon

The Duketon Airport is a Certified Aerodrome, which is an important asset for the remote Northern Goldfields region. Given its continuous serviceability, the airport is available at any time to the Royal Flying Doctor Service (RFDS) to assist any person requiring urgent medical treatment in the region, including on nearby pastoral stations or the Mulga Queen community. During 2020/21 there were no incidents in the region requiring the RFDS to use the Regis airport.



Duketon ERT members (L-R) Eddie Lister, Alison McHugh, Martin Amaechi and Wayne Clark.

### Emergency responders

Up to 70 volunteers from across the three operating sites who form the ERT, provide vital resources and expertise that assist in keeping our workforce and surrounding communities safe.

The ERT also supports the Northern Goldfields Mutual Aid Group in the event of emergency incidents in the region.





Gary Visser,  
Mining Engineer

## Workforce and community health

The Company's Fit for Work Management Plan and policy guide initiatives to ensure the workforce is safe, healthy and appropriately fit for the roles and tasks undertaken. Regis continues to maintain a zero-tolerance approach to drugs and alcohol-affected personnel on any operational or corporate site.

All employees participate in pre-employment medical examinations, including lung function and hearing assessments. Role and risk-dependent medicals are conducted based on the type of work undertaken, the specific work environment for each person and in accordance with the industry's occupational hygiene monitoring standards.

### Employee health

An injury management coordinator has been engaged since 2020 to support site-based health advisors in the management of employees who may have been injured at work. The Company also appointed a senior consultant to streamline the approach, insurance and management of workers' compensation cases, for the benefit of both our employees and the Company. This focussed effort to improve injury management and rehabilitation has assisted in returning employees back to work where they feel a part of the team and are appropriately supported in the healing process for their injury. This approach has been a contributing factor in the reduction of Restricted Work Injures over the past 12 months.

Periodic health monitoring is conducted where an employee has had a long-term recovery from injury. In such cases, the employee is regularly reviewed either by an Independent Medical Examiner, or through the normal employee pre-employment medical examination process.

Ensuring the health and safety of our workforce in our underground operations requires strict adherence to, and the constant provision of, appropriate ventilation and air quality standards. Controls in place in underground operations include:

- Health Risk Assessments encompassing regular airborne contaminant monitoring and reporting in accordance with legislative requirements;
- Constant monitoring to ensure ventilation adequacy at all points underground;
- Particulate filters fitted to all vehicles that are checked and changed as per requirements; and
- Appointment of personnel with appropriate ventilation qualifications.

At the Duketon operations, a Health and Hygiene Management plan is submitted to the Western Australian Department of Mines, Industry Regulation and Safety, which stipulates the Similar Exposure groups to be reported on and tested. An external consultant assists in the capture of the samples inclusive of noise exposures via dosimeters. All employees monitored receive a written result of their sample. Any result over the Occupational Exposure Limit is immediately reviewed and acted on by the Site Health and Safety Manager, then further tabled for review at the monthly operational safety meeting.

## Dehydration awareness

A Saliva Hydration Testing System was introduced during the year to assist with each employee's awareness of hydration levels. The system has a simple diagnostic handheld device that provides lab-grade measurements in seconds. Random testing also assists in determining an employee's fitness for work.

## Community health support

Neighbouring communities and nearby pastoral stations form a valued part of our remote Goldfields network. Where possible, Regis extends support to remote and isolated communities through provision of basic medical services, including assisting station owners and their employees if needed.

Around 20km from the Company's Duketon operations is Mulga Queen, a remote Aboriginal community and home to the Mantjintjarra Ngalia people, with a fluctuating population of up to 60 residents. Regis makes available an outreach medical service to this community. Due to COVID-19, only emergency services have been permissible since April 2020 but once restrictions are lifted the medical services will again be provided.

## COVID-19 response

Consistent with Company values, the protection and wellbeing of employees, contractors, their families and local communities remains Regis' priority. In response to the COVID-19 pandemic, a range of measures have been implemented across the business to prevent any outbreak or exposure to the infectious disease. Regis deployed a Trigger Action and Response Plan to provide a clear roadmap on response requirements.

The key actions implemented include:

- Systems and procedures for health monitoring
- Participation in the WA mining industry's FIFO DETECT program whereby mandatory COVID-19 self collect PCR tests can be collected prior to check-in for travel to site
- Face covering guidance
- Physical (social) distancing protocols
- Enhanced cleaning and disinfection protocols
- Employee education and screening
- Contact tracing drills
- Isolation of certain employees with cold and flu symptoms
- Management of direct and close contacts
- Ban on visitors and non-essential travel to site, and
- Management of personal protective equipment supply.

No positive COVID-19 cases occurred across Regis during the year and the Company is confident its controls will continue to ensure the workforce maintains good health and effectively manages any risks associated with potential exposure to COVID-19.

The Regis Crisis Management Team continues to meet regularly to provide guidance, support and advice to the workforce, which remains consistent with the instructions from State and Federal government health authorities. Regis also continues to have regular and frequent communications with mining industry representative bodies and government about actual and potential changes to requirements and is responding accordingly.



Martin Amaechi,  
Medic

## Employee wellbeing

The Regis workforce is the Company's most important asset, contributing directly to the performance and sustainability of the Company. Accordingly, Regis recognises psychosocial aspects can impact a workforce and places significance on maintaining a culture that encourages and supports the mental and physical health and wellbeing of all employees and contractors.

Our *Mental Health and Wellbeing Policy* guides a suite of programs, facilities and services made available for our people. These include flexible working arrangements and access to a free and confidential Employee Assistance Program, available to all employees, contractors and their immediate family. These services have been widely promoted to the workforce, particularly given the challenging and unprecedented experiences associated with continuing operations during COVID-19.

A particular focus on mental health and wellbeing during the year saw a number of new initiatives delivered including psychologist-provided counselling services, a visible presence in small meeting groups, advice for leaders on managing mental health issues in their teams, and webinars for the broader workforce.

The psychologist also provided input to the revision of Regis' Fitness for Work Management Plan and Mental Health Management procedure, inclusive of the Mental Health Continuum and various mental health assessment forms. Regis continues the rollout of Mental Health First Aid training for all on-site supervisors. This training provides the skills to recognise and provide support to other individuals suffering mental health issues.

### Quality camp facilities

At Duketon, our Fly-In-Fly-Out (FIFO) workforce enjoys high-quality accommodation, modern services and recreation facilities including sports courts, swimming pool, health and fitness gymnasiums, and access to health professionals and our site-based medical team. The catering team is directly employed by Regis and this direct management provides a diverse range of healthy food choices and educational information to promote the benefits of a healthy diet. Keeping in contact with family and friends while working away from home is encouraged and enabled with access to high-speed internet in every room.



Clinton Clark, Goldroom Supervisor






### Mega Meal Challenge

In February 2021, Regis participated in the Mega Meal Challenge in the Foodbank WA Community Kitchen, which provides food and groceries to over 400 registered charities that provide emergency food assistance to people in need. Regis' involvement was part of the Gold Industry Group commitment to Foodbank WA.

Vanessa O'Toole (Group Geologist) and Tina Paridaens (Corporate Health and Safety Manager) were up to the Mega Meal Challenge.

## Safety - 2022 objectives

-  Continuing focus on a safe workplace for everyone, every day.
-  Remain below the LTIFR for the gold sector in the Western Australian minerals industry.
-  Reduction in the All Injury Frequency Rate (AIFR).

# 8. People, diversity and inclusion



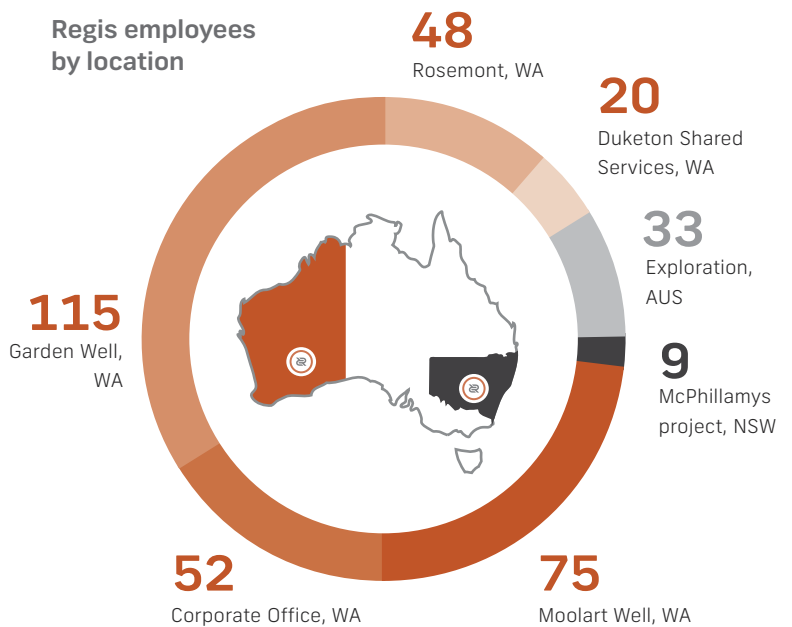
Creating a Safe and Diverse Workplace

Georgina Spiers,  
Senior Underground Geologist



Regis continues to employ a skilled and experienced workforce in Western Australia and New South Wales. At the end of the 2021 financial year, the Company employed 352 people.

The workforce comprised of 323 full-time, six part-time and 14 casual employees including three people who identified as Aboriginal and one apprentice. Female employees form 23% of our total workforce, which is above the industry's average of 19.8%<sup>(2)</sup>. Women also hold 27% of our managerial and executive positions.



<sup>2</sup> Australian Government – Labour market information portal (May 2021): <https://lmip.gov.au/default.aspx?LMIP/GainInsights/IndustryInformation/Mining>

## Workplace culture and conditions

### Attracting and retaining the right people

Regis' recruitment, attraction and retention strategies ensure the Company finds the right people for the right roles with the right focus. Employment practices do not discriminate regardless of gender, age, nationality, race, religious beliefs, cultural background or sexuality.

The success of the business is a reflection of the quality and skill of the people employed. Regis is committed to sourcing and retaining the best available human talent to ensure business growth and performance. To achieve this focus, Regis has added resources to its recruitment team and conducted a full review of recruitment processes to ensure the Company continues to hire the best person for the role.

In order to continue to retain our people and attract the best talent, Regis recently completed a comprehensive review of rosters, salaries, flexible working arrangements and parental leave. This review, combined with implementation of best practice recruitment approaches and preferred supplier agreements with recruitment agency partners, aims to attract a broad range of applicants from which Regis can appoint the right people.

In the year ahead, Regis will conduct training for hiring managers including automation of the reference checking process and continuing reductions in vacancy fill times. Changes to the Company's FIFO arrangements will see a more favourable roster of 8-days-on and 6-days-off implemented from the 2021/22 year.

## Human capital development

Regis recognises the importance of continuous learning and ongoing professional development for all employees. Investment in our people results in tangible benefits for employee attraction, retention, wellbeing and personal reward. Regis' human capital objective is to ensure an effective and fully engaged workforce. This is achieved through people management including individual professional development plans, remuneration reviews, 360-degree feedback opportunities and regular performance reviews.

In 2020, Regis established a new performance management system which provides a formal mechanism to cascade the Company's strategy into annual targets and individual and team performance objectives. This system also incorporates behavioural statements where teams identify how they will live the Regis values. This system provides a way for every employee to understand how they 'fit' into the future of the Company and to see their own contribution. During the period, participation in this new system has been focussed on people managers with plans to cascade to all people leaders in the coming years.

Throughout August and September 2020, Regis conducted a two-day organisation-wide Safety Leadership Pathways program with a focus on leaders developing actions and tools to effectively engage their teams in order to ensure everyone has 'line of sight'. Now in its second year, the program aims to increase each employee's personal safety focus and increase their organisation commitment and focus. Participants included all people leaders and was facilitated by the Company's executive leadership team.

During the period, a Company-wide skills audit was conducted, and a new training management system was implemented, which focuses on ensuring all employees have at a minimum the mandatory training required to perform their role safely and effectively.

### Safety Leadership Pathways

New in 2020 was the development of the Safety Leadership Pathways initiative – a model that aligns operational and overall Company performance with the Regis Business Pillars and clearly articulates expected results across all levels of the organisation. This model sets the foundation for aligning recruitment, performance management, succession planning, leadership development and organisational design.



(L-R) Daniel Giglia (Field Assistant), Clement Guilcher (Field Assistant) and Simon Nowak (Senior Field Assistant).

## Real work experience at Regis for students

Tertiary students have continued to be engaged by Regis during their university breaks through the Company's vocational student program. Lauren Ottaviano and Fateh Mohd Salleh – both geology students – worked with Regis during the year.

The program provides students with the opportunity to experience more of their chosen field in a workplace setting, and at the same time, elevates the awareness and presence of Regis as an employer of choice for new graduates.

## Enhancing employee engagement and conditions

Understanding the employment market in the Company's areas of existing and proposed operation ensures Regis is in a strong position to recruit and retain the best human talent into the business. In late 2020, Regis completed a remuneration audit against award rates and a salary banding exercise to ensure the Company is competitively placed in the market. A remuneration classification framework was also developed, which matched broad salary bands with all job families across the business. This framework allows for more accurate industry benchmarking and salary reviews.

In 2020 Regis conducted workplace investigation training for all its Human Resources employees and a number of contact officers. Regis also updated its people management and appropriate workplace behaviour procedures in line with the 'just culture mode'. This ensured all procedures followed the principles of procedural fairness and natural justice.

Workplace behaviour training was conducted for all people leaders and Regis plans to cascade this to all employees and business partners in 2021.

During the year, Regis partnered with the Chamber of Minerals and Energy and the Australian Mines and Metals Association in order to better understand the Parliamentary Inquiry into sexual harassment in Western Australian FIFO operations, with a view to ensuring Regis does not experience any sexual harassment at any of the Company's operations.

The Company continues to engage its workforce both formally and informally using various channels including a weekly communication from the CEO, COO and General Manager of Duketon Operations. Each Supervisor and Superintendent is encouraged to communicate on a daily basis with their teams all relevant news, updates or specific areas of focus in the broader Company environment.

## McPhillamys Project – local employment plans

### Locals First

A 'locals first' employment policy will ensure local people benefit from job opportunities generated by the Project. The project will not use a FIFO workforce but instead will require workers to live in the local region.

### Part Time Roles

A part time employment policy will enable a more flexible approach for workers – providing opportunities for local farmers, parents and carers or any other person who wishes to work but is unable to commit to a regular full time role.

## Local employment

Regis' remote Duketon operations employ a FIFO workforce with a Western Australian point of hire, demonstrating the Company's preference for recruiting Western Australian talent. The operation also provides a drive-in-drive-out option that encourages and supports residents from Kalgoorlie, Laverton and the Mulga Queen Aboriginal community to take up employment opportunities at the site. During the period, three people originally from Mulga Queen were employed at Duketon as Laboratory Technicians and a Mill Operator.

In NSW, the proposed McPhillamys Project will be a residential operation and it is envisaged that the majority of contractors and employees will be local residents. A peak construction workforce of approximately 710 full-time equivalent (FTE) workers is expected. During operations, an average workforce of around 260 FTE employees will be required, peaking at approximately 320 FTEs in around years four and five of the project. Regis' approach to recruitment preferences local people and the Company is already working with local training providers to ensure that local people have every opportunity to be job-ready, subject to Project approval.



(L-R) Craig Randazzo and Jane McWilliam (Skillset); Louise Hobby and Stuart Gula (Regis); Graham Stirling and Emma Thomas (Skillset) discussing job placement and training programs for local people.



Lauren Sharp,  
Process Technician

## Diversity and inclusion

Regis is firmly committed to an inclusive culture to enable the benefits that workplace diversity delivers. A diverse and inclusive workforce embraces and supports individuals to be the best they can be and to enjoy the challenge of working as part of the team to achieve the Company's goals.

Regis is proud of the gender diversity across the business with 27% of managerial positions held by females and 23% of the overall workforce being females, above the industry average of 19.8%. The Board also comprises 33% female directors.

A strategic focus for Regis is to create an inclusive workplace culture where existing diversity within the business is truly valued and leveraged. This continues to be achieved with ongoing education and employees from a range of culturally and linguistically diverse backgrounds amongst the Company's broad base of professional, trade and general employees.

**Regis is firmly committed to an inclusive culture to enable the benefits that workplace diversity delivers.**

### People - 2022 objectives

- 🎯 Remain above the mining industry average for gender diversity with an upward trend in our performance.
- 🎯 Continue to preference local point of hire for employees in WA and NSW.



Regis recognises the importance of continuous learning and ongoing professional development for all employees.



Michael Conner, Safety Advisor, and  
Mandla Ndlovu, Senior Mine Geologist

A wide-angle photograph of an open-pit mine. The mine is characterized by its terraced, reddish-brown rock walls. In the center, a red haul truck is parked on a dirt road. To the right, a yellow excavator is visible. The foreground shows a large pile of red soil or rock. The overall scene depicts a large-scale industrial mining operation.

## 9. Shared value with host communities

Supporting the  
Economy



Regis is committed to working with host communities to develop and maintain a deep understanding of how each Company project and operation may impact on and benefit the surrounding district, region and state. A transparent, consistent and inclusive engagement approach ensures the unique community context of each location is known and the Company's consultation approaches are commensurate with the size and scale of the operation and its environs.



**\$537.7m**

in Australian supplier payments

**\$98.5m**

in royalties and taxes in Australia

**\$61.2m**

in salaries and wages

**0**

formal complaints



Duketon Community Advisor, Dirk Buurman (above), meets regularly with local pastoralists and members of the Mulga Queen community.

## Engaging with our communities

Regis understands that establishing and maintaining positive relations with communities is key to upholding our social licence to operate. Accordingly, the Company has established and maintains an adaptive stakeholder engagement framework and register that supports the identification of social risks, impacts and opportunities, and that triggers appropriate responses and resolutions.

The Duketon Operations in the remote Northern Goldfields region of Western Australia have neighbours including remote pastoral station homesteads and the Aboriginal community of Mulga Queen. The nearest town, Laverton, is located 130km from Duketon and is home to around 400 permanent residents. Regis acknowledges the station owners, Mulga Queen residents and Laverton town as Duketon's local community.

During the year, site representatives continued to maintain close and regular contact with stakeholders to discuss potential impacts from the operation and provide potential opportunities for employment. No formal community complaints were received during the period.

In NSW, a proactive approach to engagement with all stakeholders is undertaken to ensure a high level of awareness of the McPhillamys project and to provide a range of opportunities for interested or concerned community members to connect with the Regis team.

A combination of engagement methods is used including information sessions, presentations, media releases, events, newsletters, website updates and via local connections established through the Company's community donations and sponsorship program and the Community Consultative Committee.

The primary focus of engagement activities is on those closest to, and most likely to be impacted by, the McPhillamys project including near neighbours and landholders. With regular liaison either in-person or by email or phone, the Regis team can be across any community issues or concerns and can work in a timely and effective manner to address them.

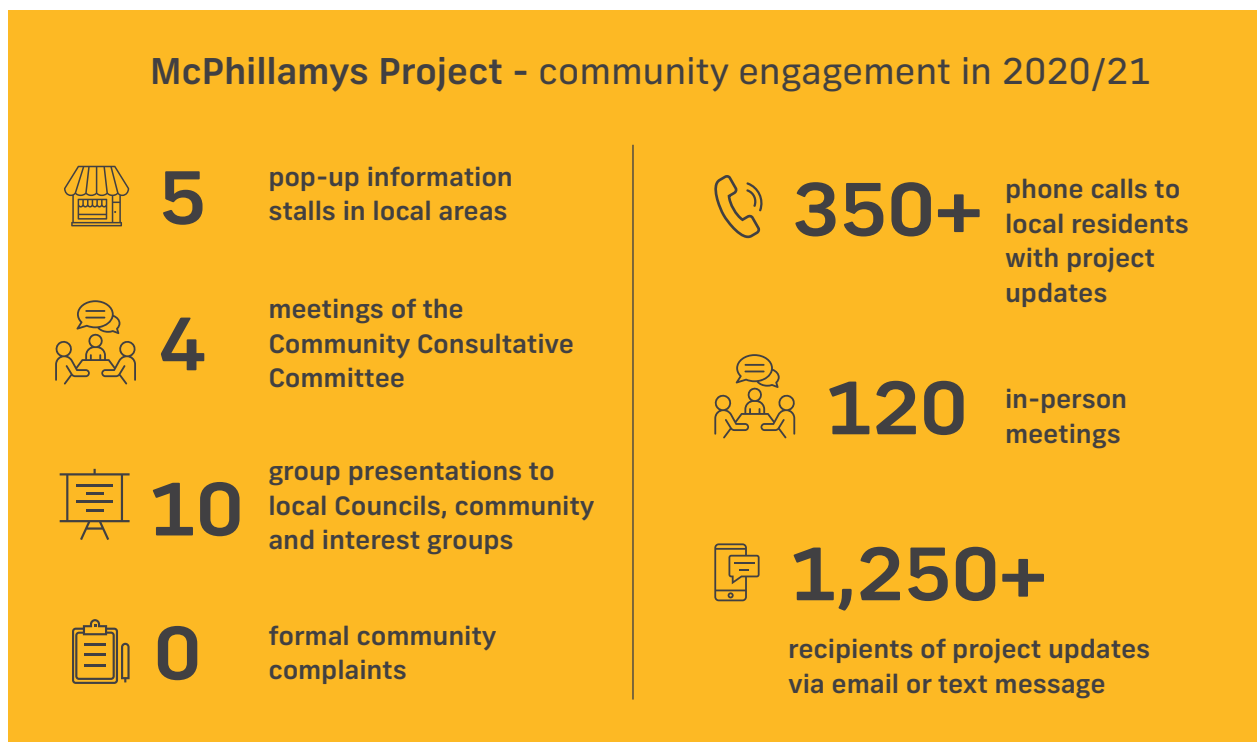
As part of the Company's proposal to develop the McPhillamys Project, Regis has entered into a Voluntary Planning Agreement with the local government authority in Blayney. This agreement assists the Council with local infrastructure upgrades through a substantial upfront financial contribution followed by annual payments for the life of the operation. The commencement of this agreement will be subject to final development consent for the Project by the NSW government.

In response to submissions already received from local stakeholders, Regis has already committed to a range of changes to the Project including relocation of the site entry point, improvements to the mine schedule to reduce potential noise and dust impacts on nearest neighbours, and changing the location of water storage to reduce the number of trees impacted and to provide protection for an old cottage of potential local heritage value.

Subject to Project approval, a Social Impact Management Plan will be developed to guide the implementation of management and mitigation responses to the social, cultural, amenity and mental health concerns raised through the social impact assessment undertaken for the Project in 2019/20.



Above (L-R) Regis staff members Ben Anderson and Louise Hobby catching up with Blayney resident, Heidee Nixon in April 2021.



Long-term Blayney residents Tom Williams (L) and Peter Hildenbeutel (R) are members of the McPhillamys Community Consultative Committee.

## Indigenous opportunities and respect for culture

The Mantjintjarra Ngalia people in Western Australia and the Wiradjuri people in the New South Wales have actively engaged with Regis regarding the Company's activities in each state.

Regis remains firmly committed to open, transparent and respectful engagement with the Traditional Owners and other Aboriginal community members. The Company continues to engage regularly with local groups to ensure a detailed understanding of their connection to the land. Together, representatives from these groups and the Regis team work on the identification of sites of cultural significance, explore and discuss any concerns, and work to find mutually agreeable solutions to how culturally important areas are avoided by the mining operation or appropriately managed.

Cultural awareness and education is an important component of the Company's induction program, in which all new starters participate. The induction provides an overview of the unique locations where Regis operates including the culture, history, language and current involvement of the Traditional Owners of the area. This ongoing commitment to learning about and sharing Indigenous culture aims to ensure all employees and contractors know and respect the traditions and cultures represented in each area.

### Duketon operations

In WA, Regis enjoys a positive relationship with the Mantjintjarra Ngalia people of the Western Desert region. This relationship is maintained through regular liaison; involvement in the mining program; provision of local training and employment opportunities and support for community projects and initiatives. Regis' exploration team engages regularly with the Mantjintjarra Ngalia people to involve them in heritage surveys of any new area of development.

During the year, an independent review of how Regis undertakes heritage surveys was completed, and heritage assessments were conducted over the Company's regional exploration areas. Assessments have also been commenced for the Moolart Well expansion and Ben Hur Project. These surveys have been undertaken with Aboriginal consultants from the Mantjintjarra Ngalia group.

Duketon continues to use Indigenous contracting partners around the operations where applicable.

**Regis is committed to involving the local Aboriginal community in the management of Aboriginal cultural heritage values associated with the McPhillamys Project.**

### McPhillamys Project

In NSW, the proposed McPhillamys Project is located on the lands of the Wiradjuri people. Regis values its relationship with the Aboriginal community and considers it to be critically important to the success of the Project. Company representatives have engaged with the Aboriginal community over a number of years in accordance with NSW government requirements for project proponents.

During 2020/21, meetings were held with the Aboriginal community and all Registered Aboriginal Parties (RAPs) for the Project including the Orange Local Aboriginal Land Council (OLALC) and the Bathurst Local Aboriginal Land Council. There has also been consultation with the Aboriginal community in relation to finalising the various Aboriginal Cultural Heritage Assessments (ACHA) for the Project.

RAPs have raised concerns in relation to the significance of identified sites and the broader Project area to the Aboriginal community. As described in the Environmental Impact Statement prepared for the Project, it is acknowledged that all archaeological sites provide connection to the past for the present Aboriginal community and for future generations. Aboriginal cultural heritage sites such as those identified within the mine development area can also provide information about past lifestyles and strengthen the links between Aboriginal people and the land.

The ACHAs prepared for both the mine and pipeline developments concluded that none of the Aboriginal cultural heritage sites identified were of high scientific (archaeological) significance. Regis recognises that the mine development project area, and the broader regional area within which the Project is located, has cultural significance to members of the Aboriginal community.

In order to effectively mitigate and manage potential impacts on Aboriginal cultural heritage, an Aboriginal Cultural Heritage Management Plan will be prepared for the Project, in consultation with the local Aboriginal community. This plan will reflect the proposed management of the Aboriginal cultural heritage sites within the Project area and will outline requirements for the recording, collection, curation, storage and replacement of salvaged Aboriginal objects.

Regis is committed to involving the local Aboriginal community in the management of Aboriginal cultural heritage values associated with the McPhillamys Project. Regis will continue to actively consult with Aboriginal stakeholders throughout the life of the operation, including the OLALC. In particular, pending grant of development consent for the McPhillamys Project, Regis in consultation with the OLALC, will commission an appropriate social and cultural mapping study with the local Aboriginal community.

**Regis remains firmly committed to open, transparent and respectful engagement with Traditional Owners and other Aboriginal community members.**



## Investing in local community development

Regis recognises its corporate social responsibility to share the value of mining with host communities. This means investing directly in initiatives that have been identified by the community as priority projects.

Regis proudly supports activities that align with Company values and focus on health, education, community development and environmental initiatives. This direct community investment forms part of the overall economic contribution that Regis makes to the Australian economy.

During 2020/21, Regis contributed \$108,400 in direct financial support to the communities where the Company currently operates and is proposing to operate, including sponsorship of community organisations, contributions towards employee fundraising efforts and donations to charitable causes.

The community investments made during the period reflect Regis' focussed strategy for supporting local groups in the Company's areas of existing and proposed operations. In 2019/20, significant one-off contributions were made by Regis to charitable organisations in Western Australia to help protect and support regional and remote communities during the early stages of the COVID-19 pandemic.

Some of the many organisations, programs and events supported by Regis this year include:

### Western Australia

- Rotary Science and Engineering Challenge with 40 schools and 1,100 students over five days
- Laverton Hospital for purchase of a VScan ultrasound machine
- Laverton Primary School education programs
- Harry Perkins Institute of Medical Research

### New South Wales

- Orange 360 regional tourism organisation – Winter Fire Festival
- Blayney High School – environmental education activities and hothouse
- Blayney Rotary Club – science and engineering school challenge
- St Paul's Association Carcoar – assist in purchase of historic Carcoar Church
- Blayney Agricultural and Pastoral Association – annual show

### Direct community investments 2020/21



**Regis contributed \$98.5m in royalties and taxes to Australian federal and state government in 2020/21**



## Creating economic benefit in Australia

During the 2020/21 financial year, Regis contributed over \$699m to the Australian economy through supplier payments, wages, royalties and taxes. Over the last five years, Regis has contributed almost \$3 billion to the Australian economy.

Australian expenditure (\$m)	2017	2018	2019	2020	2021	5-year total
Payments to suppliers	340.4	355.0	432.1	500.2	537.7	2,165.4
Salaries and wages*	44.9	51.0	52.8	57.0	61.2	266.8
Royalties to government	12.8	14.5	15.7	19	21.4	83.4
Royalties to third parties	0.6	2.5	3.5	4.6	2.0	13.2
Corporate income tax paid	36.2	36.9	54.0	63.8	77.1	268.0
<b>Total</b>	<b>434.9</b>	<b>459.9</b>	<b>558.1</b>	<b>644.6</b>	<b>699.4</b>	<b>2,796.9</b>

\* Salaries and wages and defined benefits

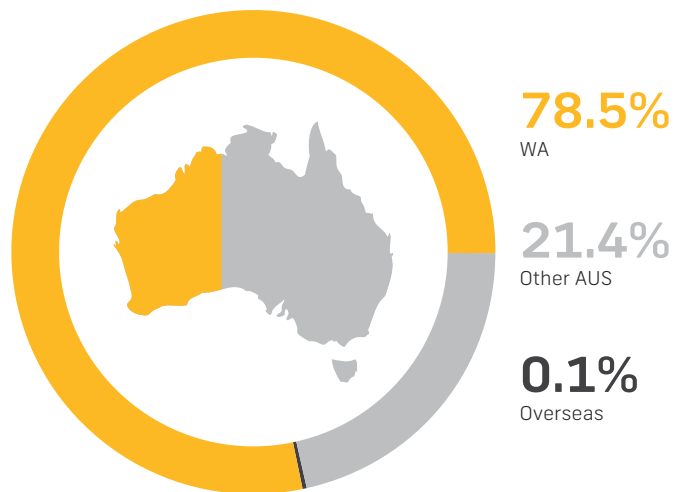
### Local content

Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

Our commitment to local content has resulted in 78.48% of the Company's \$537.7m procurement coming from Western Australian-based suppliers this year. A further 21.46% of goods and services have been supplied by businesses located in other Australian states including New South Wales.

Subject to approval of the McPhillamys Project, it is anticipated that Regis will provide an additional \$67m in direct and indirect household income to the surrounding regional economy through employment, business development and local procurement.

### Procurement for 2020/21



### McPhillamys Project - buy and stay locally

#### Buy local:

Regis has continued to procure goods and services from local providers wherever possible. This includes clothing and equipment, fuel and vehicle maintenance services. The Company's approach when sourcing any goods or services is to always check for local suppliers before sourcing from further afield.

#### Stay local:

When Regis' staff, contractors or consultants visit the Project area, wherever practical, they are accommodated in Blayney, to support the local hotels, motels and restaurants.

## Social - 2022 objectives



Implement cultural heritage training.



Social performance plans in place for Duketon and McPhillamys.



Increase direct community investment and support.



## 10. Environmental stewardship

Operating  
**Responsibly**

Dirk Buurman,  
Duketon Community Advisor



Regis continues its focus on operating responsibly and ensuring all exploration and mining activities are conducted in a manner that appropriately avoids, manages and mitigates environmental impacts in a way that maintains the integrity of the environment.



The Company's organisational culture and training programs, management practices and operating procedures are all targeted at understanding and managing potential environmental impacts of its operations. Regis remains committed to providing the resources and support required to achieve best practice in environmental management.

To realise this objective, the Company ensures it:

- Complies with applicable legislation and operating conditions;
- Applies a systematic approach to identifying environmental risks and employs practices that minimises impacts to the environment;
- Operates in accordance with a site environmental management plan;
- Communicates and consults with stakeholders; and
- Develops a culture of sound environmental practice within its workforce by providing information and training on environmental management.



**0.026kg**  
CO<sub>2</sub> emissions per tonne  
of ore processed

**0.367 GJ**  
energy consumed per tonne  
of ore processed

**31.9%**  
total water demand recycled

**9.5%**  
disturbed land rehabilitated

**0**  
material environmental incidents

## Responsible environmental management

When scoping new or expanded projects, Regis follows the applicable environmental impact assessment processes provided by state and federal governments.

Typically, the following assessments are undertaken to fully understand the impacts of proposed activities and to assess options for project alternatives:

- Flora and vegetation
- Fauna
- Subterranean fauna
- Surface water
- Flood
- Heritage
- Hydrogeological
- Physical and chemical material characterisation

These impact assessments assist in identifying environmental values of significance and potential risks. Regis follows the Mitigation Hierarchy (shown below) when designing projects with the aim of avoiding impacts where possible, and minimising impacts where impacts are not avoidable.

**Avoid** – through site selection, design and scheduling

**Minimise** – identify alternatives with reduced impact

**Restore** – rehabilitate to re-establish habitat types, biodiversity values, eco-system services

**Offset** – protect and enhance alternate areas for no net loss

Monitoring parameters are then set to determine if impacts have been avoided or where impacts are predicted, they are consistent with the assessed impact.

During the year, a detailed Environmental and Social Management Plan (ESMP) was developed for the Duketon operations. The ESMP puts in practice the environmental and social policy commitments made by Regis for Duketon, provides the framework for the onsite management of environmental and social impacts and is periodically reviewed and amended throughout the life of the operation to reflect changing social and environmental conditions, regulatory expectations, and developments in industry practices.

For the Duketon operations, assessments of flora, fauna, surface water, hydrogeology and material characterisation were undertaken to identify and evaluate any risks to the environment from current and proposed mining related activities. Appropriate performance criteria and monitoring parameters were determined and ongoing monitoring ensures the Company's adherence to these criteria.

Regis is currently seeking development consent for the McPhillamys Project in NSW. As a result of feedback received during the public exhibition period for the Environmental Impact Statement (EIS), Regis has made a number of amendments to the Project to address concerns relating to offsite amenity impacts such as noise, air quality and visual amenity; potential impacts to water resources; the Tailings Storage Facility; impacts to surrounding land uses such as agriculture; and potential impacts to biodiversity.

Environmental management plans will be prepared prior to commencement for construction and operational phases of the Project, which will document the proposed mitigation and management measures including monitoring programs, reporting requirements, incident response protocols, trigger levels, corrective actions, contingencies and responsibilities for all management measures.



## ESG audits focus on continuous improvement

An ESG Audit is conducted monthly at the Duketon Operations involving senior management and the environmental department.

ESG audits focus on the statutory requirements related to the approved mining proposal, environmental operating licence, native vegetation clearing permit, tenement conditions as well as stakeholder management and engagement as per the commitments made the ESMP for the Duketon Operations.

Audit results are recorded in INX, Regis' fully-integrated environment, health, safety and stakeholder management software platform. All corrective actions arising from audits are allocated to individuals and tracked through INX.

The audit includes items such as:

- Hydrocarbon/chemical storage
- Used lead-acid battery storage
- Landfill maintenance
- Cattle grids and fence line compliance/ maintenance
- Stakeholder engagement/ responsibilities
- System management and ensuring audits are recorded and actions tracked and closed out within specified time frames.



Duketon Environmental Superintendent, Niv Reddy, and General Manager, Terry Strong, conducting an ESG audit.

## McPhillamys Project approvals process

The McPhillamys Project in NSW is considered a State Significant Development and is the subject of an Environmental Impact Statement (EIS) submitted to the NSW Department of Planning, Industry and Environment (DPIE) in July 2019. Following review by the DPIE, the EIS was released for public comment in October 2019.

As a result of feedback received in the submissions made during the public exhibition period, as well as additional work undertaken to further optimise the mine layout and design, and ongoing discussions with government agencies, the local community and other stakeholders; Regis made a number of amendments to the project.

A formal Submissions Report and Amendment Report were submitted by Regis to the DPIE in September 2020. Since this time, Regis has been responding to a number of information requests from the DPIE and associated government agencies. This remains ongoing and the Project is currently being assessed by the DPIE.

## Compliance

As part of continuous improvement and learnings from other industry participants, enhancements were made to Regis' Ground Disturbance Procedures during the past year. This resulted in greater alignment of environmental and heritage values in the assessment process, and with high level review and scrutiny by the Company's Corporate Environmental Manager and Chief Operating Officer before any internal clearing permit is approved.

Across the business, no material excursions of licence conditions or other regulatory instruments were recorded during the year. One minor environmental incident was reported to the WA Department of Water and Environmental Regulation (DWER) relating to the Duketon operations. In July 2020, whilst burying a section of a water pipeline along a haul road in the mining area, the blade of a wheeled dozer made contact with the pipeline causing a minor water leak over approximately 0.1 ha of haul road. The leak was subsequently repaired and the incident reported to DWER.

## Noise management

Modelling, monitoring and managing noise emissions from Regis operations are routine tasks performed as part of the Company's environmental management approach.

Located approximately 3km from the Mulga Queen community, the Gloster pit at Duketon is the only operation in close proximity to a sensitive noise receptor. All other operations are remote and hence pastoralists nor the Mulga Queen community are impacted by blast overpressure (noise) and wave pressure.

To manage noise emissions at Gloster, a number of measures are applied to minimise overall noise generation from blasting including:

- Blast designs are reviewed and monitored against Lilly's Blastability Index to ensure controlled energy levels and powder factors creating a blast that is neither too big nor too small.
- Shot Plus (Orica software) toe designs are completed to optimise timing of the blast and maximise efficiency.
- Fly rock calculations are undertaken to maximise energy generated from the blast.
- Overcast days are reconsidered for blasting and wind direction is monitored to prevent impact on surrounding environments.
- Electronic detonators are utilised to ensure blast detonation timing is controlled.



## Rescuing Polly

Regis' Environmental Advisors at Duketon rescued a euro (kangaroo) joey following a light vehicle collision.

The euro, nicknamed Polly, was kept safe and warm before being transported to Perth to the Blue Gum Wildlife Rescue & Rehabilitation Centre where she received specialist care and opportunities to socialize and mature prior to her release in the near future.

The McPhillamys Project in NSW is located in close proximity to neighbouring landowners. Noise surveys have been conducted to assess background and ambient noise, and noise modelling to determine potential impacts on nearby residents. Results of these assessments inform the site design and layout along with proposed earthen walls and screens to mitigate noise.

Regis acknowledges concerns the local community have raised in relation to potential noise impacts from the mine development. In response to these concerns, specific amendments have been made to the Project Proposal to reduce predicted noise levels at neighbouring properties.

Notwithstanding the significant improvements in predicted noise levels associated with the amended Project, Regis remains committed to implementing negotiated agreements with identified landholders in Kings Plains. These agreements include implementation of residential mitigation plans to address potential amenity impacts including noise or views, and also provide landholders the option to request Regis purchase their property.

A noise management plan will also be implemented to guide, manage, quantify and control noise emissions from the Project including a sophisticated noise monitoring program and complaints handling procedure to ensure queries relating to noise are recorded and effectively responded to.

Baseline noise monitoring was completed for the Project prior to this reporting period. No further noise monitoring has been undertaken in this reporting period.



## Dust control

Dust control measures in place on all Regis mine sites include a combination of dust suppression devices; the use of water carts and sprinklers; guarding curtains and doors on conveyors and trucks where necessary; restricted traffic areas; work area design and layout; regular road maintenance; and consideration of real time meteorological conditions.

Dust monitoring is undertaken on a regular basis within all operational areas. In accordance with published guidelines for ambient dust, Regis measures insoluble material collected using deposition gauges. No exceedances were recorded during the reporting period.

At McPhillamys, Regis will continue to undertake a comprehensive air quality monitoring program, as per the commitments in the EIS and Amendment Report, including installation of a real time monitoring network during the life of the Project. Baseline air quality monitoring was completed for the Project prior to this reporting period. However, Regis has continued to monitor depositional dust and PM10 on a monthly/quarterly basis throughout the reporting period using depositional dust gauges and a High Volume Air Sampler and an additional two dust gauges were installed in the north of the Project area.

### New trials for dust suppression

In January 2021, an innovative dust trial commenced in the Garden Well operational area at Duketon.

Dust gauge stands were constructed and placed throughout the processing area to monitor insoluble matter for a baseline study.

The utilisation of saline water produced from dewatering is now proposed as a dust suppression tool. The saline water has elevated levels of sodium and magnesium and will act as a binding agent to minimise dust.

The dust suppression trial is expected to minimise dust in the active mining area and surrounding areas. The associated water consumption for dust suppression will also decrease exponentially and improve the Company's water recycling efforts.

## Blast vibration

To ensure the safety of all personnel when blasting, dust and fly rock are managed in the immediate vicinity through controls including blast exclusion zones; blasting designs (using controlled energy levels and powder factors); limits to blast firing patterns; and comprehensive fly rock calculation methods, combined with checks on climatic conditions given that overcast days and wind direction can amplify blast noise.

At Duketon, the distance from mining activity to the nearest sensitive receptors, such as the Mulga Queen community or nearby pastoral stations, is around three kilometres. As a result, the need for Regis to record blast overpressure is not deemed necessary.

For the McPhillamys Project, blasting activities will be designed and carried out to meet NSW Environmental Protection Authority blasting criteria and to manage potential impacts upon adjacent land uses.

The results of the blasting assessment in the amended mine development Noise and Vibration Impact Assessment demonstrated that all receptors would meet the relevant overpressure and vibration criteria. There will be no requirement for blast clearance zones outside of the mine development project area. In consideration of the size of the blast, Regis propose to implement a nominal approximate 500m blast clearance zone.

A blast management plan will be prepared and implemented prior to the commencement of blasting activities and will include a procedure to notify nearby receivers prior to blasting events and detail requirements for real time monitoring of overpressure and vibration that will be carried out during blasting activities.

**Dust monitoring is undertaken on a regular basis within all operational areas.**



## Land management

Baseline assessments of current and historical land uses are conducted as part of exploration and feasibility studies, and prior to the development of any new mining project. This informs impact assessments, engagement with land managers and property owners, and the responsible management of landforms and soils during mining and post-mining rehabilitation.

New mining areas across the Duketon operation are planned and developed with careful management of topsoils. Waste dump areas are ripped and seeded to stabilise and preserve the soil until it is transported for use in rehabilitation activities. This approach prevents unnecessary depletion and wastage of finite topsoils.

Regis' operations at Duketon are in a remote desert region with a long history of pastoral activity and mining. The Company's activities support the continuation of pastoral station grazing outside of the operational areas, managed through a positive relationship with pastoralists.

Livestock grazing has been the main agricultural land use within the McPhillamys Project site since the 1820s. Land purchased by Regis for the McPhillamys Project is currently leased back to local farmers and continues to be used for agriculture. Regis' intention is that the McPhillamys operation will co-exist with agricultural activity on and around the site and the majority of the area impacted by mining will be rehabilitated and suitable for agricultural use after the mine has closed where possible, with the exception of the open pit void.

### Working with local farmers

Over a number of years, Regis has conducted a range of exploration activities, project studies and other project-related work for the McPhillamys Project on land covered by Regis' exploration leases or owned outright by the Company.

Local farmer Michael Parfett has leased land on and near the McPhillamys site for over 20 years where he runs a cattle operation.

Regis continues to respect the needs and priorities of the farming operations enabling lessees to confidently continue farming businesses in the local area.

Importantly, the Project has been designed not to impact on any potential Biophysical Strategic Agricultural Land.



Local farmer Michael Parfett and McPhillamys Project Manager, Tony McPaull.





## Biodiversity

As part of planning to develop new projects or expand existing operations, Regis undertakes several environmental studies to determine the environmental and biodiversity values of an area. This enables detailed planning to consider these values with the aim of avoiding those of highest conservation significance.

During the year, commissioned biological studies across the recently acquired Ben Hur Project and associated areas. To date, only one flora species of conservation significance was identified (*Calytrix praecipua*). This species is described as being Priority 3 (poorly known species) by the WA Department of Biodiversity Conservation and Attractions (DBCA) and has been found previously across the Duketon operations. Its location in this study is well away from any planned disturbance activities.

No fauna of conservation significance was found during the survey, although a rocky ridge was identified as suitable habitat for the Long-tailed Dunnart – a small nocturnal marsupial described as Priority 4 (rare, near-threatened, in need of monitoring) by DBCA. The ridge has therefore been identified as a value area to be preferentially avoided.

A biodiversity offset strategy has been developed for the McPhillamys Project and will be implemented by Regis with the aim of ensuring the Project does not result in a net loss of biodiversity.

As a part of this offset strategy, Regis has purchased and conducted detailed studies to assess native plant communities and threatened species at a future stewardship site near Blayney, a 388 hectare land parcel known as the Aziel property. Revegetation of cleared areas within the offset property is proposed as a part of this offset strategy. Subject to approval of the McPhillamys Project, it is Regis' intention to secure the property under a Biodiversity Stewardship Agreement with the Biodiversity Conservation Trust.

An aquatic ecology offset package will also be developed for the Project in consultation with the NSW DPIE to offset impacts to key fish habitat that will be removed by the mine development. The aquatic offset strategy will focus on restoring degraded areas of key fish habitat within the mine project area downstream of the disturbance footprint.

## Tree planting

Regis will plant up to 100,000 native trees to significantly improve and increase habitat for koalas and other wildlife in Blayney and the NSW Central West.

The tree planting program will be spread over the life of the McPhillamys Project, if the project is approved.

Regis has already planted over 6,000 native trees and another 8,000 are being prepared for planting in 2021.

To help offset the biodiversity impacts of the Project, Regis purchased a property (Aziel) which will permanently preserve large areas of koala habitat.



**Louise Hobby, Stakeholder Engagement and Administration Officer.**

## Land disturbance

Management plans and procedures guide all works associated with Regis' exploration and mining activities. Any disturbance of land or clearing of vegetation by Regis is undertaken in accordance with these plans and site layouts, as outlined in Regis' approved mining proposals. The Company maintains an internal clearing permit system managed by each site's Environmental Team, which oversees compliance with regulations and protected areas. A post-clearing inspection is undertaken and surveyors log the information into disturbance tables, which is reported annually to the WA Department of Mines, Industry Regulation and Safety (DMIRS) per mining tenement. Regis' approach is to progressively rehabilitate operational areas in line with the agreed end land use.

There was minimal land disturbance at McPhillamys during the reporting period. Currently, all Regis-owned land in the Project area is leased back to local farmers who manage the land on the Company's behalf.

The table below provides details of the Company's land disturbance and rehabilitation activities at the Duketon operations for the reporting period.

<b>DUKETON Land disturbance (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Gross land disturbed at the beginning of the reporting period (ha)	3,012	3,500	4,030	4,651	4,951
Current land disturbed at the beginning of the reporting period (ha)	2,819	3,219	3,652	4,221	4,482
Newly disturbed land (ha)	488	530	621	300	165
Gross land disturbed at the end of the reporting period (ha)	3,500	4,030	4,651	4,951	5,116
Newly rehabilitated land to agreed end use (ha)	88	97	52	39	19
Total land rehabilitated to date (ha)	281	378	430	469	488
Total current land disturbed (ha)	3,219	3,652	4,221	4,482	4,628
Total land disturbance that has been rehabilitated to date	8.0%	9.4%	9.3%	9.5%	9.5%



## Waste rock management

Regis implements a detailed waste rock management plan for each operating site, which determines the composition, construction and management requirements of all waste storage areas, and complies with the relevant approved Mining Proposal and mine closure objectives. These plans include measures required to manage and store any potentially acid forming material that may be encountered and to ensure that final landforms are safe and stable, such that there is a minimal risk to the surrounding environment.

<b>DUKETON Waste Rock Management (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Waste Rock (million tonnes – Mt)	57.1	35.9	38.9	55.1	54.3
Tailings (dry Mt milled)	9.8	10.0	9.4	9.4	9.5

## Waste and effluent management

Regis manages waste and effluents at its Duketon operations in accordance with licence conditions. Regis operates three on-site landfill facilities used for the disposal of clean fill, Type 1 and 2 inert waste, putrescible waste and contaminated solid waste.

Putrescibles are buried daily to prevent animal foraging, diseases and odours. Industrial wastes are further segregated and recycled where possible. An on-site Wastewater Treatment Plant is used to treat sewage from the site, with a maximum volume of 198m<sup>3</sup> per day permitted. Treated water is managed as per WA Department of Health licence conditions.

## Resource use and recycling

At the Duketon operations, Regis commenced a recycling program in 2016 with products being sorted on site then transported to Perth to a scrap merchant. Over time materials recycled have grown to include scrap metal, aluminium cans, cardboard and lead acid batteries.

During the 2020/21 year, Regis' recycling program was modified to align with the Western Australian Government's 'Containers for Change Program'. Under this program, greater focus has been made on collection and recycling of all drink containers. Proceeds generated from recycling are donated to the Perth Children's Hospital.

A recycling program is also well-established in the Company's corporate office in Perth and the McPhillamys Project office in Blayney NSW.



## Tailing Storage Facilities

An inventory of all Regis' Tailing Storage Facilities (TSFs) is updated annually, as part of the Company's voluntary disclosure under the Church of England Pension Board and Swedish Council on Ethics for the AP Funds. A complete summary is available on the Regis website <https://regisresources.com.au/>

Each of the Company's TSFs has a Tailing Management Plan and oversight is assigned to the Metallurgical Team. Daily operating checks and monitoring of discharge, piping, decant and return lines is undertaken in accordance with Regis' environmental licence.

Design, construction and management of the Company's TSFs are in accordance with the relevant state regulatory requirements and industry practice. All TSFs follow the ANCOLD Guidelines on Tailing Dams – Planning, Design, Construction, Operation and Closure Rev 1 (2019) and in Western Australia, the Code of Practice for TSFs released by DMIRS.

The engineering design, management plans and annual geotechnical audits are completed by independent third-party consulting groups on all Regis TSFs. Any findings or recommendations from the audits are actioned accordingly and copies of the reports are provided to DMIRS as part of the Company's Annual Environmental Report.

At the end of the 2020/21 financial year, Regis owns and/or operates six TSFs comprised of:

### Moolart Well

- MLWTSF1 – decommissioned, downstream construction stages 1-3, upstream lift stage 4
- MLWTSF2 – active, in-pit disposal design (Stirling Pit)

### Garden Well

- GWTSF1 – inactive, downstream construction stages 1&2, upstream lift stage 3
- GWTSF2 – inactive, downstream construction (decommissioned July 2020)
- GWTSF3 – active, downstream construction (commissioned July 2020)

### Baneygo

- BANTSF1 – decommissioned 1993 (by previous owner)

### Tropicana

- TropicanaTSF – active, downstream construction

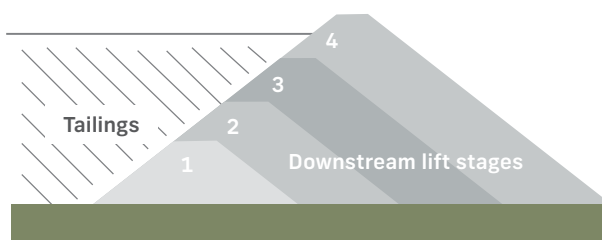
## McPhillamys Project

As part of the amended Project, Regis has made amendments to the proposed TSF design including changes to the embankment design and construction timing, the TSF footprint and the TSF post closure landform to facilitate improved water management around the TSF.

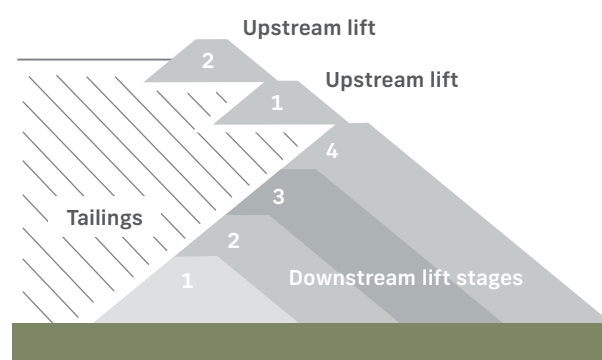
The TSF design presented in the EIS was developed by suitably qualified technical experts in the field of tailings dam design, ATC Williams Pty Ltd, and subject to expert review by CMW Geosciences. The design evolved over years of technical investigations, with the result being a robust, fit for purpose and leading practice design.

Environmental management plans will be prepared for the McPhillamys Project, including for the TSF, which will document the proposed mitigation and management measures, and will include the surface and groundwater monitoring program, reporting requirements, spill management and response, water quality trigger levels, corrective actions, contingencies, and responsibilities for all management measures. Regis will continue to apply the adaptive management approach to all environmental related aspects of the Project, including assessing tailings seepage management.

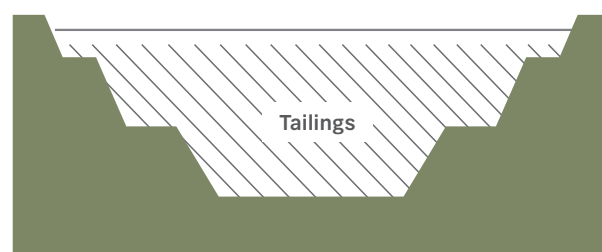
### Downstream construction



### Downstream construction with upstream lift (not in use during 2020/21)



### In-pit tailings disposal



## Mine closure and rehabilitation

Regis takes a pro-active approach to mine closure with progressive rehabilitation activities undertaken throughout the life of each mining operation.

Mine closure plans are routinely developed for every Regis operation and incorporate government guidelines, global standards, industry best practice and stakeholder input. Environmental studies completed as part of the permitting and approvals processes for new mines or disturbances include the Company's intentions for closure planning that ensure stable landforms and a rehabilitation program that meets the regional aesthetics and stakeholder expectations, with no ongoing environmental liability. The final closure plans are subject to assessment and approval by government.

### Duketon Operations

At the end of the period, Regis had completed rehabilitation of 9.5% of the total land disturbed at its Duketon operations.

For the Duketon operations, Regis prepares a Mine Closure Plan for submission to the WA Department of Mines Industry Regulation and Safety (DMIRS) at least every three years or when there are significant changes to the operation. Updated during 2020, these plans consider the closure, rehabilitation and agreed post-mining land uses of disturbed areas.

### McPhillamys Project

A rehabilitation and landscape management strategy was prepared for the McPhillamys Project as part of the EIS, which has since been updated to reflect the amended Project. The overarching objective of the rehabilitation strategy is to create a safe, stable, and non-polluting post mining landform that is consistent with agreed post mining land uses such as grazing on improved pasture in combination with some woodland areas. The post mining land use nominated for the site is consistent with both the use of the land within the mine development project area, and the surrounding area.

The rehabilitation strategy has also been prepared recognising that, if the Project is approved, a Mining Operations Plan, incorporating a Rehabilitation Plan, will need to be prepared and submitted to the NSW Department of Mining, Exploration and Geoscience for approval prior to commencement of mining.

**The overarching objective of our rehabilitation strategy is to create a safe, stable, and non-polluting post mining landform.**

Sharne Newsome,  
Environmental Advisor



## Efficient use of water

Regis recognises water as a precious resource that is critical to healthy and sustainable ecosystems, local communities and agricultural enterprises surrounding the Company's existing and proposed mining operations. A life of mine approach is considered for managing and optimising water use at all of our sites.

To ensure consistent and transparent analysis, auditing and reporting of water use across the Company's operations, Regis utilises the Water Stewardship Framework from the International Council on Mining and Metals (ICMM). This reporting framework provides high-level guidance on responsible water management and encourages a more sustainable and equitable approach to the management of water resources within operational areas.

An annual mining and processing water needs assessment is undertaken via a site-wide water balance, and applied over the life of the mine. A hierarchical approach is implemented whereby the highest quality water available is used as potable, medium quality water is used for processing, and the lowest quality water is used for dust suppression.

For the first time, Regis has completed the CDP Water Disclosure for the 2019/20 year and will continue to report annually through this assessment process. CDP is an independent, not-for-profit organisation that runs a global disclosure system for to encourage companies worldwide to manage and report on their environmental impacts.

### Duketon operations

At Duketon, water is sourced from mine pit dewatering, recycling from the Tailings Storage Facilities (TSFs) and groundwater bores. As much water as possible is recycled from the TSFs, however high levels of evaporation result in significant amounts of make-up water to be drawn from the borefield and capture of surface water occurring within the mining footprint.

Regis is committed to improving both water usage efficiency and environmental sustainability and has developed a hierarchy of water sources to ensure optimum use. Water for processing is obtained from mine dewatering and pumped to the plant via an interconnected pipe network. This reticulated system allows water to be abstracted and distributed around the Duketon mine sites, negating the need for any discharge offsite. Additional water needs are managed through use of bore fields as required.

Only water required for the accommodation facilities and use in the gold rooms is taken from low salinity bores in the borefield. Water for any other purpose is only taken from the borefield bores if no other sources, such as recycled water, surface water or mine pit dewatering, are available.

Water monitoring bores are sampled quarterly, analysed through a NATA-certified laboratory, and the results included in the Company's Annual Environment Report. Water volumes abstracted for mine dewatering or processing purposes, in addition to water recycled from the TSFs, are also monitored and reported to regulators.

The mine has minimal downstream effect on ecological communities through the temporary diversion or bypass of surface water flow associated with open pit or underground mining. Overall surface water flows to the receiving salt lakes are largely unaffected. The aquifers from which the Company obtains groundwater are deeper than those accessed by nearby pastoralists and the Mulga Queen community.

Duketon has four separate groundwater abstraction licenses totalling 19.9 gigalitres. In the 2020/21 year, Duketon abstracted 10.73GL and recycled 5.02GL (31.9%) for a total water usage of 15.75GL. Recycled water is from decant ponds on the TSFs. The rate of water abstracted per tonne of ore processed was 1.13 kl.

<b>DUKETON operations water usage (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Groundwater (through extraction) (GL)	10.15	9.91	10.46	10.62	<b>10.73</b>
Groundwater (through extraction) High Quality (GL)	7.74	7.38	7.71	8.18	<b>8.49</b>
Groundwater (through extraction) Low Quality (GL)	2.42	2.52	2.75	2.45	<b>2.24</b>
Water Abstracted per BCM material mined (GL/Mbcm)	0.34	0.40	0.32	0.35	<b>0.34</b>
Water Abstracted per ounce produced (GL/koz)	0.03	0.03	0.03	0.03	<b>0.03</b>
Water Abstracted per tonne ore processed (kilolitres/tonne)	1.04	0.99	1.11	1.13	<b>1.13</b>
Total raw water usage (GL)	16.26	15.18	15.77	15.45	<b>15.75</b>
Untreated water recycled/reused (GL)	6.10	5.27	5.31	4.82	<b>5.02</b>
% of total water demand that is recycled/reused	37.5%	34.7%	33.7%	31.2%	<b>31.9%</b>

In 2020/21, Regis aligned water reporting with the ICMM principles which has included a review of the water use data for the previous years to 2016/17. Accordingly, minor revisions have been made to water use data reported in earlier Sustainability Reports.



Jessie Parlee, Environmental Advisor

## McPhillamys Project

The mine development has been carefully designed in order to minimise impacts on local water resources, and accordingly the Project includes the development of a water supply pipeline from near Lithgow to the mine development. The Project will use excess water from mining and power generation operations in the Lithgow area as its primary raw water supply, enabling a beneficial re-use of otherwise excess water.

It is anticipated that the pipeline will remain in the ground at the end of the mine operating period. There may be an opportunity for the pipeline infrastructure to continue to provide future public benefit by enhancing water security and supply to the region, subject to obtaining the necessary approvals.

### Responsible groundwater management for the McPhillamys Project

Adequate groundwater and surface water licences are available to account for the Project's interception of water.

Based on the results of the revised groundwater model, the maximum volume required for licensing for the amended Project in the Lachlan Fold Belt Murray Darling Basin (MDB) Groundwater Source is 580 ML/year in Year 2. Regis has secured 400 unit shares in the Lachlan Fold Belt MDB Groundwater Source to license groundwater abstraction for the Project.

Up to an additional 70 ML will be required to meet construction water demand and up to 180 ML will be required in Year 2 to meet the peak groundwater inflow requirement. There are sufficient licence entitlements available in the Lachlan Fold Belt MDB Groundwater Source for this groundwater volume, and the groundwater volume required to meet construction water demand.

## Responding to a changing climate

Regis recognises climate change is one of the most significant challenges facing the world today. As such, we acknowledge the climate change science and support the Paris Agreement goals. As a responsible gold miner we recognise the need to identify, assess, action and report our responses to climate change challenges.

In 2020/21, Regis commenced work to align assessment, management and disclosure on climate change and energy with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

### Implementing our climate change response

	Climate Governance	Risk Management	Strategy	Metrics and Targets
Our Goals	Board and management making informed decisions fully cognisant of climate change.	Risk management is used to achieve strategic goals.	A resilient company with operations that remain economic, environmentally and socially acceptable.	Minimise our greenhouse gas emissions.
2021 Achievements	Improved our knowledge and understanding of the science. Strengthened existing governance processes.	Risk management framework used for identification and reporting of climate related risks.	Undertook physical and transition risk assessments.	Continue to track emissions.
2022 Direction	Continued oversight over climate change activities and maintaining current knowledge.	Ongoing use of risk management framework for climate related risks.	Ongoing review and mitigation of risks.	Look to incorporating renewables. Set and disclose performance against emission reduction targets.

### Climate governance

The Regis Risk, Safety, Environment and Community Sub-committee assists the Board and is responsible for overseeing climate-related risks and opportunities.

At a management level, the Chief Executive Officer is accountable for climate-related responsibilities with senior executives assigned actions relevant to their areas of responsibility. A briefing on climate change developments and the TCFD was provided to this group and they participated in the climate change risk assessment workshops.

### Risk management

Regis utilises risk management to effectively achieve its strategic goals in an efficient, safe and responsible manner. The Board has responsibility for setting the risk appetite for the Company to best achieve its strategic goals. The Company delivers this through a risk management framework that provides risk reporting and controls to ensure effective identification and management.

This risk management framework, together with the TCFD scenario analysis, is used to identify and articulate our climate related risks and opportunities. Risks are regularly reported to the Risk, Safety, Environment and Community Committee.

### Strategy

In order to identify and disclose the potential impacts of climate-related risks and opportunities on the business, Regis undertook scenario analysis to consider how the physical and transitional risks and opportunities of climate change might plausibly impact the business over time.

These assessments identified several risks rated significant which were reported to the Risk, Safety, Environment and Community Committee as per the risk appetite statement set by the Regis risk management framework.



## Climate Change Risk Assessment

### Physical Climate Change Assessment

Two scenarios were selected for the physical climate change assessments. The Representative Concentration Pathways (RCP) used by the Intergovernmental Panel on Climate Change (IPCC) have been utilised.

- RCP4.5 corresponding to a global temperature increase relative to pre-industrial levels of 2–3°C. The RCP4.5 scenario reflects a medium-to-low greenhouse gas emissions pathway and assumes large scale mitigation action in the short term.
- RCP8.5 was selected as it can be regarded as a worst-case scenario with the highest expected climate changes. RCP8.5 represents a high greenhouse gas emissions pathway and assumes “business as usual” (low mitigation) with respect to future emissions. RCP8.5 corresponds to a global temperature increase, relative to pre-industrial levels, of greater than 4°C.

Climate predictions for each RCP scenario at years 2030 and 2050 were considered. Overall, both sites are expected to have higher temperatures, higher rainfall, increased fire risk, water stress and drought risks. This is expected to impact the sites through an increased risk of an uncontrolled loss of containment event (i.e. breach of tailings or storm water infrastructure) and increased risk that weather events impact production through containment loss or inability to access site.

The sites will continue to use the established projections to inform the selection and decision-making process around project design to ensure compliant and resilient operations.

### Transition Climate Change Assessment

Three scenarios were selected for the transition risk assessment, where socioeconomic development aligns with the expected emissions pathway, with two of these aligning with the physical risk assessment scenarios.

- the **sustainable** scenario to demonstrate the impacts for a best-case sustainable development, where GHG emissions are reduced rapidly and the world is on a sustainable path, limiting the increase to 2°C
- the **middle of the road** scenario where the challenges to change are intermediate temperature increase will be limited to less than 3°C by the end of the century
- the **worst-case** scenario where GHG emissions will remain high, leading to a temperature increase to 4°C by 2100.

Significant transition risks identified through this process include increased climate change reporting requirements, impacts of a carbon tax, potential removal of the diesel fuel rebates and the ability to attract investment. In contrast, a potential gain exists as a result of the unclear impacts this global uncertainty may have on the price of gold.



(L-R) Oliver Combs, Abbas Golshan, Kyle Creevey and Aiden Rubie.

## Energy and emissions

Regis continued to report on energy usage and emissions through the Australia Government National Pollutant Inventory (NPI) and through the Australian Clean Energy Regulator's National Greenhouse and Energy Reporting scheme (NGER). Scope 1 and Scope 2 greenhouse gas emissions were calculated according to the methodology defined by NGER.

### Energy use

During the year, the Company consumed 3,496 terajoules of energy, primarily from the combustion of diesel fuel associated with mining operations in Western Australia. Based on the year's total ore processed of 9.52 million tonnes, this represents an energy intensity measure of 0.367 gigajoules per tonne of ore processed.

<b>Energy consumption (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Direct consumption</b>					
Diesel fuel (terajoules)	2,771.2	2,971.1	3,318.0	3,316.0	3,468.3
LPG (terajoules)	24.7	16.9	21.7	24.0	27.8
<b>Indirect consumption</b>					
Electricity sourced from grid (terajoules) (Corporate and Blayney offices)	N/A	N/A	N/A	0.24	0.29
<b>Total (terajoules)</b>	<b>2,795.9</b>	<b>2,988.0</b>	<b>3,339.7</b>	<b>3,340.3</b>	<b>3,496.4</b>
<b>Energy use intensity (GJ/tonne ore processed)</b>	<b>0.286</b>	<b>0.286</b>	<b>0.354</b>	<b>0.356</b>	<b>0.367</b>

### Greenhouse gas emissions

Regis generated 242.9 kilotonnes of carbon dioxide equivalent greenhouse gas emissions resulting from direct and indirect sources. This represents an emissions intensity of 0.026 kilograms of carbon dioxide emissions per tonne of ore processed in the 2020/21 year.

<b>Greenhouse gas emissions (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Direct (Scope 1)</b>					
Greenhouse Gas Emissions (tCO <sub>2</sub> e)	196,344	209,963	230,840	231,690	242,914
<b>Indirect (Scope 2)</b>					
Greenhouse Gas Emissions (tCO <sub>2</sub> e)	-	-	-	51	58
<b>Total (tCO<sub>2</sub>e)</b>	<b>196,344</b>	<b>209,963</b>	<b>230,840</b>	<b>231,741</b>	<b>242,972</b>
<b>CO<sub>2</sub>e emissions intensity (kg CO<sub>2</sub>e/ounce gold produced)</b>	<b>605.3</b>	<b>581.0</b>	<b>635.2</b>	<b>658.3</b>	<b>683.4</b>
<b>CO<sub>2</sub>e emissions intensity (kg CO<sub>2</sub>e/tonne ore processed)</b>	<b>0.020</b>	<b>0.021</b>	<b>0.024</b>	<b>0.025</b>	<b>0.026</b>

The increased energy use and greenhouse gas emissions intensities reflect –

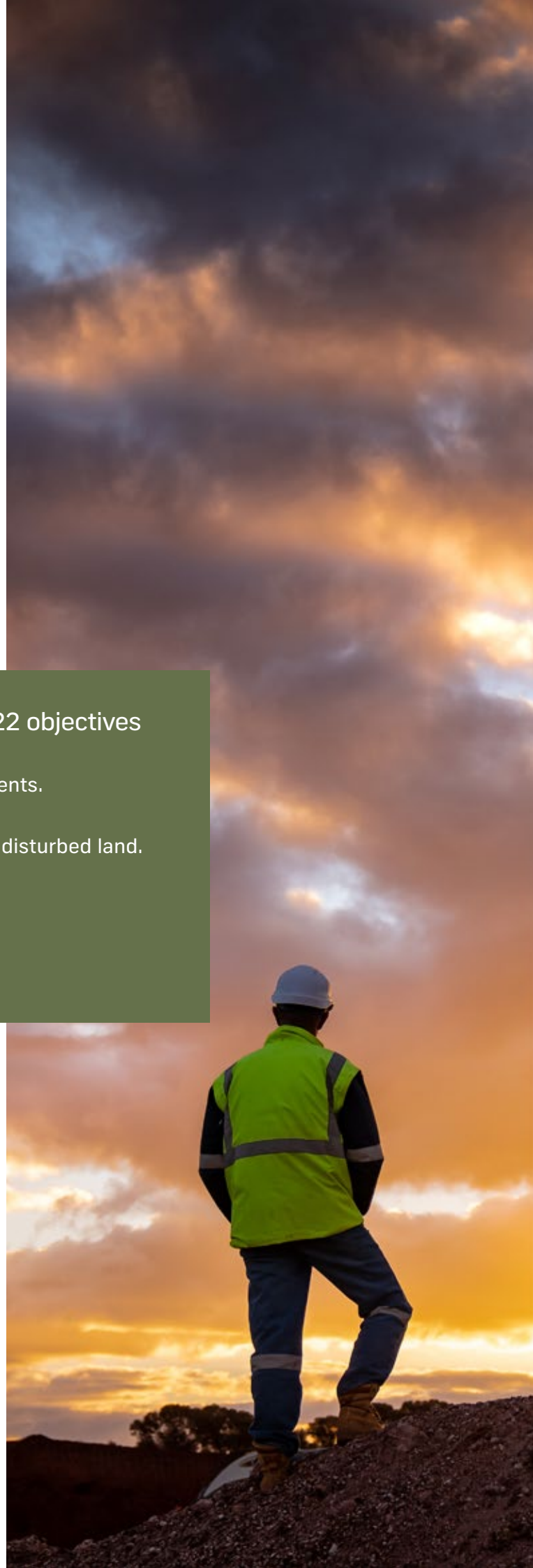
- Increased depth of the mining pits with a higher strip ratio resulting in greater fuel consumption.
- The progression to underground operations at Duketon.
- Increasing mining of satellite pits with longer haul routes.

In 2020/21, Regis engaged independent environmental accounting firm, Greenbase, to complete the NGER and NPI reports.

It is Regis' intention to progress its emissions reporting to include a third party review in future years where required.

### Environmental stewardship - 2022 objectives

- 🎯 Zero material environmental incidents.
- 🎯 Increased rate of rehabilitation of disturbed land.
- 🎯 Increased water use efficiency.
- 🎯 Set emissions reduction target.





## 11. Governance

Operating **Responsibly**



## Corporate conduct

### Legal compliance

The Company operates within the legal framework of the Corporations Act and in alignment with the Australian Securities Exchange (ASX) Corporate Governance Principles and Recommendations. The Company's Board has overall responsibility for the governance, cultural stewardship, setting of the risk appetite and the strategic direction of the Company and for delivering accountable corporate performance in accordance with the organisation's goals and objectives.

The Company's governance framework is articulated in a Corporate Governance Statement and a Board Charter to define the role, responsibilities and structure of the Board to allow the Directors to effectively discharge their duties to protect the interests of and maximise value for our shareholders.

The Executive Leadership Team has responsibility for ensuring that the Company's activities and performance are aligned with the strategic objectives, policies and procedures and the values of the organisation and good sustainability practices. Remuneration of key management personnel is linked to safety and environmental performance in addition to financial related business metrics.

**Regis is committed to fostering a culture of conducting business with a high standard of integrity, honesty and ethics.**

## Company policies and procedures

Regis' current policies and charters are available on the Company's website at [www.regisresources.com](http://www.regisresources.com). These policies and their supporting procedures are the framework by which the Company's management and staff conduct the operations of the business and include:

- Board Charter\*
- Audit Committee Charter\*
- Remuneration, Nomination and Diversity Committee Charter\*
- Risk, Safety, Environment and Community Committee Charter\*
- Code of Business Conduct\*
- Communications with Shareholders\*
- Community Relations Policy\*
- Continuous Disclosure\*
- Directors Code of Conduct\*
- Anti-Bribery and Corruption Policy\*
- Anti-Money Laundering and Anti-Terrorist Financing Policy\*
- Diversity Policy\*
- Performance Evaluation Policy\*
- Risk Management Policy\*
- Securities Trading Policy\*
- Whistleblower Policy\*
- Bullying, Discrimination and Harassment Policy
- Equal Employment Opportunity Policy
- Environmental Policy
- Health and Safety Policy
- Mental Health and Wellbeing Policy
- Noise Policy
- Non-Smoking Policy
- Workplace Rehabilitation Policy

\*reviewed by the Board in 2021

## Anti-bribery and corruption

Regis is committed to fostering a culture of conducting business with a high standard of integrity, honesty and ethics.

Consistent with the ASX's revised fourth edition Corporate Governance Principles and Recommendations, anti-bribery and corruption are covered in the Company's Anti-Bribery and Corruption Policy which sets out the expectations of the conduct of directors, employees, contractors and agents of the Company in regard to the prohibition of bribes, facilitation payments and political donations, as well as the policy for the acceptance and giving of gifts. The Company's Anti-Money Laundering and Anti-Terrorist Financing Policy implements measures to prevent the Company from being used to launder money or finance criminal activities.

The Company's policies are further reinforced by contractual terms requiring compliance with anti-bribery, anti-money laundering and modern slavery laws in the company's standard terms and conditions and all new supply contracts.

Underpinning and supporting the Company's commitment to conducting its business in an ethical, honest and lawful manner is the Whistle-blower Policy, which empowers all employees and stakeholders to confidentially and anonymously report known or suspected misconduct within the Company.

## Board diversity

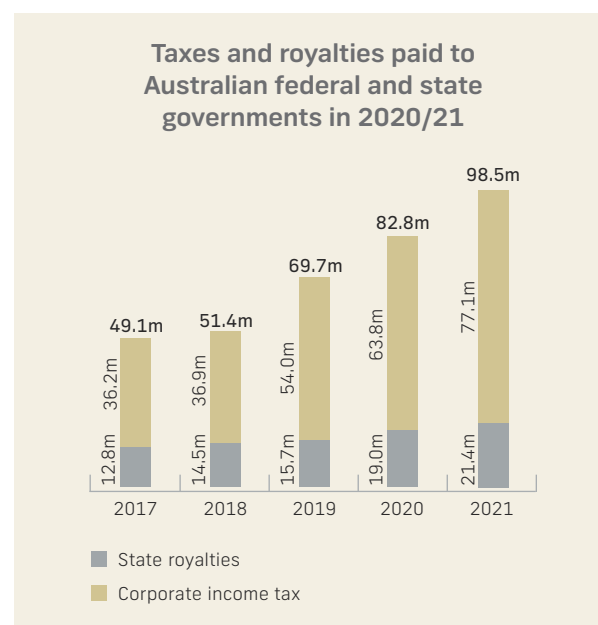
Two of the six Board member's positions are held by very experienced female directors with considerable industry and leadership experience which brings Regis' gender diversity metric to 33% and aligns with the ASX's 4th edition Corporate Governance Principles and Recommendations for listed entities in the S&P/ASX 300 Index.

Regis Board members also have significant diversity, skills and experience including accounting, finance, exploration, construction, engineering and operations, combined with domestic and international exposure.

The Regis Board has an excellent depth and breadth of skills and experience for the industry in which the Company operates.

## Taxes and royalties

In addition to the \$98.6m in taxes and royalties paid to the Australian government in 2020/21, Regis paid \$2m in other royalties within Australia.



The Regis Board has an excellent depth and breadth of skills and experience for the industry in which the Company operates.



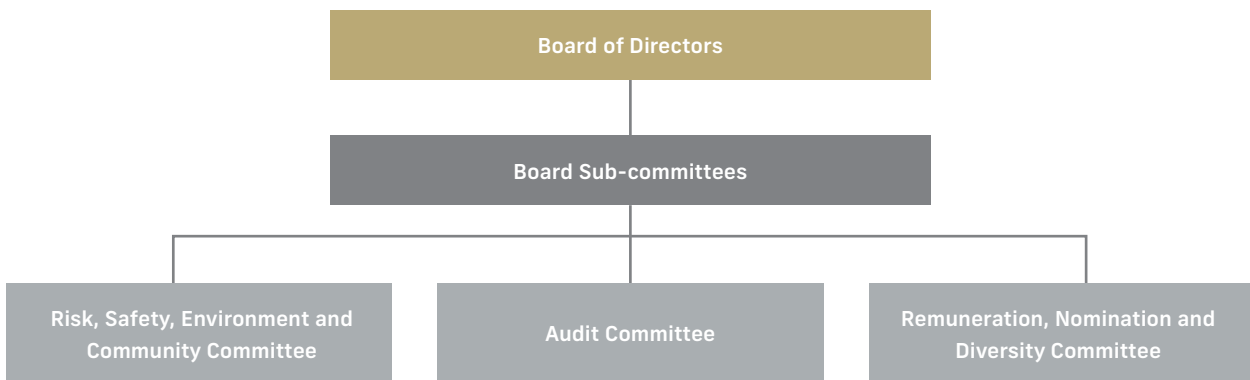
## Risk management

The Regis Board operates with a committee structure to assist in monitoring performance, risk management, business improvement and compliance. Through its committees the Board develops systems, processes and procedures to enable it to comply with its legal, regulatory and industry obligations and ensure that the Company's assets and operations are managed with appropriate risk management systems.

The Board has three committees:

- A Risk, Safety, Environment and Community Committee,
- Audit Committee, and
- Remuneration, Nomination and Diversity Committee.

Each committee operates under a Charter setting out the role and responsibilities and scope of oversight.



### Identifying, assessing and managing risk

The risk appetite is set by the Board and is managed through the risk framework, primarily overseen by the Risk, Safety, Environment and Community (RSEC) Committee. This Committee assists the Board in:

- identifying, understanding and monitoring the Company's business and operations;
- assessing whether risk, safety, environment and community related matters arising from and related to the Company's operations have been appropriately identified and controlled with effective action plans; and
- ensuring action plans are implemented so that the Company is compliant and being operated to industry acceptable standards or better, in line with the Company's risk management framework, and operating within the risk appetite set by the Board.

The members of the RSEC Committee include the chair of the Audit Committee and members of the Remuneration Nomination and Diversity Committee.

The Audit Committee oversees financial risks and continues to have oversight of:

- legal and regulatory compliance with regard to the preparation of the Company's accounts;
- internal controls and the policies and procedures the Company uses to identify and manage financial risk; and
- an effective external audit function to ensure compliance.

The Remuneration, Nomination and Diversity Committee has oversight of:

- remuneration policies to ensure there is transparency and clarity of objectives and performance of the Board, directors and executives;
- ensuring the Board has the appropriate mix of skills to ensure effective decision making; and
- the review and recommendation of policies that will promote Board and workplace diversity and inclusion.

Reporting to the Chief Operating Officer, the Corporate Health and Safety Manager has the responsibility for enterprise risk, project risk and site risk management systems and processes operating under the Risk Management Procedure. Throughout 2020/21 there has been a continued focus on improving risk management with a consolidation of risk registers and a review of risk management processes, work that commenced in the last half of 2019/20. This will continue to be a focus in 2021/22 through improved verification of controls that have been identified to control risks within the business.



## Supply chain

### Protecting human rights

Respecting human rights is central to Regis' sustainability approach as demonstrated by the Company's progress towards, and ongoing commitment to, identifying and addressing modern slavery risk within our operations and supply chain. The Company's Code of Business Conduct addresses modern slavery and ethical sourcing risks and applies to the Company's officers, employees and suppliers.

This year the Company published its first **Modern Slavery Statement** in accordance with the Australian Government's modern slavery regime. The Statement details the Company's modern slavery response with the focus being on the embedding of a clear modern slavery policy framework and continual improvement of our supply chain management to integrate modern slavery risk management processes.

### Procurement practices

Regis continues to focus on ensuring that ESG related risks are incorporated into supply chain management. During the period, Regis undertook a high-level modern slavery risk assessment of first tier suppliers to identify high risk suppliers. The Company is evaluating the outcomes of the assessment with a view to both engaging with suppliers identified as high risk to better understand their modern slavery exposure and the extension of the assessment to second tier suppliers.

Regis is continuing to update its suite of standard contracts as well as ensuring that all new contracts entered into with suppliers and contractors incorporate obligations to comply with Regis' corporate ESG expectations and policies including updated modern slavery, anti-bribery and anti-corruption and anti-money laundering and anti-terrorist policies.

### Market access for artisanal and small scale miners

In Western Australia, the Duketon Operations are located on pastoral leases. Regis has access arrangements in place that protect the activities of the pastoralists and enable continuation of station grazing activities outside the mining areas. Prospectors are able to access the station by arrangement with the pastoral lease holder provided that they hold a Miner's Right prospecting licence issued by the Department of Mines, Industry Regulation and Safety (DMIRS).

Simon Nowak,  
Exploration Field Assistant



## Governance - 2022 objectives



Maintain Board diversity.



Expanded supply chain assessment of human rights and modern slavery performance.

A man wearing a white hard hat, a high-visibility yellow and black safety jacket, blue jeans, and brown work boots is standing on a reddish-brown dirt hillside. He is looking down at a small plant he is holding in his hands. The hillside is covered with sparse vegetation, including a large, dense green bush on the left and some dry, brown shrubs. The sky is overcast and grey.

## 12. Performance Summary

Niv Reddy,  
Duketon Environmental  
Superintendent

## Performance Data

All annual data in the tables below relates to a 12-month period from 1 July to 30 June.

### Safety

Safety performance	2017	2018	2019	2020	2021
Lost Time Injury Frequency Rate (LTIFR)	3.66	3.06	4.73	3.56	1.33
Total Recordable Injuries Frequency Rate (TRIFR)	19.89	30.59	24.49	25.63	5.63

### People

Employees	2017	2018	2019	2020	2021
Total employees	307	338	368	367	352
% females	22%	21%	21%	21%	23%
% females in managerial/executive positions	11%	11%	20%	19%	27%
% female Board members	25%	20%	17%	33%	33%
Apprentices and trainees	1	0	0	4	1

### Community Relations

Community relations	2020	2021
Community investment	\$310,400*	\$108,400
Community complaints	2	0

\* Includes contributions to COVID-19 support programs in regional and remote Western Australia

### Economic benefits

Australian expenditure (\$m)	2017	2018	2019	2020	2021	5-year total
Payments to suppliers	340.4	355.0	432.1	500.2	537.7	2,165.4
Salaries and wages*	44.9	51.0	52.8	57.0	61.2	266.8
Royalties to government	12.8	14.5	15.7	19	21.4	83.4
Royalties to third parties	0.6	2.5	3.5	4.6	2.0	13.2
Corporate income tax paid	36.2	36.9	54.0	63.8	77.1	268.0
<b>Total</b>	<b>434.9</b>	<b>459.9</b>	<b>558.1</b>	<b>644.6</b>	<b>699.4</b>	<b>2,796.9</b>

\* Salaries and wages and defined benefits

### Local content

Supplier location	2020	2021
Western Australia	74.9%	78.48%
Australia – other states or territories	25.0%	21.46%
Overseas	0.1%	0.06%

## Environment

<b>Material environmental incidents (catastrophic, major or moderate)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Duketon	0	0	0	0	0
McPhillamys	0	0	0	0	0

## Land disturbance and rehabilitation – Duketon operations

<b>DUKETON Land disturbance</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Gross land disturbed at the beginning of the reporting period (ha)	3,012	3,500	4,030	4,651	4,951
Current land disturbed at the beginning of the reporting period (ha)	2,819	3,219	3,652	4,221	4,482
Newly disturbed land (ha)	488	530	621	300	165
Gross land disturbed at the end of the reporting period (ha)	3,500	4,030	4,651	4,951	5,116
Newly rehabilitated land to agreed end use (ha)	88	97	52	39	19
Total land rehabilitated to date (ha)	281	378	430	469	488
Total current land disturbed (ha)	3,219	3,652	4,221	4,482	4,628
Total land disturbance that has been rehabilitated to date	8.0%	9.4%	9.3%	9.5%	9.5%

## Waste rock management – Duketon operations

<b>DUKETON Waste Rock Management (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Waste Rock (million tonnes – Mt)	57.1	35.9	38.9	55.1	54.3
Tailings (dry Mt milled)	9.8	10.0	9.4	9.4	9.5

## Tailing Storage Facilities

<b>Site</b>	<b>TSF</b>	<b>Status</b>	<b>Type</b>
<b>Moolart Well</b>	MLWTSF1	Decommissioned	Downstream construction stages 1-3, upstream lift stage 4
	MLWTSF2	Active	In-pit disposal design (Stirling Pit)
<b>Garden Well</b>	GWTSF1	Inactive	Downstream construction stages 1&2, upstream lift stage 3
	GWTSF2	Inactive (decommissioned July 2020)	Downstream construction
	GWTSF3	Active (commissioned July 2020)	Downstream construction
<b>Baneygo</b>	BANTSF1	Inactive (decommissioned 1993 by previous owner)	
<b>Tropicana</b>	TropicanaTSF	Active	Downstream construction

## Water

<b>DUKETON operations water usage (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Groundwater (through extraction) (GL)	10.15	9.91	10.46	10.62	10.73
Groundwater (through extraction) High Quality (GL)	7.74	7.38	7.71	8.18	8.49
Groundwater (through extraction) Low Quality (GL)	2.42	2.52	2.75	2.45	2.24
Water Abstracted per BCM material mined (GL/Mbcm)	0.34	0.40	0.32	0.35	0.34
Water Abstracted per ounce produced (GL/koz)	0.03	0.03	0.03	0.03	0.03
Water Abstracted (kl) (kilolitres per tonne ore processed)	1.04	0.99	1.11	1.13	1.13
Total raw water usage (GL)	16.26	15.18	15.77	15.45	15.75
Untreated water recycled/reused (GL)	6.10	5.27	5.31	4.82	5.02
% of total water demand that is recycled/reused	37.5%	34.7%	33.7%	31.2%	31.9%

## Energy use

<b>Energy consumption (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Direct consumption</b>					
Diesel fuel (terajoules)	2,771.2	2,971.1	3,318.0	3,316.0	3,468.3
LPG (terajoules)	24.7	16.9	21.7	24.0	27.8
<b>Indirect consumption</b>					
Electricity sourced from grid (terajoules) (Corporate and Blayney offices)	N/A	N/A	N/A	0.24	0.29
<b>Total (terajoules)</b>	<b>2,795.9</b>	<b>2,988.0</b>	<b>3,339.7</b>	<b>3,340.3</b>	<b>3,496.4</b>
<b>Energy use intensity (GJ/tonne ore processed)</b>	<b>0.286</b>	<b>0.286</b>	<b>0.354</b>	<b>0.356</b>	<b>0.367</b>

## Emissions

<b>Greenhouse gas emissions (FY to 30 June)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Direct (Scope 1) Greenhouse Gas Emissions (tCO <sub>2</sub> e)	196,344	209,963	230,840	231,690	242,914
Indirect (Scope 2) Greenhouse Gas Emissions (tCO <sub>2</sub> e)	-	-	-	51	58
<b>Total (tCO<sub>2</sub>e)</b>	<b>196,344</b>	<b>209,963</b>	<b>230,840</b>	<b>231,741</b>	<b>242,972</b>
<b>CO<sub>2</sub>e emissions intensity (kg CO<sub>2</sub>e/ounce gold produced)</b>	<b>605.3</b>	<b>581.0</b>	<b>635.2</b>	<b>658.3</b>	<b>683.4</b>
<b>CO<sub>2</sub>e emissions intensity (kg CO<sub>2</sub>e/tonne ore processed)</b>	<b>0.020</b>	<b>0.021</b>	<b>0.024</b>	<b>0.025</b>	<b>0.026</b>

## Governance

<b>Royalties and taxes paid to federal and state governments in Australia (\$m)</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Royalties to government	12.8	14.5	15.7	19.0	21.4
Corporate income tax paid	36.2	36.9	4.0	63.8	77.1
<b>Total</b>	<b>49.1</b>	<b>51.4</b>	<b>69.7</b>	<b>82.8</b>	<b>98.5</b>

## Q&A General Information 2020/21

### Creating a safe, inclusive and diverse workplace

#### What was the Regis Lost Time Injury Frequency Rate?

- Regis' 2020/21 LTIFR was 1.3, which is below the gold mining industry average in Western Australia as published by the AWA Department of Mines, Industry Regulation and Safety. (p.19)

#### What was the Regis Total Recordable Injuries Frequency Rate?

- Regis' 2020/21 TRIFR was 5.6. (p.19)

#### How many people are directly employed by Regis?

- At 30 June 2020/21, Regis employed 352 people. (p.27)

#### What percentage of Regis' workforce live in the state in which they work?

- Regis' policy is to give preference to a local point of hire for all employees. For the Company's Perth-based corporate office and Duketon operations, 85% of employees live in Western Australia. In NSW, all nine of the McPhillamys project team members live in the local region. (p.29)

#### What percentage of Regis' workforce is female?

- 23% of roles within Regis are held by women, which is above the Australian mining industry average. Of the executive and managerial positions within the Company, 27% are held by women. (p.27)

#### What percentage of the Regis Board Members are women?

- 33% of the Regis Board members are women. (p.30, 60)

#### How many COVID-19 cases were detected amongst the Regis workforce?

- Zero COVID-19 cases were detected amongst the workforce during 2020/21. (p.24)

### Supporting the economy

#### What was Regis' total economic contribution to the Australian economy for the year?

- Regis contribute \$699m to the Australian economy in 2020/21. (p.39)

#### How much did Regis spend with Australian suppliers?

- Regis procured \$538m in goods and services from Australian suppliers in 2020/21. (p.39)

#### How much did Regis pay in taxes to Australian federal and state government agencies?

- \$77.1m was paid by Regis in taxes to federal and state government agencies in 2020/21. (p.39)

#### How much did Regis pay in royalties to Australian state government agencies?

- \$21.4m was paid in royalties to the Western Australian government in 2020/21. (p.60)

#### What political donations did Regis make during the year?

- Regis does not make any political donations as per its corporate policy. (p.60)

#### What percentage of Regis' procurement is from Western Australia?

- 78.5% of Regis' procured good and services were from WA in 2020/21. A further 21.4% of suppliers were based in other Australian states and territories. (p.39)

#### What support did Regis provide for local education programs during the year?

- Regis supported programs and infrastructure at local schools including the Blayney High School awards, Blayney Outdoor Learning Space, Blayney High School hothouse, support for disadvantaged students in NSW, Rotary Science and Engineering Challenge in Perth and the Laverton Primary School (WA) Book Fair. (p.38)
- University students are engaged by Regis through the Company's vacation employment program which provides undergraduates with exposure to the workplace and work experience in their fields of study. (p.29)

#### How did Regis contribute to the health of local communities during the year? (p.38)

- Regis provided donations to charities that support disadvantaged and vulnerable members of the community, including those working on initiatives to minimise the impact of COVID-19.
- Donations were made to the Harry Perkins Research Institute, Cancer200, CanAssist, Heart Research Australia, St Vincent de Paul, Meals on Wheels and the Multiple Sclerosis Society.
- The Emergency Response Team at Duketon remains ready to assist the regional community in the event of a serious incident through its involvement in the Northern Goldfields Mutual Aid Group.
- The Royal Flying Doctor Service is able to utilise the Duketon Airstrip in the event of urgent medical assistance needed anywhere in proximity to the operation.

#### How many formal community complaints were received during the year?

- Zero formal community complaints were received by Regis. (p.33)

## Operating responsibly

How many material environmental incidents occurred during the year?

- There were no material environmental incidents in 2020/21. (p.44)

What percentage of Regis' disturbed land has been rehabilitated?

- 9.5% of disturbed land has been rehabilitated. Accelerated land rehabilitation is a focus area for 2021/22. (p.48)

What percentage of total water demand was re-used or recycled?

- 31.9% of water was recycled representing an increase from the previous year due to improved site water management. (p.52)

What volume of water was abstracted per tonne of ore processed?

- 1.13 kl of water was abstracted per tonne of ore processed. The increased intensity of water use from the previous year reflects the increased pit depth and dewatering requirements. (p. 52)

What type of tailing dams are in use at the Duketon operations?

- Downstream tailing dams and in-pit storage are the current practices in place at Duketon. (p.50)

What volume of energy was consumed per tonne of ore processed?

- 0.367 GJ of energy per tonne of ore processed were consumed. The higher intensity of energy use in 2020/21 was due to increased pit depth, the move to underground operations and increasing mining of satellite deposits resulting in longer haul routes. (p.56)

What volume of greenhouse gases were emitted per tonne of ore processed?

- 0.026kg CO<sub>2</sub>-e were emitted per tonne of ore processed during 2020/21. The higher intensity of emissions in 2020/21 was due to increased pit depth, the move to underground operations and increasing mining of satellite deposits resulting in longer haul routes and increased fuel consumption. (p.56)

How often does the Risk, Safety, Environment and Community Committee of the Board meet?

- Regis RESC Committee meets quarterly. (p.62)

When did Regis complete its inaugural Modern Slavery Statement?

- Regis completed its first Modern Slavery assessment and Statement in March 2021. (p.63)

When did Regis complete its climate change risk assessment and disclosure?

- Regis completed its climate change risk assessment and disclosure in March 2021. (p.54)





## 2022 objectives


### Safety

-  Continuing focus on a safe workplace for everyone, every day.
-  Remain below the LTIFR for the gold sector in the Western Australian minerals industry.
-  Reduction in the All Injury Frequency Rate (AIFR).





### People

-  Remain above the mining industry average for gender diversity with an upward trend in our performance.
-  Continue to preference local point of hire for employees in WA and NSW.



### Social

-  Implement cultural heritage training.
-  Social performance plans in place for Duketon and McPhillamys.
-  Increase direct community investment and support.

### Environmental stewardship

-  Zero material environmental incidents.
-  Increased rate of rehabilitation of disturbed land.
-  Increased water use efficiency.
-  Set emissions reduction target.

### Governance

-  Maintain Board diversity.
-  Expanded supply chain assessment of human rights and modern slavery performance.



# Glossary

ACHA	Aboriginal Cultural Heritage Assessments
ASX	Australian Securities Exchange
AUS	Australia
CO <sub>2</sub> e	Carbon dioxide emissions
DBCA	WA Department of Biodiversity, Conservation and Attractions
DMIRS	WA Department of Mines, Industry Regulation and Safety
DPIE	NSW Department of Planning, Industry and Environment
DWER	WA Department of Water and Environmental Regulation
EIS	Environmental Impact Statement
ERT	Emergency Response Team
ESG	Environment, Social and Governance
ESMP	Environmental and Social Management Plan
FIFO	Fly-In-Fly-Out
GHG	Greenhouse gas
GJ	Gigajoules
GL	Gigalitres
Ha	Hectares
ICMM	International Council on Mining and Metals
IPCC	Intergovernmental Panel on Climate Change
kg	Kilograms
kl	Kilolitres
LTIFR	Lost Time Injury Frequency Rate
MDB	Murray Darling Basin
Mt	Million tonnes
NGER	Australian Clean Energy Regulator's National Greenhouse and Energy Reporting
NPI	Australia Government National Pollutant Inventory
NSW	New South Wales
OLALC	Orange Local Aboriginal Land Council
RAP	Registered Aboriginal Party
RCP	Representative Concentration Pathways
RSEC	Risk, Safety, Environment and Community
SDG	Sustainable Development Goal
SMS	Safety Management System
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total Recordable Injuries Frequency Rate
TSF	Tailings Storage Facility
WA	Western Australia



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