

**WEST AFRICAN
RESOURCES LIMITED**

GRI CONTENT INDEX

2023



Statement of use: West African Resources Limited has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.

GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
The organisation and its reporting practices		
2-1	Legal name	West African Resources Limited (referred to hereafter as WAF or the Company)
	Nature of ownership and legal form	WAF is a publicly listed company on the Australian Stock Exchange (ASX: WAF).
	Location of headquarters	Perth, Australia
	Countries of operation	Australia and Burkina Faso

2-2	Entities included in sustainability reporting	<p>WAF's sustainability reporting includes all entities listed below, but focuses particularly on those entities that are actively pursuing development of projects in Burkina Faso and the activities of the head office / corporate activities.</p> <p>For all projects, WAF applies consistent management measures to achieve conformance with laws, regulations and international industry standards and good practices. Because our projects are in different stages of development, data may not be available for all disclosures for all entities. To be abundantly clear and avoid any uncertainty, each of the disclosures presented in the ESG Databook is annotated with which entities are included in the data presented.</p>
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WAF ENTITIES	COMMONLY REFERRED TO AS:
Parent company	
West African Resources Limited	WAF Corporate
Direct subsidiaries	
WAF Finance Pty Ltd	
Wura Resources Pty Ltd SARL	MV3 Project
West African Resources Development SARL	
Channel Resources Ltd	
Volta II Ltd	
Indirect subsidiaries	
Channel Resources (Cayman I) Ltd	
Channel Resources (Cayman II) Ltd	
Tanlouka SARL	
Société des Mines de Sanbrado SA	Sanbrado Project or SOMISA
Volta Resources (Cayman) Inc.	
Volta Properties SARL	
Kiaka Gold SARL	Toega Project
Kiaka SA	Kiaka Project

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
The organisation and its reporting practices		
2-3	Reporting period	1 January to 31 December 2023 (aligned with the financial reporting period of the WAF 2023 Annual Report)
	Frequency of reporting	Annual
	Publication date	28 March 2024
	Contact point for questions about the report	info@westafricanresources.com
2-4	Restatements of information from previous reporting periods	Disclosure 305-1: Direct (Scope 1) GHG emissions. Emissions have been recalculated due to an error being identified in the calculations for the 2021 and 2022 reporting periods.
		Disclosure 305-3: Other indirect (Scope 3) GHG emissions. Scope 3 emissions were reported for the first time in the 2022 Sustainability Report, calculated by the GHG Protocol's Quantis Scope 3 Evaluator. However, there were concerns about the accuracy of this calculation, which have been validated by the independent Scope 3 assessment completed for the 2023 reporting period. As a result, we intend to track Scope 3 emissions using 2023 as the first year, given that we now have an accurate methodology which can be applied consistently in future years.
2-5	Policy for seeking external assurance	It is WAF's policy to undertake regular external assurance for the Annual Report and periodic external reviews of management systems. The Sustainability Report will be incorporated into this process in future years.
	External assurance of sustainability reporting	WAF's 2023 Sustainability Report has not been subject to external assurance or auditing.
Activities and workers		
2-6	Activities, value chain and other business relationships	Refer to: Sustainability Report (About West African Resources, page 8)
2-7	Employees	Refer to: Sustainability Report (Our People, page 20)
		Refer to: ESG Databook (Employment)
2-8	Workers who are not employees	Refer to: Sustainability Report (Our People, page 20)
		Refer to: ESG Databook (Employment)

¹ GRI 1: Foundation 2021.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Governance		
2-9	Governance structure and composition	Refer to: Sustainability Report (Governance, page 12) Refer to: ESG Databook (About WAF)
2-10	Nomination and selection of the highest governance body	Nomination of the Board of Directors is done following the ASX Principles on Good Governance. Nomination and selection of Board members is described in the Board Charter available at www.westafricanresources.com. The Board is to comprise a majority of non-executive directors and will be of such size and competence necessary to deal with the current and emerging issues of the business of the Company. The Board appoints the Chairman, CEO and independent directors. The Board Charter sets out criteria for mandatory disclosures by independent directors, including clauses related to disclosure to the market and in instances of potential conflicts of interests. Nominations are announced in the Company's releases and at the shareholders annual meeting.
2-11	Chair of the highest governance body	Richard Hyde is both Chair of the Board and Chief Executive Officer. Given Mr Hyde's longevity with the Company (founder, director and shareholder) and technical and corporate experience, the Board considers this to be in WAF's best interests and therefore to the benefit of WAF's shareholders and stakeholders. This situation is subject to ongoing review by the Board and is contingent upon independent Directors forming the majority of the Board. Should the above situation change, the Chairman and the CEO would have defined roles in the organisation (as set out in the Board Charter).
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to: Sustainability Report (Governance, page 12)
2-13	Delegation of responsibility for managing impacts	Refer to: Sustainability Report (Governance, page 12)
2-14	Role of the highest governance body in sustainability reporting	Refer to: Sustainability Report (About this Report, page 2)
2-15	Conflicts of interest	Refer to: Board Charter
2-16	Communication of critical concerns	No critical concerns were communicated to the Board in 2023. Refer to: Sustainability Report (Governance, page 12)
2-17	Collective knowledge of the highest governance body	Refer to: Corporate Governance Statement

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Governance		
2-18	Evaluation of the performance of the highest governance body	<p>Board performance is reviewed at least once each financial year and includes a performance evaluation of:</p> <ul style="list-style-type: none"> + The Board + Individual director's contribution to the Board + Establishing goals and objectives of the Board for the upcoming year <p>The results are internal to the Board, but disclosure is made in the Corporate Governance Statement and on the Company's website: www.westafricanresources.com</p>
2-19	Remuneration policies	Refer to: 2023 Annual Report
2-20	Process to determine remuneration	Refer to: 2023 Annual Report
2-21	Annual total compensation ratio	Refer to: ESG Databook (Employment)
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Refer to: Sustainability Report (Message from the Chairman, page 4)
2-23	Policy commitments	<p>WAF aims to conduct its business in compliance with the regulatory requirements of the countries we operate in, namely Burkina Faso and Australia. In addition, activities are aligned with good international industry practices with a focus on sustainable development, protection of human rights, minimisation of environmental and socio economic risks, and obtaining a social license to operate from local communities and Burkina Faso as a whole. This includes ongoing engagement with stakeholders using a participatory approach.</p> <p>International standards which guide our activities include:</p> <ul style="list-style-type: none"> + Equator Principles + International Finance Corporation's (IFC) Sustainability Framework + World Bank Group's Environmental, Health and Safety Guidelines for Mining + United Nations' Sustainable Development Goals (SDG) + International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work + The Voluntary Principles on Security and Human Rights + United Nations' Guiding Principles on Business and Human Rights + International Council for Mining and Metals' (ICMM) Mining Principles + World Gold Council's Responsible Gold Mining Principles + International Cyanide Management Code (ICMC) for the Manufacture, Transport, and Use of Cyanide in the Production of Gold + Global Industry Standard on Tailings Management (GISTM) + Convention on Biological Diversity's (CBD) Kunming-Montreal Global Biodiversity Framework

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Strategy, policies and practices		
2-24	Embedding policy commitments	<p>WAF has a corporate governance framework in place that includes the corporate governance policies, charters, and codes formally adopted by the Board of Directors ('the Policies'). The aim of the Policies is to ensure that the Company is effectively and ethically directed and managed, that risks are identified, monitored and assessed and that appropriate disclosures are made.</p> <p>WAF has developed a series of policies to define the Company's values and expectations and are subject to regular review by the Board of Directors. These policies include:</p> <ul style="list-style-type: none"> + Code of Conduct + Corporate Values Policy + People Policy + Human Rights Policy + Diversity in Employment Policy + Risk Management Policy + Occupational Health and Safety Policy + Supply Chain Policy + Environmental Policy + Biodiversity and Ecosystem Services Policy + Community Relations Policy + Drug and Alcohol Policy + Fair Treatment Policy + Local Employment Policy + Whistleblower Policy + Discretionary Support Policy + Social Networks and Social Media Policy <p>Policies are available to all employees in English and French and are implemented through the practices and procedures of each department. Policies applicable to the overall conduct and performance of the Company are found on the website, while those applicable to day-to-day operations are accessible to employees on the Company's intranet portal.</p> <p>Employees are encouraged to seek guidance from their manager or the Human Resources Department about implementation of these policies. If breaches of policy are suspected, employees and stakeholders are able to use the Company's grievance and whistleblower mechanisms. The purpose of the Whistleblower Policy is to encourage employees, contractors, suppliers or any other associated person to report suspected illegal or unacceptable conduct as soon as possible, with the knowledge that their concerns will be taken seriously and their confidentiality respected. It also reassures employees that they can raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.</p> <p>WAF policies apply equally to contractors, who are required to understand, respect and promote the Company's values when they operate at our sites. All contracts include a section committing suppliers and contractors to follow the Project's Code of Conduct and Human Resource (HR) Policies. Audits against these policies are carried out at least annually.</p>

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Strategy, policies and practices		
		<p>In addition to the policies listed above, a number of policies and statements have been developed to guide governance of the Board of Directors, including:</p> <ul style="list-style-type: none"> + Corporate Governance Statement + Board Charter + Audit Committee Charter + Remuneration Committee Charter + Nomination Committee Charter + Risk Committee Charter + Trading in Company Securities + Shareholder Communication Strategy and Continuous Disclosure
2-25	Processes to remediate negative impacts	<p>WAF applies the mitigation hierarchy and precautionary principle to avoid, minimise and manage negative impacts caused or contributed to by our projects. This starts during the design stage of each project, where environmental and social impact assessments (ESIAs) identify a range of potential impacts, for which mitigation and management measures and plans are developed and implemented in consultation with stakeholders and subject matter experts. In instances where residual impacts after mitigation or where the impact is irreversible and /or long in duration, additional controls are put in place and plans (e.g., livelihood restoration plans, mine rehabilitation and revegetation).</p> <p>WAF views proactively engaging with stakeholders as the primary tool for grievance management: we seek to identify and manage stakeholder concerns as they arise. Should stakeholders be dissatisfied, each project has a grievance mechanism which establishes a process to receive, evaluate and resolve complaints and concerns from community members in the project-affected area. The grievance mechanism is administered by the Community Relations Department at each project, which registers all grievances and then works with the stakeholder and other departments within WAF to investigate the complaint and agree a resolution.</p> <p>If the grievance relates to resettlement and is not easily resolved, it is escalated to the grievance management subcommittee of the Project's resettlement consultation committee. The subcommittee is composed of representatives from local communities, local authorities, government, and the relevant WAF entity. In 2023, less than 2% of resettlement-related grievances were escalated to the Grievance Sub-Committee of the Kiaka Resettlement and Compensation Committee (CISR) for resolution.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Employees are encouraged to seek guidance from their manager or the Human Resources Department about implementation of Company policies.</p> <p>If breaches of policy are suspected, employees and stakeholders are able to use the Company's grievance and whistleblower mechanisms. The purpose of the Whistleblower Policy is to encourage employees, contractors, suppliers or any other associated person to report suspected illegal or unacceptable conduct as soon as possible, with the knowledge that their concerns will be taken seriously and their confidentiality respected. It also reassures employees that they can raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.</p>

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Strategy, policies and practices		
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations in the reporting period.
2-28	Membership associations	<p>WAF is a member of the Australia-Africa Minerals & Energy Group (AAMEG).</p> <p>Company employees and Directors also hold memberships with professional bodies across technical disciplines, such as the Australasian Institute of Mining and Metallurgy.</p>
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	<p>Stakeholder engagement is a core part of our business and a daily activity. WAF actively engages with stakeholders to provide project updates, to listen and respond to concerns or questions, and to understand the viewpoints and expectations of people affected by or interested in our projects. Engagement happens at multiple points within the organisation and for a multitude of reasons, including building and maintaining relationships, and exchanging information and opinions. WAF is committed to an active process of engagement with stakeholders in order to build successful and mutually beneficial relationships. WAF aims to meet international practice and takes guidance from the Equator Principles, the International Finance Corporation and the International Council on Mining and Metals in planning for and conducting stakeholder engagement activities.</p> <p>WAF's engagement activities are based on:</p> <ul style="list-style-type: none"> + Engaging honestly and respectfully with all stakeholders and communities + Giving special care to cultural appropriateness + Building mutually beneficial relationships with stakeholders that are based on trust, mutual respect and understanding + Communicating information to stakeholders in ways that are meaningful + Translating information into languages and formats that are accessible + Planning consultation and ensuring that the process is inclusive and well documented + Investing time in identifying and prioritising stakeholders, assessing their interests and concerns + Taking grievances seriously + Registering grievances so that they can be responded to and addressed in a reliable and timely manner + Ensuring that stakeholder issues, concerns and interests are given due consideration in project planning and design. <p>The community relations teams at Sanbrado, Toega and Kiaka lead WAF's project-specific stakeholder engagement activities. Stakeholders are initially identified through stakeholder mapping exercises conducted during the ESIA, resulting in the development of a project-specific Stakeholder Engagement Plan. The SEP describes the various stakeholder groups and the core methods of engaging with each group. Over time, stakeholder mapping and the SEP are updated to reflect changes in each project's operating environment.</p>

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Stakeholder Engagement		

In the development of the RAP for each project, consultation committees are set up to provide a formal setting for the exchange of information on the project, resettlement negotiations and to respond to stakeholder questions or concerns. These committees typically involve local authorities (e.g., Mayor, Prefect), representatives of government authorities (e.g., technical services for environment, agriculture), impacted communities, vulnerable groups (e.g., women, youth) and other interested parties such as non-governmental organisations. Other participatory bodies are established for each project to promote dialogue and the resolution of complaints, as well as for specific purposes (e.g., livelihood restoration). A list of participatory bodies relevant to each project is provided below.

In addition, informal meetings are held with stakeholders throughout the year to respond to questions, concerns or grievances, to provide updates on progress of the project, advise of upcoming activities, or to seek inputs into the development of the ESIA or RAP and the implementation of management plans. At Sanbrado, a community reception room is open every day for stakeholders to visit with any questions, comments or concerns.

OFFICIAL PARTICIPATORY BODIES

Sanbrado

- + SOMISA provincial dialogue framework / *Cadre provinciale de dialogue de SOMISA*
- + Sanbrado Gold Project advisory framework / *Cadre consultatif du projet aurifere de Sanbrado (CCCPAS)*
- + Local complaints management committee / *Comité local de gestion des plaintes (CGLP)*
- + Livelihood restoration committee / *Comité de restauration des moyens de subsistance (CRMS)*

Kiaka

- + Compensation and resettlement monitoring committee for people affected by the Kiaka Gold Project / *Comité d'Indemnisation et de suivi de la reinstallation des personnes affectées par le projet aurifère de Kiaka (CISR)*
- + Complaints and community land management subcommittee for compensation of people affected by the Kiaka Gold Project, in the commune of Gogo / *Sous-comité de gestion des plaintes et des terres communautaires pour l'indemnisation des personnes affectées par le Projet aurifère de Kiaka, dans la commune de Gogo*
- + Gogo departmental stakeholders committee / *Comité départemental des parties prenantes de Gogo* (under development as at December 2023)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Stakeholder Engagement		
		<p>Toega</p> <ul style="list-style-type: none"> + Consultation and monitoring framework for the Toega Gold Project / <i>Cadre de concertation et du suivi du Projet Aurifère de Toega (CCSPAT)</i> + Mankarga V8 consultative committee / <i>Comité consultatif de Mankarga V8 (CCMV8)</i> + Mankarga V6-Sanbrado-Mankarga Traditionnel consultative committee / <i>Comité Consultatif de Mankarga V6-Sanbrado-Mankarga Traditionnel (CCMV6-S-MT)</i> + Complaints prevention and management committee / <i>Comité de prevention et de gestion des plaintes</i> (under development as at December 2023)
2-30	Collective bargaining agreements	There is no collective bargaining agreement applicable to operations in Burkina Faso.
Material Topics		
3-1	Process to determine material topics	Refer to: Sustainability Report (About This Report, page 2)
3-2	List of material topics	Refer to: Sustainability Report (About This Report, page 3)

OUR PEOPLE

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Employment (GRI 401)		
3-3	Management of material topic	<p>WAF complies with the labour code of Burkina Faso and incorporates guidance from the IFC Performance Standards on Environmental and Social Sustainability and the International Labour Organisation (ILO).</p> <ul style="list-style-type: none"> + Code of Conduct + People Policy + Human Rights Policy + Diversity in Employment Policy + Occupational Health and Safety Policy + Drug and Alcohol Policy + Fair Treatment Policy + Local Employment Policy + Whistleblower Policy + Social Networks and Social Media Policy <p>These policies emphasise prioritising local and national employment, hiring without discrimination, and provision of training and advancement opportunities. Application of these policies in day-to-day activities is reviewed in personnel inductions. All employees have individual employee agreements. Breach or perceived breach of these policies can be reported to management or the human resources department, or anonymously through the Whistleblower Policy, which protects employees, contractors, suppliers or any associated person from repercussions associated with reporting illegal or unethical conduct.</p> <p>In addition to the Code of Conduct and Local Employment Policies, contractors are expected to implement internship and training programs to promote development of the workforce and opportunities for local communities.</p> <p>Diversity</p> <p>WAF strongly encourages diversity in the workplace and is committed to recruiting and managing employees without discrimination. WAF does not set a target for hiring by gender, instead it focuses on providing equal opportunity to all and makes hiring decisions based on the suitability, competency and experience of a candidate for the available position while respecting the cultural norms in the regions where we operate.</p> <p>WAF implements a balanced and fair salary framework which recognises the employee's position and expertise and does not discriminate on the basis of an employee's gender. Remuneration in Burkina Faso is regulated by the Government based upon the employee's position. Roles fall into Categories V to I (and subsets within these categories), which reflect increasing seniority.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Employment (GRI 401)		
		<p>Local employment</p> <p>One of the key ways that WAF supports the local economy is through prioritising local communities for employment, both directly by the Company and employment by subcontractors. Through these employment opportunities, local workers gain paid employment, new and transferrable skills, and experience that will have long-term benefits to their employment prospects, the development of the local workforce and socioeconomic opportunities for the wider community.</p> <p>The Sanbrado Local Employment Policy (LEP) refers to the requirements of IFC Performance Standard 2 (Labour and Working Conditions) and sets out employment objectives corresponding to the degree of impact from the Project. The local employment targets for unskilled and low-skilled positions are:</p> <ul style="list-style-type: none"> + 50% from economically and physically affected communities + 25% from economically affected communities and host communities + 25% from communities along the mine’s access routes, wider exploration areas and the rest of the Commune of Boudry. <p>The Sanbrado LEP has served as the basis for development of the Kiaka LEP, with similar targets for employment from local communities.</p>
401-1	New employee hires and employee turnover	<p>Refer to: Sustainability Report (Our People, page 20)</p> <p>Refer to: ESG Databook (Employment)</p>
Occupational Health and Safety (GRI 403)		
3-3	Management of material topic	<p>WAF is committed to creating a work environment where people feel safe and are safe. Open pit and underground mining operations and associated activities present a range of hazards to workers, which could result in significant personal harm and economic hardship. To mitigate these risks, there are health and safety protocols around all aspects of the business, implemented through our Occupational Health and Safety Management System.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
403-1	Occupational health and safety management system	<p>As a Company, we adopt an iterative approach to achieve continuous improvement in our Occupational Health and Safety Management System (OHSMS). The OHSMS incorporates:</p> <ul style="list-style-type: none"> + Legal requirements in Burkina Faso, specifically Arrêté conjoint n° 2008-002/MTSS/MS/SG/DGSST du 6 January 2009 which requires the establishment of health and safety committees within large enterprises; + ISO 45001:2018 – Occupational Health and Safety Management Systems; + ILO C176 (1995) – Safety and Health in Mines Convention; + ISO 31000:2018 – Risk Management; and <p>Industry standards and guidelines, including those from the Western Australia Department of Mines, Industry Regulation and Safety.</p> <p>In addition, the OHSMS brings together decades of experience within the mining industry, procedures applied successfully during the construction phase at Sanbrado and internationally recognised good practice procedures to deliver a simple and all-encompassing OHS system. The OHSMS covers all workers, whether they are employees, offsidors or contractors.</p> <p>Evaluation of OHS outcomes is based on lead and lag indicators, among other measures. Key lead indicators include records of training and workplace inspections, while the primary lag indicators are safety results such as Total Reportable Injury Frequency Rate (TRIFR). WAF compares its TRIFR against the Western Australian Department of Mines, Industry Regulation and Safety (DMIRS) industry standards for the same comparatives (i.e., gold mining, underground, open pit) and we consistently sit below the DMIRS averages. This measure informs WAF of our placement among other mining companies and confirms the benefits of our strategic approach to OHS.</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Initial risk assessments (capturing all employees, visitors, contractors and neighbouring communities) inform the implementation of the hierarchy of controls, to limit the risk to as low as reasonably practicable. These assessments and mitigation measures are reviewed by departmental supervisors and signed off by safety personnel, then communicated to the relevant workers and the wider organisation through Toolbox Talks, OHS meetings, safety boards, inductions and inclusion on the Company risk register. Opportunities for continuous improvement are identified through job hazard analyses, regular inspections and audits, incident investigations, and employee feedback (e.g., Take 5, worker OHS Committee), and are implemented as appropriate.</p> <p>Employees are encouraged to report all hazards, near misses or incidents. Reports can be made by submitting a hazard report form, during regular toolbox talks, or via a direct email or call to a supervisor or the OHS committee. All workers have the right to stop if an unsafe situation occurs in their workplace. All health and safety incidents are reported and investigated. Incident investigations are conducted for incidents involving injury or high potential near miss, using the ICAM (Incident Cause Analysis Method) method to determine the root cause. Contractor partners also utilise this methodology and WAF collaborates with contractors on serious event investigations.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
		<p>WAF encourages reporting of all health and safety matters irrespective of severity to enable us to better analyse, contextualise, and find appropriate response or control measures to ensure unfavourable outcomes do not eventuate.</p> <p>Refer to: Sustainability Report (Our People, page 24)</p>
403-3	Occupational health services	<p>Fully equipped medical clinics are available at Sanbrado and Kiaka to deal with emergency situations and day to day health consultations (occupational or otherwise). Each clinic is staffed by medical physicians and nurses.</p> <p>The Sanbrado clinic is open daily from 0700 to 1800, with a doctor and nurse available on call overnight. The clinic is located within the Sanbrado site close to work areas to facilitate easy access, with no restrictions on when employees are able to visit.</p> <p>The Kiaka clinic was expanded in 2023 to include an advanced medical emergency treatment room, along with the purchase of an ambulance with advanced life support capabilities. The clinic is fully equipped with defibrillators, airway management capabilities, ECG monitors, trauma management capabilities, preliminary diagnostic testing for malaria and dengue fever, medications for emergency medical response and common tropical diseases, and snake anti-venom. The operation of the clinic is supported by a comprehensive electronic patient file management system.</p> <p>Medical centre updates and health alerts are promoted to the workforce via noticeboards, OHS committee meetings, email alerts and on social media. Health monitoring campaigns are regularly deployed for the workforce at Sanbrado (and will be expanded to include Kiaka in future). To date, these have included malaria, COVID 19, HIV, and Hepatitis B.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The Sanbrado Workers OHS Committee brings together workers from all departments and contractor teams working on site, the General Manager - Operations, and lead personnel from the clinic and the Health and Safety and Human Resources Departments. The purpose of the committee is to contribute to the protection of the health and safety of all workers, the improvement of working conditions, and risk prevention.</p> <p>Meetings are held quarterly and include discussion of general safety matters, as well of any matters of concern arising in the preceding quarter. The Committee also reviews incidents and makes recommendations to prevent reoccurrence. Safety training is provided to attendees, from where the skills are transferred back to the departments and contractor teams.</p>
403-5	Worker training on occupational health and safety	Refer to: ESG Databook (Training)
403-6	Promotion of worker health	Refer to Disclosure 403-3.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	WAF's OHSMS covers all contractors and workers operating on our sites. All contracts include provisions which oblige suppliers and contractors to apply WAF's 'standards, procedures, principles and requirements', which includes WAF's Health & Safety Policy, Alcohol & Drugs Policy, emergency response plans, general site induction, procedures (e.g., incident declaration, emergency response) and applicable safety permits (e.g., working at heights, confined spaces). Where contractors have their own health & safety policies and procedures, these are reviewed to ensure that they are consistent with WAF's expectations.
403-8	Workers covered by an occupational health and safety management system	<p>All employees and workers are covered by WAF's OHSMS (total employees = 844, total workers = 1,233).</p> <p>Three corporate safety reviews were conducted in 2023, which included a strategic review of various safety controls, meeting with workers and examining contractor control measures, particularly in the underground.</p> <p>An external review of WAF's OHSMS was conducted in November 2023 against the requirements of ISO 45001. Although this review was not a formal accreditation, it concluded that the OHSMS was mostly compliant with a score of 94.05%. Most of the areas for improvement were administrative in nature (e.g., document control requirements), which WAF is working to close out.</p>
403-9	Work-related injuries	Refer to: ESG Databook (Health & Safety)
403-10	Work-related ill health	Refer to: ESG Databook (Health & Safety)
Training and Education (GRI 404)		
3-3	Management of material topic	<p>WAF's human resources strategy includes skills development plans, training programs, talent retention and succession planning are all part of the Company's integrated human resources strategy. Training programs target development of technical and role-specific skills, as well as generic competencies. Training needs are identified by the relevant department, supported by the human resources teams, which are guided by the Performance Management Policy. Individual Development Plans are based on the needs of the role and the current competency level of the employee.</p> <p>Individual Development Plans articulate the training modules to be completed to advance competency. The Individual Development Plan is role-specific and identifies the theory, practical and assessment elements for each module. The Individual Development Plan forms part of the succession planning process and clearly identify the training pathway for the development of skills and competency to enable advancement.</p> <p>Some training is generic and broadly applicable to a wide range of employees (e.g., occupational health and safety, security induction), whereas others can be targeted to a specific group or employee (e.g., isolation and tagging training for employees working with electrical hazards). Annual performance reviews are undertaken with each professional employee, enabling the identification of further training needs and professional development goals.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Training and Education (GRI 404)		
3-3	Management of material topic	The Company has implemented industry recognised training software which supports: <ul style="list-style-type: none"> + Tracking of compliance and competencies; + Allocation of training modules which are aligned with competency development; + Scheduling of training and tracking of attendance; and + Development of training content. Refer to: Sustainability Report (Our People, page 23)
404-1	Average hours of training per year per employee	Refer to: ESG Databook (Training)
404-2	Programs for upgrading employee skills and transition assistance programs	Refer to: ESG Databook (Training)
404-3	Percentage of employees receiving regular performance and career development reviews	Refer to: ESG Databook (Training)
Diversity and Equal Opportunity (GRI 405)		
3-3	Management of material topic	Refer to Employment (GRI 401)
405-1	Diversity of governance bodies and employees	Refer to: ESG Databook (Employment)
405-2	Ratio of basic salary and remuneration of women to men	Refer to: ESG Databook (Employment)
Non-discrimination (GRI 406)		
3-3	Management of material topic	Refer to Employment (GRI 401)
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were recorded in 2023.
Security Practices (GRI 410)		
3-3	Management of material topic	On-site security is overseen by our Security Departments, who manage contracted private security company and Burkina Faso National Police. All security personnel undergo training in Company policies, including the Voluntary Principles on Security and Human Rights (VPSHR). The Security Departments report to the General Manager of Risk, who is also the chair of WAF's Board of Directors Risk Committee. <p>WAF's VPSHR risk assessment and training was developed following an independent external human rights risk assessment conducted WAF in 2021, in line with the VPSHR. Updates to the VPSHR risk assessments are done as required and reviewed annually between corporate and site. Refresher training on the VPSHR is also done through Toolbox Talks for the security teams.</p> Refer to: Sustainability Report (Governance, page 15)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Security Practices (GRI 410)		
410-1	Security personnel trained in human rights policies or procedures	<p>Training applies to all security personnel working at our sites, including public and private security. Human rights training content includes both the topic of modern slavery and the Voluntary Principles on Security and Human Rights.</p> <p>Refer to: ESG Databook (Training)</p>

ENVIRONMENTAL FOOTPRINT

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
3-3	Management of material topic	<p>Understanding the existing water environment and the needs of other water users forms a core part of the ESIA for each project, where baseline data collection includes surface water, groundwater, precipitation, flood studies and community usage. The impact assessment process provides the opportunity to maximise water efficiency through project design, minimising water extraction and reducing impacts on the environment and other users. Residual impacts are managed through the project-specific Environmental and Social Management and Monitoring Plan (ESMMP) which establishes objectives for the management of water resources and a regular monitoring regime for both water quality and water availability.</p> <p>While none of our sites fall within an area of 'water stress' as defined in the GRI Standards, the seasonal variability in rainfall and reliance of local communities make water a significant issue. As such, water conservation measures are applied during the design and operation of our projects which minimise water consumption and maximise recycling and recirculation. For example, all water storage facilities are designed to minimise losses through seepage and evaporation, while water recycling and recirculation is maximised by drawing water from the tailings storage facility for re-use in the process plant.</p> <p>A water balance model is developed for each project to show water sources, areas of use, and water loss or discharge. This model is used as the basis for monitoring water efficiency and consumption across the project, which is reported to executive management on a monthly basis. The water balance model is updated as necessary to reflect changes in the operating environment or water management (e.g., addition of flow meters, additional water storage facilities).</p>
303-1	Interactions with water as a shared resource	<p>Water supply</p> <p>The primary sources of water at Sanbrado are freshwater drawn from the Nakambé River and water captured during dewatering of the open pit (groundwater and rainfall). Water from the Nakambé is drawn during the wet season when river flow is high to minimise the impacts on the aquatic environment and downstream users. This water is stored in a water storage facility capable of storing up to 3 million cubic metres and is primarily used in the process plant. Water recycling and recirculation is maximised by drawing water from the tailings storage facility for re-use in the process plant.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
		<p>Surface water runoff and groundwater encountered during mining are captured and stored for use in dust suppression (within the mine site and on roads in surrounding communities) wherever possible. Potable water for use at the mine camp and other facilities is drawn from groundwater bores.</p> <p>Similar water conservation measures will be adopted for Kiaka and Toega as these projects develop. Both projects intend to draw water from the Nakambé River, although this will be minimal for Toega as all ore will be transported to Sanbrado for processing. At present, all water used at both sites is drawn from groundwater bores and used for drinking water, other camp requirements and dust suppression at Kiaka.</p> <p>Water quality</p> <p>WAF implements a range of environmental management measures to minimise impacts to water quality, including the lining of the TSF, containment of potential contaminants (e.g., reagents, fuels, wastewater) through appropriate storage, bunding and spill management protocols, and installation of water management structures. Our objective is for any water leaving our sites to be comparable to baseline water quality and compliant with national standards for the discharge of wastewater into the natural environment.</p> <p>With the Kiaka project being next to the Barrage de Bagré, the water management strategy aims to the extent possible:</p> <ul style="list-style-type: none"> + Prevent water in surrounding watercourses from entering the site and water within the Project fence line from leaving the site, under normal operations; and + Maintain a separation between contact water and non-contact water within the site through diversions and water management structures. <p>Monitoring bores are located at key sites to monitor groundwater levels and water quality that could be impacted by project activities or facilities (e.g., water storage facilities, tailings storage). Additional water quality monitoring is conducted in community boreholes used for potable water. All results are compared to World Health Organisation (WHO) guidelines for potable water.</p> <p>Sanbrado provides the model for water quality monitoring, which will be adopted by Kiaka and Toega as their monitoring capabilities expand. Surface water monitoring locations are placed both upstream and downstream of the mine, as well as within the mining perimeter. Additional water quality sampling is conducted at locations downstream of the mine, but where the watercourse is not influenced by the mine (control sites). The selection of these monitoring locations allows WAF to determine the water quality upstream and away from the mine site and, by comparing with water quality downstream of the mine, to determine whether the mine is impacting water quality or if other (external) factors contribute to any deterioration in water quality. This approach provides WAF with the ability to clearly establish if any complaints about surface water quality are attributable to our operations or other activities in the catchments around the mine site. All samples are analysed for heavy metals, physicochemical parameters, and microbiology.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
303-2	Management of water discharge-related impacts	Refer to Disclosure 303-1.
303-3	Water withdrawal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
303-4	Water discharge	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
303-5	Water consumption	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
Emissions (GRI 305)		
3-3	Management of material topic	<p>Greenhouse gas emissions</p> <p>Climate change is considered from the outset of each project through project-specific climate change risks assessment and greenhouse gas management plans. Measures to reduce emissions include minimising project footprint and associated ground disturbance, adopting efficiency measures, regular maintenance of static equipment and vehicles.</p> <p>Fuel use related to electricity generation is the primary source of the Company's GHG emissions. The Kiaka Project is planned to source its electricity from the national grid with a 225kV transmission line to be constructed. The national grid obtains its electricity from hydroelectric dams such as the Barrage de Bagré.</p> <p>All WAF projects have been designed to have placeholders for solar farms when generation of solar energy becomes an economically viable option under the regulatory framework.</p> <p>Air quality</p> <p>Emissions of air quality pollutants associated with mining activities are minimised through dust suppression on roads (application of molasses to key site roads, water spraying on community and mine haul roads) and crushers, site speed limits to reduce dust generation, scrubbers installed at the laboratory and a regular schedule of maintenance for vehicles and other equipment which emits air quality pollutants.</p> <p>Sanbrado provides the model for air quality monitoring, which will be adopted by Kiaka and Toega as their activities and monitoring capabilities increase. The text below describes the methodology for monitoring standard air quality parameters as implemented at Sanbrado. The same methods are used at Kiaka and Toega, but with variation in the number and distribution of monitoring stations.</p> <p>Particulate matter</p> <p>Particulate matter (PM) is monitored at 10 fixed locations along the mine fence using a paired monitoring stations setup, with one station installed upwind and the other downwind of mining activities. This monitoring is conducted twice a month for a 24-hour period, with two pairs of stations installed simultaneously. The pairs are then rotated to four other locations the following month (and so on) to ensure that all 10 locations are assessed at least once every quarter. The results obtained are compared against the IFC standards for particulate matter.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
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Emissions (GRI 305)		
		<p>Dust</p> <p>At the same 10 locations where particulate matter is monitored, dust fallout is monitored using a bucket installed on a 2-metre-tall pole. The bucket has a 30 cm diameter and is filled with 1 litre of water. This is a simple and relatively inexpensive method used to measure the amount of dust that settles in the bucket over a period of 30 days. At the end of the 30-day period, the water in the bucket is poured through a filter and the filter is then dried and weighed. The weight of the filter, minus the weight of the empty filter, provides the amount of dust that has settled over the 30-day period. The results are reported in grams per square metre per 30 days and are compared against the standard provided in the South African Air Quality Act (2004).</p> <p>Gaseous emissions</p> <p>Gaseous monitoring (for O₃, SO₂, NO₂ and CO) is conducted quarterly at the 10 monitoring stations, by installing outdoor passive gas sampling tubes for one month. After the one-month period, the tubes are collected and transferred to an accredited analytical laboratory for processing. Results are compared to the WHO air quality guideline values.</p>
305-1	Direct (Scope 1) GHG emissions	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 30)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
305-4	GHG emissions intensity	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>Refer to: ESG Databook (Energy & Emissions)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Energy (GRI 302)		
3-3	Management of material topic	<p>Key areas of energy usage in WAF's exploration and mining activities are:</p> <ul style="list-style-type: none"> + Self-generated electricity produced and consumed at Sanbrado; + Diesel used to fuel vehicles and generators across our operations; and + Electricity drawn from distribution networks in Australia (corporate office) and Burkina Faso (offices and guesthouses in Ouagadougou). <p>In all areas, WAF prioritises efficiency and aims to minimise energy use. This starts in the design phase of each project through the design of energy efficient facilities and selection of vehicles and equipment. During operations, we implement a regular maintenance schedule for vehicles and generating equipment to ensure they are operating at peak performance and communicate the importance of energy efficiency measures to our workers through channels such as the weekly Toolbox Talk.</p> <p>All WAF projects have been designed to have placeholders for solar farms when generation of solar energy becomes an economically viable option under the regulatory framework.</p>
302-1	Energy consumption within the organization	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
302-3	Energy intensity	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
Biodiversity (GRI 304)		
3-3	Management of material topic	<p>WAF's Biodiversity and Ecosystem Services Policy outlines the approach that WAF takes towards protecting and enhancing biodiversity and ecosystem services in the regions where we operate. We are committed to conserving and enhancing biodiversity and ecosystem services, in line with global expectations of a leading corporate citizen working towards meeting the goals of the Kunming-Montreal Global Biodiversity Framework. Our goal is that our operations and activities should be nature positive and we will demonstrate progress towards this goal by expanding our biodiversity reporting to incorporate the disclosure frameworks developed by the Taskforce on Nature-related Financial Disclosures (TNFD) and the International Sustainability Standards Board (ISSB).</p> <p>Early in the development of each project, an ESIA is conducted which includes a biodiversity component. This study considers the baseline conditions of vegetation, habitat types, terrestrial fauna and aquatic fauna in the area surrounding the proposed project and the potential impacts associated with the project's construction and operation. These studies use a rigorous approach, implementing the requirements of IFC Performance Standard 6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources; IFC, 2012) and associated guidance.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Biodiversity (GRI 304)		

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

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

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

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

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

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Biodiversity (GRI 304)		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The Kiaka Gold Project is adjacent to the Barrage de Bagré Ramsar site. Once constructed, the Project fence line will enclose an area of around 1,900 hectares, which will contain an operational mine and associated infrastructure (processing plant, waste rock dumps, tailings storage facility, etc).</p> <p>The Barrage de Bagré Ramsar site is a man-made dam on the Nakambé River recognised for its biodiversity and for supporting agricultural activities. It is home to various aquatic species of fish, reptiles, amphibians, molluscs and most notably the hippopotamus. The stable waters of the lake enable numerous socio-economic and agricultural activities, including irrigation of the surrounding land. The site is also valuable for erosion control, sediment and nutrient retention, storm protection and groundwater replenishment (Ramsar, 2022).</p> <p>Biodiversity baseline studies have been conducted in 2010 to 2012 and by WAF in 2022 as part of the Kiaka ESIA Update to understand the current state of biodiversity in the project area. WAF plans to conduct additional studies in 2024. A Biodiversity Management Plan (BMP) and Biodiversity Action Plan (BAP) were prepared in 2023 to guide the implementation of biodiversity protection and management measures.</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Impacts to biodiversity occur as a result of mine construction and operations. During construction, the clearance of vegetation and installation of security fencing are the primary causes of disturbance, through the direct loss of habitat and the installation of a barrier to movement for terrestrial species (which will remain for the life of the project). During mining operations, potential for fatality of individual animals occurs as a result of increased vehicle movements and interaction with contaminated material (i.e., birds and reptiles entering the tailings storage facility). There is also the potential for reduced habitat quality through dust deposition, impacts to water quality through sedimentation or pollution, and the accidental introduction of invasive species or pests via materials brought to our sites from other parts of the world.</p> <p>Mitigation measures are implemented to minimise all significant actual and potential negative impacts. Due to pre existing degradation of the environment through human use, very little natural habitat remains within the project development area. By removing grazing and agricultural pressure and with the opportunity to establish a diverse array of natural species during the life of mine through the progressive rehabilitation of disturbed areas, WAF aims to deliver biodiversity gains for a range of plant and animal species, with associated improvements to ecosystem services which will benefit local communities.</p>
304-3	Habitats protected or restored	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 30)</p> <p>Refer to: ESG Databook (Biodiversity)</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Refer to: ESG Databook (Biodiversity)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Closure Planning and Progressive Rehabilitation		
3-3	Management of material topic	<p>WAF’s vision for mine closure at all of our projects is “that a good and achievable standard is set in environmentally and socially conscious mine operations and closure, and that the legacy of the mine is economically positive and sustainable.” All WAF projects have a Mine Rehabilitation and Closure Plan (MRCP) and in the case of Sanbrado, an additional Mine Reclamation and Revegetation Management Plan which sets out a rolling 5-year work plan for the progressive rehabilitation and revegetation of disturbed areas.</p> <p>The MRCP sets out the principles and objectives for mine closure. Closure planning is initially conceptual but becomes more detailed throughout the life of mine, with plans updated periodically throughout the operations period. Uncertainties are resolved as rehabilitation techniques are refined, closure investigations are completed, and stakeholder expectations are determined (e.g., which infrastructure should remain in place for government or community use, the desired state of the land to be handed over at the completion of closure activities, how to transition the workforce into other employment).</p> <p>The MRCP includes consideration of the timeframe and cost of closure and rehabilitation activities. Under Burkina Faso regulation of the industrial mining sector, a portion of the estimated closure cost is held in trust by the government to ensure that funds are set aside throughout the life of the mine. This estimate is updated by WAF every six months to reflect the latest unit costs and areas of disturbance. Annual reporting to the government includes the latest closure cost estimate, areas disturbed, areas rehabilitated, and costs incurred in rehabilitation, which is deducted from the outstanding closure liability.</p>
Waste (GRI 306)		
3-3	Management of material topic	<p>By applying the waste management hierarchy, WAF minimises waste by avoiding its creation, reusing waste products (either through repairs and refurbishment or through finding alternative uses for functional parts), and recycling materials wherever possible. If none of these are possible, the remaining waste could be used for energy generation or treated to minimise environmental impact before disposal.</p> <p>The largest waste stream at WAF’s operations by volume is tailings (addressed in the following section) and waste rock, which are both managed by the Mining Department and smaller but still significant volumes of hazardous and non-hazardous waste managed by the Environment Department. All of these are managed according to international good practice to appropriately handle the waste, minimise the amount of waste sent for disposal and minimise the environmental impact of waste disposal.</p> <p>Waste rock is the largest waste stream to be managed. Once extracted, it is deposited in waste rock dumps or used as construction material (e.g., roading, tailings storage facility). The Geology Department assesses the waste rock for any potentially acid-forming (PAF) material, which is then encapsulated within non-PAF material in the waste rock dump to prevent acid generation and associated environmental impacts (for further information, refer to <i>Acid Rock Drainage</i> below).</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Waste (GRI 306)		
		<p>Other waste streams created by our mining operations include hazardous and non-hazardous wastes. Wherever there is a demand for our non-hazardous waste products, these are donated to community or business organisations to recycle or reuse for commercial gain. For example, SOMISA works with three local companies to collect, transport, store and commercialise non-hazardous plastic and metallic waste. These businesses operate under contracts with SOMISA to provide these services and are subject to controls to ensure the quality of the process, that no additional pollution is created, and that hygiene and safety norms are respected.</p> <p>Hazardous and non-hazardous waste that can be recycled or re-used is sent off-site with a Government-approved waste management contractor. Other hazardous waste is treated or disposed of by a Government-approved contractor (typically via incineration). The remaining non-hazardous waste is disposed of on-site in a permitted, lined landfill facility at Sanbrado.</p> <p>Non-hazardous waste (e.g., paper and cardboard, plastics, organic/ food waste) is segregated at disposal points around the site, with colour-coded bins and signage to encourage workers to place waste in the correct bin. Hazardous waste (e.g., waste oil, medical waste) is collected and stored securely at the point of creation until such time as it can be taken off-site. In addition, the waste management facility at Sanbrado has a sorting facility where various waste streams can be sorted and stored in preparation for removal.</p>
306-1	Waste generation and significant waste-related impacts	Refer above.
306-2	Management of significant waste-related impacts	Refer above.
306-3	Waste generated	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
306-4	Waste diverted from disposal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
306-5	Waste directed to disposal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
Tailings Management		
3-3	Management of material topic	WAF currently operates one tailings storage facility (TSF) at Sanbrado, which was designed and is operated in accordance with the ANCOLD (Australian National Committee on Large Dams) guidelines for tailings dams. In 2023, WAF undertook a gap analysis of the Sanbrado Mine TSF management against the Global Industry Standard on Tailings Management (GISTM; 2020). Outcomes of the gap analysis will include integration of GISTM requirements into the facility management practices and enhancing the existing governance of the facility to meet GISTM guidelines.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Tailings Management		

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

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

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

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

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

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Tailings Management		

Monitoring

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

Daily	<ul style="list-style-type: none"> + Pipeline corridor inspected for signs of potential leakage + Visual inspection of TSF embankments for seepage + Tailings levels are checked against embankment crest and marker levels
Weekly	<ul style="list-style-type: none"> + Visual inspection of TSF embankment integrity + Record water levels in supernatant pond and TSF monitoring boreholes + Reconcile water inputs, outputs and stored volume
Monthly	<ul style="list-style-type: none"> + Monitor freeboard and tailings beach survey; + Submit monthly environmental monitoring report to TSF Engineer of Record
Quarterly	<ul style="list-style-type: none"> + Water samples taken from TSF monitoring boreholes for water quality testing
Annually	<ul style="list-style-type: none"> + TSF inspection by Engineer of Record (EoR)

Refer to: **ESG Databook** (Tailings)

Cyanide and Reagent Management

3-3 Management of material topic

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

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

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Acid Rock Drainage		
3-3	Management of material topic	<p>The potential for acid generation from waste rock is managed according to the Acid Rock Drainage Management Plan. This sets out a process for the assessment and management of acid generating potential as follows:</p> <ul style="list-style-type: none"> + Waste rock samples are collected in the pit + Weakly oxidised rock and fresh sedimentary material are sent to the on-site laboratory for testing to identify sulfur content and acid generating potential + Testing results inform the NAF (non acid forming) /PAF (potentially acid forming) block model and how waste rock is managed + PAF material is directed to an encapsulation cell in the waste rock dump to prevent oxidation and the formation of acidic or metalliferous drainage. <p>The general principles of waste rock dump construction at Sanbrado are to:</p> <ul style="list-style-type: none"> + Place sulfidic waste rock in a manner that retards or avoids air entry, to minimise sulfide oxidation and associated water quality issues. + Encapsulate PAF waste rock with oxygen-consuming NAF waste rock to minimise oxygen ingress to PAF material and associated AMD (acid mine drainage) generation. + Employ base-up, thin-lift construction method, with paddock dumping and compaction of both PAF and NAF waste rock, to minimise sulfide oxidation and associated water quality issues. + Strategically incorporate traffic-compacted clay layers within the PAF waste rock to provide further barriers to air entry and AMD generation. + Avoid future end-dumping of waste rock as this facilitates air entry to NAF and PAF zones of waste rock dumps via the coarse rubble layer that forms along the base of end-dumped batters. + Encapsulate end-dumped oxide materials at the base of waste rock dumps (if present) to retard air entry into NAF and PAF zones of waste rock dumps via the coarse rubble layer. <p>Water quality testing is conducted (as per Disclosure 303-1) to monitor for any evidence of acid formation or metalliferous drainage from waste rock piles.</p>

LOCAL COMMUNITIES

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
3-3	Management of material topic	<p>Key impacts to local communities for each project:</p> <p>Sanbrado: resettlement and loss of access to productive land, disturbance to or loss of cultural heritage sites, disturbance from increased noise & vibration, dust, and traffic, increased travel distance between villages and towns, increased opportunity for employment, increased market for local goods & services.</p> <p>Toega: as above</p> <p>Kiaka: as above, increased distance to access Barrage de Bagré</p> <p>WAF implements good international industry practices and standards in working with local communities around our projects, primarily guided by the IFC Performance Standards on Environmental and Social Sustainability. Community engagement first starts during the exploration and ESIA processes, with the identification of local stakeholders, community leaders and authorities to enable the building of long-term relationships which are recognised and accepted by community members. Focus groups during the ESIA enable in-depth discussions to be held with certain demographics, including women and young people. Detailed stakeholder mapping is regularly updated throughout the life of the project and used in planning ongoing stakeholder engagement activities.</p> <p>The following sections provide more detail on key components of our community programs, which are developed for each of our projects.</p> <p>Social Data Management</p> <p>In 2021, WAF commissioned a Burkinabé data management and software development firm to create a built for purpose social data management system for Sanbrado. The software tracks all aspects of the CRD’s interactions with communities and stakeholders, including socio-economic data, stakeholder engagement activities, compensation, donations and the complete grievance management process from receipt of a complaint to its resolution. This has improved the efficiency and granularity of data analysis and enables the Company to identify trends which inform our risk management processes.</p> <p>Similar database and information management systems have been set up for Kiaka and Toega, to facilitate accurate tracking of the resettlement and compensation processes, and to enable cross project data analysis. For Sanbrado and Toega, having similar systems in place is particularly important for stakeholder management as the two projects share similar stakeholders, including landowners, chiefs and government authorities.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		

Resettlement and Livelihood Restoration

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

Livelihood restoration

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

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

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

Implementation partners are identified by WAF's Community Relations and Procurement Departments, both from past contracts and through research into organisations undertaking similar projects elsewhere in Burkina Faso.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		

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

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

Cultural Heritage

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

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

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

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
		<p>In cases where it is not possible to avoid direct physical impacts to a site, consultation will be held with communities to agree an appropriate approach to mitigation. Typically, this will involve either:</p> <ol style="list-style-type: none"> 1) Relocating the cultural heritage site, grave or artifact to an area outside the project footprint, in consultation with the affected community. WAF provides the opportunity and/or compensation for necessary cultural or ceremonial rites associated with relocation; or 2) Deconsecrating the site, which is the least preferred option. If a site of cultural significance cannot be avoided or relocated, stakeholders will be provided the opportunity to perform a ceremony to deconsecrate the site before ground disturbance activities commence. <p>For archaeological artifacts, a suitably qualified expert is employed to assess the value of artifacts identified during baseline studies and any others that are identified during ground disturbance activities (referred to as 'chance finds'). Targeted excavations will be carried out for those artifacts identified as unique or of high cultural heritage value which fall within the project footprint. Protection measures will be put in place for artifacts within the mining perimeter but not in an area of planned disturbance (preservation in situ).</p> <p>A chance finds procedure (CFP) is implemented at each site and training provided to all departments involved in earthworks and ground disturbance activities. The CFP requires that the discovery of any potential cultural heritage artifacts or previously unknown burial sites is reported to the cultural heritage monitor within the Community Relations Department. The CFP describes the assessment and management of such sites, including engagement with external specialists and regulatory authorities where the find is of heritage significance.</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Refer to: Sustainability Report (Working with our Local Communities, page 34)</p> <p>Refer to: ESG Databook (Local Communities)</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Refer to: Sustainability Report (Working with our Local Communities, page 34)</p> <p>Refer to: ESG Databook (Local Communities)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Indirect Economic Impacts (GRI 203)		
3-3	Management of material topic	<p>The IFC Performance Standards require that projects share the benefits acquired through project development. Benefit sharing refers to a tangible improvement from baseline conditions and is composed of three elements: community development, local procurement, and local employment (addressed under 'Our People'). Community development refers to the voluntary contributions or actions taken by companies to help communities to address their development priorities and to take full advantage of opportunities created by private investment, in ways that are sustainable and support business objectives. By employing a sustainable approach, the overall objective of each project's community development plan (CDP) is to develop the community - while addressing specific local issues and offering equal opportunities to more vulnerable groups - to the point where their socio-economic conditions will not decline at the end of the mine life.</p> <p>The CDP is structured to contribute to the success of the Project by providing tangible benefits to communities, building the capacity of structures which will be present beyond the life of mine, and working effectively with administrative and traditional leadership to do so. The beneficiaries of the CDP are community members and administrative authorities in the project-affected area, with prioritisation of benefit sharing in line with the degree of impact experienced by each community. The CDP is implemented throughout the life of mine.</p> <p>The CDP is built on three methods of intervention: discretionary support, rapid impact projects, and long-term investments.</p> <ul style="list-style-type: none"> + Discretionary support is driven mostly by community requests. The intention is to respond to requests that are one off, ad-hoc, or very near-term, in order to demonstrate that the Project is responsive to the community. Examples of discretionary support are the donation of funds for a school ceremony, cultural day, or football match. + Rapid impact projects are completed in the short- to mid-term. They are readily visible, ready-to-use upon completion and perceptibly demonstrate the benefits of the Project. Rapid impact projects are typically infrastructure that is donated to the community, such as the construction of medical and educational facilities and provision of equipment. + Long-term investments typically relate to a capacity-building investment that will contribute to sustainable development by strengthening local peoples' knowledge or skills, or by improving institutional structures or processes. These types of investments are monitored and benefits occur over a long time period. <p>Investments in education</p> <p>A key focus in WAF's community development program is increasing access to education for the communities surrounding our project sites. This is in support of SDG 4 – Quality Education, which aims to improve rates of literacy and numeracy, and the quality and accessibility of education more broadly. Surveys undertaken during the ESIA's for Sanbrado and Toega identified that school attendance in the area is very low, with distance to schools and financial difficulties being the main contributing factors. Literacy in the adult population is also low. Our investments in education aim to improve participation across all age groups (from primary school to adults), with a focus on overcoming gender disparities.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Indirect Economic Impacts (GRI 203)		

WAF's efforts to support education come in various forms:

- + SOMISA has built 3 schools around the Sanbrado Project and equipped them with solar panels, equipment and furniture.
- + Bicycles are donated to the best students of the primary and secondary schools each year.
- + In 2022, WAF created a university scholarship program to support high school graduates to pursue higher education, which has continued in 2023. Refer to *2022 Sustainability Report* for further details.
- + We also offer internships and training initiatives for local community members.

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

Community training initiatives

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

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

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

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
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Indirect Economic Impacts (GRI 203)

- | MEN | WOMEN |
|---|--|
| + Entrepreneurship and business management | + Accessing credit to start a business |
| + Poultry and sheep farming | + Poultry and sheep farming |
| + Compost making | + Dairy processing |
| + Market gardening | + Market gardening |
| + Driver training and obtaining a license | + Weaving and dyeing |
| + Solar energy and electrical installations | + Sewing |
| + Mechanics | + Soap making |
| + Metalworking | + Hairdressing |
| + Masonry and tile-laying | |

Investments in health

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

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

Local Development Mining Fund

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

203-1

Infrastructure investments and services supported

Refer to: **Sustainability Report**
(Working with our Local Communities, page 40)

Refer to: **ESG Databook** (Local Investments)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Procurement Practices (GRI 204)		
3-3	Management of material topic	<p>WAF recognises that local procurement is a valuable opportunity for benefit sharing with local communities and aims to source necessary goods and services within the local area or nationally wherever possible.</p> <p>In 2021, the Government of Burkina Faso introduced local content laws specifying conditions for local supply of goods and services for the mining sector. At the time the local content decree and order were issued, Sanbrado already had a Local Procurement Plan. The plan sets out the guidelines and principles to maximise the procurement opportunities that accrue to local and national residents and businesses and to ensure compliance with the local content decree that applies to the mining sector in Burkina Faso. The provisions in the Local Procurement Plan are overseen by the Procurement Department, in close collaboration with the CRD. A designated Local Content Coordinator is responsible for the day-to-day management of local procurement mechanisms.</p> <p>In response to the new legislation and requests from communities for further opportunities in procurement, the SOMISA Procurement Department introduced a new strategy in 2022 to promote suppliers and service providers from local communities. The strategy has been communicated to all SOMISA departments and entails:</p> <ul style="list-style-type: none"> + Identification of the goods and services which can be contracted to local community suppliers. + Evaluation of service offers by a selection committee, using previously established evaluation criteria. <p>A successfully implemented local content strategy includes capacity building, internal organisation and coordination, working with stakeholders, encouraging sustainable investments in infrastructure and innovative projects, and measuring progress. Local and national businesses are consulted about the goods and services that can be locally supplied, based upon the capability of local businesses. The Project's database of local and national contractors/suppliers is updated regularly.</p> <p>WAF also implements a Supply Chain Policy, which outlines the Project's commitment to meaningful engagement with communities and recognises that price is not the only variable to be considered when finding value for money. It stipulates that effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the mining life cycle.</p> <p>Suppliers are required to comply with and abide by laws, regulations and appropriate social customs of Burkina Faso, as well as international industry practices. All contracts include a section committing suppliers and contractors to follow the Project's Code of Conduct and Human Resource (HR) Policies. Audits against these policies are carried out on at least an annual basis.</p>
204-1	Proportion of spending on local suppliers	<p>Refer to: Sustainability Report (Working with our Local Communities, page 42)</p> <p>Refer to: ESG Databook (Local Investments)</p>

ECONOMIC PERFORMANCE

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Economic Performance (GRI 201)		
3-3	Management of material topic	Refer to: 2023 Annual Report
201-1	Direct economic value generated and distributed	Refer to: ESG Databook (Economic Contributions)



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