



FY21 Sustainability Report

Evolution acknowledges our First Nation Partners and Indigenous Peoples throughout Australia and Canada and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures; and to Elders past, present and emerging.

Sustainability Snapshot	1
Executive Chairman on Sustainability at Evolution	7
Our Approach to Sustainability	9
Governance	10
Environment	28
Health, Safety and Wellbeing	52
People and Culture	60
Community	68
Glossary	84

FY21 Sustainability Snapshot

Safety, Wellbeing and Risk

Active reporting, learning and sharing culture supported by weekly storytelling sessions

100%

of material and critical actions closed

Training compliance goal of

85%

achieved (22% improvement in FY21 compared to FY20)

Implemented and monitored controls to keep our people safe during COVID-19 and no interruption to operations

100%

of significant incidents reviewed with senior management and front-line leaders to promote learning across the business

Strong hazard reporting culture

Increased services to meet demand for mental health and wellbeing support during COVID-19

Zero fatalities and prevention through safety in design principles

Governance

100%

of all assets internally and externally audited and verified with oversight from the Board Risk and Sustainability Committee

Tailings Storage Facility (TSF) Governance Committee providing effective oversight of TSF management

Published 2020 Modern Slavery Statement, Supplier Code of Conduct and Procurement Statement



People

21%

increase in female workforce participation compared to FY20

7%

7% Indigenous workforce (consistent with FY20)

87%

'Choose to Stay' (employee retention rate) against a target of 87%

231

'Act Like an Owner' nominations (17% increase compared to FY20)

42%

of jobs filled internally (2% increase compared to FY20)

Aligned reporting with four key Environmental, Social and Governance (ESG) reporting frameworks reporting including Global Reporting Initiative (GRI) and Task Force on Climate-Related Financial Disclosures (TCFD)

Independent sustainability materiality assessment completed

Transparency with ESG reporting agencies

Became signatory to the United Nations Global Compact

Environment

Commitment to Net Zero greenhouse gas emissions by 2050 and 30% reduction by 2030 – aligned with the Paris Agreement (FY20 baseline for Scope 1 and 2)

Improved water security with

25%

increase in water reuse

No material environmental incidents

Over

70%

renewable energy at Red Lake operations

323

hectares of land rehabilitated on mine sites

100%

of sites covered under biodiversity plans



Community

Strong partnerships through locally relevant projects and engagement



67%

local employment across our operations



A\$129.8M contribution to local and regional businesses³ and organisations including A\$100.4M in direct spend with local organisations (27% increase in local spend compared to FY20)



Contributed over A\$2.5M (since the pandemic began) to provide direct and indirect support to our local communities impacted by the pandemic

¹ Shared Value Project spend was A\$912K in FY21

² Economic contributions include supplier payments, wages, dividend payments, interest, taxes, royalties, community investment, payments to providers of capital and payments to financial institutions (interest)

³ Local and regional organisations are defined by postcode in relation to geographical proximity to Evolution mine sites

Environmental, Social and Governance (ESG) Ratings Performance

<p>S&P Global Corporate Sustainability Assessment</p> <p><i>CSA SAM Corporate Sustainability Assessment S&P Global: Inclusion in 2020 Dow Jones Sustainability Index Australia and 19% improvement in year-on-year score</i></p>  <p>Now a Part of S&P Global</p>	<p>Morgan Stanley Capital International (MSCI)</p> <p><i>MSCI rating score of 'AA' for the Company's resilience to long-term ESG risks⁴</i></p>  <p>MSCI ESG RATINGS</p> <p>CCC B BB BBB A AA AAA</p>
--	---

Shared Value Projects

The following Shared Value Projects (SVP) were supported in FY21:

New

- Red Lake Fire Recovery Support – Emergency Service capability uplift
- Mt Rawdon: Mt Perry Summit Walk Trail Upgrade
- West Wyalong Community Theatre
- 1770 Cultural Immersion Festival
- Galari Agricultural Company⁵
- West Wyalong Advocate Newspaper
- University of Queensland Sustainable Transformational Reuse and Economic Alternatives for Mine Waste Study

Ongoing

- University of Queensland's Research for Early Cancer Diagnosis Using Gold (extending to long haul COVID-19)
- Great Barrier Reef Beach Scrub Protection
- Johnathan Thurston JT Academy
- Great Barrier Reef Yellow Zone Research Project

4 The use by Evolution Mining of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Evolution Mining by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI

5 Partnered with Wiradjuri Condobolin Corporation to undertake a study on the feasibility of the Galari Project



Our sustainability vision is to deliver long-term stakeholder value through safe, low cost gold production in an environmentally and socially responsible way.

Our values

Our values guide behaviours and decisions in the workplaces every day:



Safety

Think before we act, every job, every day



Accountability

If it is my responsibility, I own it – good or bad



Excellence

We take pride in our work, deliver our best and always strive to improve



Respect

We trust each other, act honestly and consider each other's opinion

"Evolution's commitment to sustainability is core to our business and drives our thinking about who we are and how we will be relevant in decades to come."

Fiona Murfitt,
VP Sustainability

The Executive Chairman on Sustainability at Evolution

On behalf of the Evolution team, I am pleased to present our FY21 Sustainability Report which describes the progress we are making on delivering long-term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible way.

The COVID-19 pandemic has had a profound impact around the globe. Through strong collective leadership and management, Evolution has continued to operate safely through COVID-19 with no material impact on operations. Since the pandemic began, we have contributed over A\$2.5 million to provide direct and indirect support to our local communities impacted by the pandemic.

During the year, we focussed on building a learning culture so that our people have greater understanding of the controls in place to keep them safe and healthy. We remain committed to continuing efforts to improve health and safety performance with a heavy focus on robust controls, increased field leadership and high-quality safety interactions. The focus on understanding and supporting holistic wellbeing was also accelerated due to the changing demands of the pandemic.

We strengthened our evaluation and disclosure of climate change risks and opportunities for our business with increased alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) and a commitment to a Net Zero future by reducing greenhouse gas emissions by 30% by 2030, and Net Zero emissions by 2050, aligned with the climate change goals of the Paris Agreement. We will focus on reducing emissions across our operations, as we partner with others to use renewable energy and develop new technology solutions. Detailed planning of emission reductions pathways, actions and project assessment modelling is underway to address climate risks in the medium and long term.

The ongoing management of Tailings Storage Facilities (TSFs) is also material. In FY21, the management, governance and assurance practices for TSFs were strengthened. Sustainability has been fully integrated into life-of-mine planning as demonstrated by the improved planning, training and review processes, supported by the rigour of the TSF Committee.

Respect is one of our values at Evolution. Building an increasingly inclusive culture where everyone can bring their true self to work has been enhanced by a dedicated Inclusion and Diversity measure and target in FY22. This has been developed to support positive inclusion outcomes to help deliver the long-term goal of making people's time at Evolution a highlight of their career.

The recent destruction of culturally sensitive land in Australia challenged the industry to review protocols, standards, and processes. In FY21, Cultural Heritage risks associated with our current and future activities were re-assessed to ensure that our management is thorough and transparent. This management continues to be underpinned by close engagement with our First Nation Partners and Indigenous Peoples.

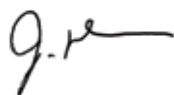
Significant social contributions through our activities included a A\$1.80 billion contribution to the Australian and Canadian economies, with a A\$129.8 million contribution to the local and regional businesses and organisations in which we operate. Examples of Shared Value Projects and partnerships are highlighted in this report and include breakthrough cancer and COVID-19 research with the University of Queensland, Red Lake fire recovery support, the revival of the West Wyalong Advocate newspaper and partnership with Rural Aid that facilitated the installation of SOURCE hydro panel arrays at two schools in the Whitsunday region in North Queensland.

At Evolution, we want our team members to 'Act Like an Owner' (ALO) by treating our business as their own. In FY21, the ALO program continued to grow and drive continuous improvements to deliver significant value through innovation across sustainability and other business-critical areas. 231 ALO initiatives across the business were implemented.

An increased level of transparency, due diligence and reporting has continued as evidenced via our Modern Slavery Statement and Supplier Code of Conduct being published. In this area in FY22 we intend to focus on improving the breadth and depth of our human rights risk assessments. Our high levels of transparency have been recognised by key ratings agencies including the Dow Jones Sustainability Index Australia and resulted in an upgrade to an 'AA' rating from MSCI. We also became a signatory to the United Nations Global Compact in FY21 and are pleased to include our first 'Communication on Progress' within this report.

Sustainability is at the heart of our purpose and we are committed to continually improving our sustainability performance in FY22. I would like to acknowledge and thank all our staff, contractors, partners and our local communities in which we operate, for their dedication and ongoing contribution to our sustainability efforts which are making a measurable impact.

Yours faithfully



JAKE KLEIN
EXECUTIVE CHAIRMAN



Our Approach to Sustainability

Boundary and Scope

Evolution's FY21 Sustainability Report marks the fourth year of annual reporting on the sustainability topics that are most material to our business and stakeholders. This Report is for the period from 1 July 2020 to 30 June 2021 and is approved for release by our Board of Directors.

The Sustainability Report covers operations at our 100%-owned gold mines in Australia and Canada: Cowal in New South Wales, Mt Carlton and Mt Rawdon in Queensland, Mungari in Western Australia, Red Lake in Ontario and our exploration activities in Australia and Canada. In addition to these assets, we hold an economic interest in the Ernest Henry copper-gold mine in Queensland, a large-scale, long-life asset operated by Glencore. More information on Ernest Henry's sustainability performance is available on the [Glencore](#) website.

This Report is aligned with the principles of GRI, TCFD, the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (SDGs). To aid the cross-referencing of this Report's information on Evolution's material aspects to elements of the GRI Sustainability Reporting Standards and other ESG frameworks, a separate [ESG Performance Data](#) document has been prepared and links with this report. It is available online at <https://evolutionmining.com.au/sustainability/>

Management Approach Information

Management approach information related to each material topic is available in this Report and on the Evolution Mining website at <https://evolutionmining.com.au/sustainability/>

Information Integrity and Report Audit

In the preparation of Evolution's Sustainability Report, quality and relevant information is gathered, recorded, analysed and disclosed to prepare the Report in a way that is readily available for examination. Assurance reporting is undertaken on National Pollutant Inventory (NPI) and greenhouse gas (GHG) emissions as part of the submission to National Greenhouse and Energy Reporting Act 2007 (NGER Act). Technical experts have also been engaged to complete a range of internal audit processes.

Contact

We welcome feedback and invite readers to send any comments or enquiries about this report to us at esgreporting@evolutionmining.com





Governance

Governance

FY21 Highlights

Alignment of disclosures with GRI, TCFD and ASX Corporate Governance Recommendation 7.4⁶

Strong collective leadership to navigate COVID-19 safely with no material impact

No material environmental non-conformances

Representation with Industry Working Groups in all jurisdictions addressing transition risk to a lower carbon economy

Strategic uplift in the integration of Sustainability Principles, Policies and Standards

100%

of all assets internally and externally audited and verified with oversight from the Board Risk and Sustainability Committee

Tailings Storage Facility (TSF) Governance Committee providing effective oversight of TSF management



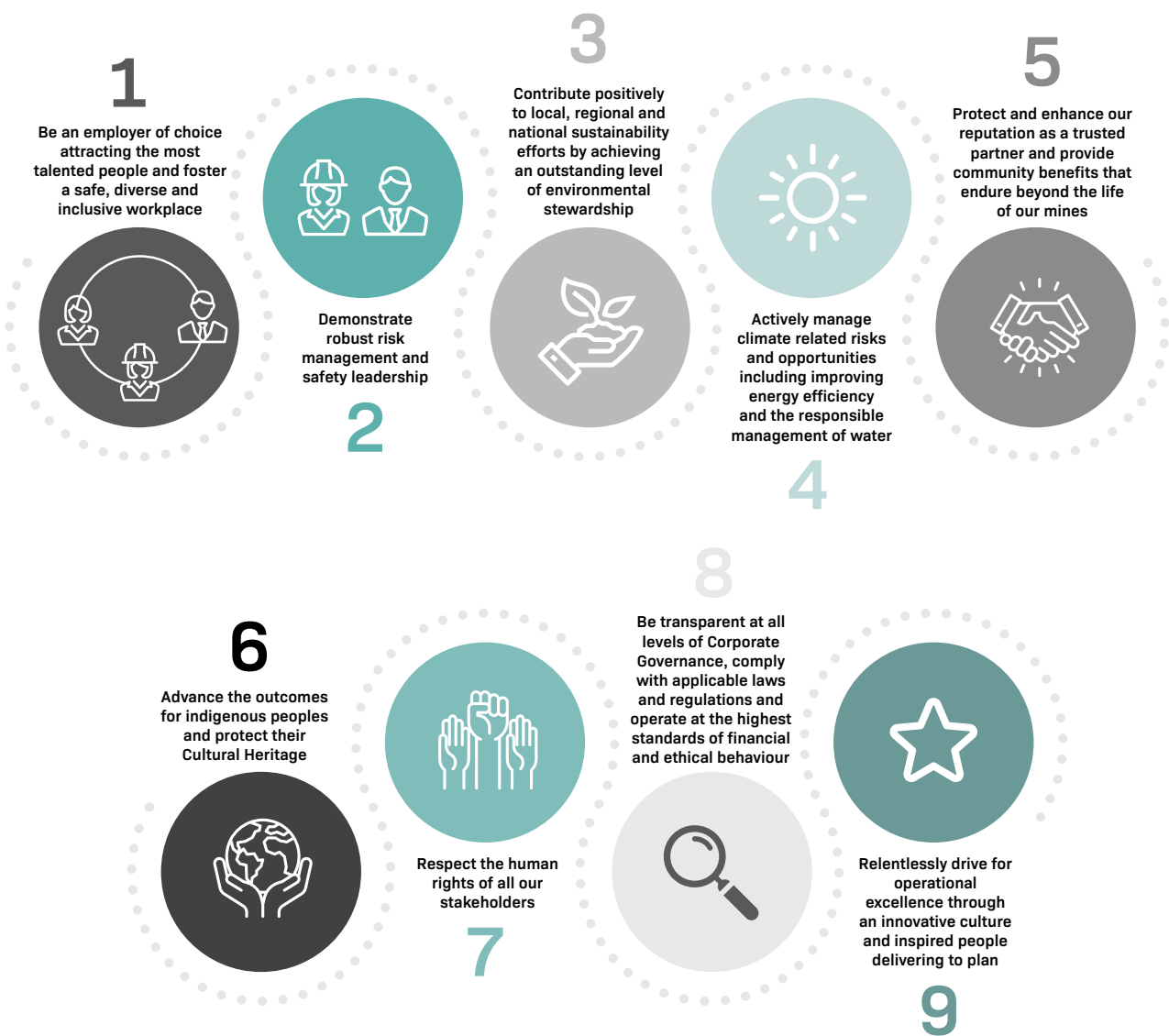
98%

compliance on Cyber Awareness Training

⁶ ASX Corporate Governance Principles and Recommendations

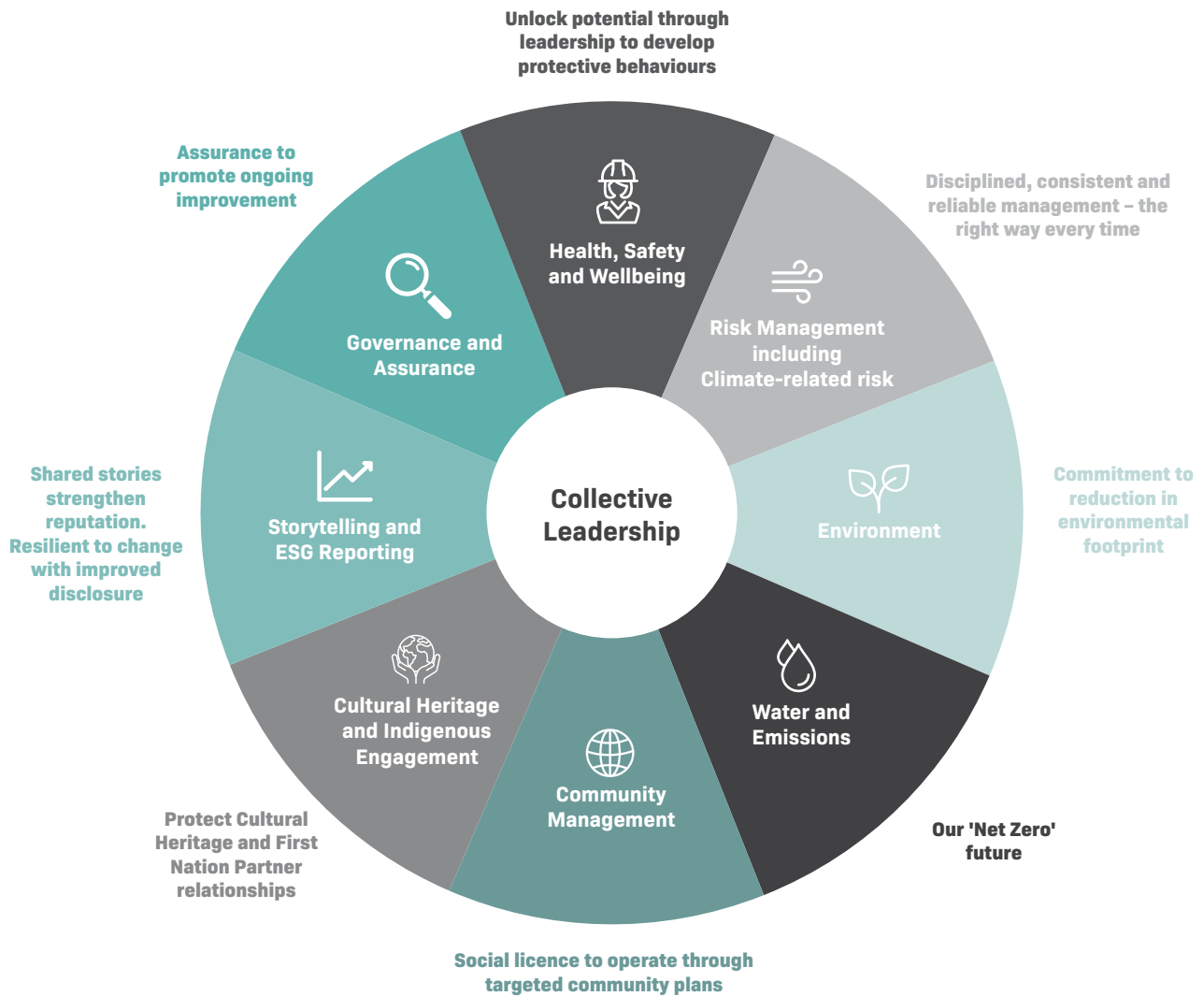
Our Sustainability Principles

Sustainability is integrated into every aspect of the business to ensure we deliver long-term stakeholder value through safe, reliable, low-cost gold production in an environmentally and socially responsible way. Our approach is guided by nine Sustainability Principles which align with the UNSDGs.



Strategy Focus

Sustainability: Integrated Into Everything We Do



Our sustainability strategy focuses on value creation to advance our sustainability performance through:

- Unlocking potential through leadership to develop proactive behaviours
- Disciplined, consistent and reliable risk management - the right way every time
- A commitment to reduction in environmental footprint
- Our Net Zero future
- Further enhancing our social licence to operate through targeted community plans
- Protecting Cultural Heritage and First Nation Partner relationships
- Strengthening reputation through shared stories supported by a strong reporting culture. Resilient to change with improved disclosures
- Assurance to promote ongoing improvement

Sustainability Policy and Strategic Planning Policy

The Sustainability Policy⁷ and Strategic Planning Policy⁸ outline how sustainability is integrated into the business and are designed to be read together. These policies focus on the holistic management of risks in:

- Health and safety
- Environment
- Cultural Heritage
- Human Rights
- Risk-based decision making
- Reporting, learning excellence, innovation, and continuous improvement
- Crisis and emergency management and corporate governance
- Accountabilities for Risk, Sustainability and Strategic Planning

Sustainability Performance Standards and Strategic Planning Standards

The Sustainability Performance Standards⁹ and Strategic Planning Standards support the Sustainability Policy and Strategic Planning Policy in providing the minimum risk and sustainability requirements to be met or exceeded in all areas of our business, including our operations, exploration and Group activities.

In FY21 an internal audit of each asset for compliance was completed against these standards. While we identified areas for improvement, we did not identify any material risks or issues. These findings were independently verified by third-party auditors.



Sustainability Materiality Assessment

An independent materiality assessment was conducted in FY21 to identify the most important environmental, social and governance issues for key external and internal stakeholders. We use this input to help prioritise sustainability actions, inform our sustainability strategy and ensure we report on the issues that are most important to our stakeholders.

⁷ [Sustainability Policy](#)

⁸ [Strategic Planning Policy](#)

⁹ [Sustainability Performance Standards](#)

Four step process for Materiality



A broad range of sustainability issues were considered that are common to both local and global mining operations using peer and industry benchmarking of topics. These were analysed against international standards and guidelines, such as the GRI topic-specific disclosures and the SDGs. Results from ESG Surveys (i.e. CSA SAM, MSCI) were considered to incorporate investor input into the assessment.

The materiality matrix identifying our material issues, and their alignment with our Sustainability Principles and relevant SDGs are described below.

Evolution's FY21 Sustainability Materiality Matrix

All topics in the matrix have been identified as important to Evolution and its stakeholders. Issues are listed in alphabetical order.



Material Topics mapped against the United Nations Sustainable Development Goals and Evolution Sustainability Principles

EVN material issues	EVN Sustainability Principles Alignment	United Nations Sustainable Development Goals																
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Climate risk	4																	
Effluents and Waste	3																	
Energy and emissions	4																	
Environmental Compliance	3																	
Land Use and Biodiversity	3																	
Mine Closure: Rehabilitation	3																	
Tailings Management	3																	
Water Management	4																	
Anti-Bribery and Corruption	8																	
Cyber Security	2																	
Governance and Compliance	8																	
Hazardous Chemicals Management	2																	
Innovation and Technology	9																	
Stakeholder Engagement	8																	
Sustainable procurement	8																	
Transport Safety	2																	
Community Engagement	5																	
Crisis response (Inc. Pandemic)	1																	
Cultural Heritage	6																	
Diversity and Inclusion	1																	
Employee Engagement	1																	
Indigenous Stakeholder Outcomes	6																	
Local Employment	1																	
Mine Closure: Legacy	5																	
Modern Slavery and Human Rights	7																	
Talent Attraction and Retention	1																	
Work Health, Safety and Wellbeing	1																	

Performance (Progress against key targets)

In FY21, a number of measures and targets were used to quantify Evolution’s progress toward key strategic and sustainability objectives set for FY21. Our performance against these measures and targets are aligned with our sustainability principles and FY21 Balanced Business Plan (BBP). The BBP is designed to be a balanced scorecard which has five key business pillars: Zero Harm and Sustainability, People, Operations, Growth and Financial Outcomes.

We are pleased to report that by the end of FY21, nearly all of our targets and measures were met or exceeded against these relevant business pillars and all supporting projects objectives. Notably, the environmental target of reduction in fresh water used by operations was significantly improved in addition to delivering agreed actions against our community (including First Nation Partners) plans, and our ‘Choose to Stay’ (employee retention) rate. The target of energy and emissions per tonne mined was also within range. This is discussed in more detail in the ‘Environment’ section.

The factors that contributed to significant reduction in fresh water use included record return volumes for the Tailings Integrated Waste Landform (IWL) Cell at Cowal and successful reuse and harvesting strategies across all sites. The reduction in the baseline was approximately a 26% improvement in FY21.

While we did not achieve the Total Recordable Injury Frequency (TRIF) target, each of our operations was actively involved in implementing robust initiatives to help reduce the risk of incidents and to minimise the risk of injuries and illnesses. Improvements were seen in leading safety metric improvements such as increased proactive reporting, training compliance, field interactions, action close out and participation in weekly learning calls.

There was variable performance across the sites from world class, to needing improvement. Mt Rawdon set an Evolution record of 463 days without a recordable injury and Mt Carlton exceeded 100 days since their last recordable injury as at 30 June 2021.

There was a reduction in the severity of injuries and in those incidents that could have been significantly higher potential injuries. There has been ongoing commitment to the review of material actions to ensure these are addressed and closed out on time (100% for FY21). These actions are reviewed on a weekly basis and reported on monthly, demonstrating a high level of confidence in reporting.

The table below provides a snapshot of Evolution’s sustainability performance against key FY21 targets, mapped against select material topics.

Material Topic	FY21 Target	FY21 Performance
Water Management	0.54KL raw water drawn per dry tonne milled	0.40KL raw water drawn per dry tonne milled
Energy and Emissions	0.012t CO ₂ -e/t material mined (Scope 1 and 2)	0.0129
Environmental Compliance	Zero material environmental incidents	Zero material environmental incidents
Work Health, Safety and Wellbeing	Total recordable injury frequency rate (TRIF) - per million work hours at or below 5.25	9.62
Cultural Heritage	0 Material Cultural Heritage Incidents.	0 Material Cultural Heritage Incidents
Community Engagement	Complete 100% of actions in Community Relations Plans. 0 Material Community Impact Incidents	100% of Actions in Community Relations Plans have been completed 0 Material Community Impact Incidents
Talent Attraction and Retention	87% Choose to Stay (employee retention rate)	87%

Stakeholder Engagement (material topic)

Definition: Reporting and engagement with investors, customers, Traditional Owners, regulators, local authorities etc.

Our Approach

A stakeholder engagement approach based on clear communication, transparency and trust, helps us to understand the interests and concerns of our stakeholders and emerging issues and risks to our operations.

The Stakeholder Engagement Performance Standard ensures a consistent approach to engaging with communities, employees and other stakeholders. Each of our sites use a systematic and recurring stakeholder mapping process (eg social impact assessment) to identify and prioritise stakeholders from direct and indirect influence areas, and those interested in, or potentially affected by site activities.

As site or social activities change (eg mine expansion projects, post-mine land use reviews, Black Lives Matter movement and Juukan Gorge), the level of interest of different stakeholder groups and the nature of their interests and concerns can also change. Special consideration is also given to identifying potentially vulnerable groups (either within the socio-economic or the political context) whose voices and perspectives may not otherwise be heard.

The table below provides an overview of stakeholder groups engaged in FY21, key interests and concerns, and how we generally respond to them. Updates on stakeholder engagement are provided to the Board Risk and Sustainability Committee on a quarterly basis.

Stakeholder type	How we listen	What matters	How we respond
Employees and Contractors	<ul style="list-style-type: none"> Regular feedback sessions, performance reviews and personal development plans Regular Employee surveys (Teamgage) Group and site townhalls and team meetings Communities of practice 	<ul style="list-style-type: none"> Feeling engaged and a sense of belonging, and being enabled to do their job Regular performance feedback Career and development opportunities Fostering a values-led organisational culture that optimises performance Health and safety including mental health and wellbeing Mine life 	<ul style="list-style-type: none"> Communication Promote our values Ongoing safety, health and wellbeing initiatives Weekly staff meeting with the Executive Chairman and Leadership Team Site prestart meetings Site Townhalls and updates GM updates Weekly business updates from the Executive Chairman
Investors and Analysts	<ul style="list-style-type: none"> Regular meetings with investor representatives and financiers 	<ul style="list-style-type: none"> Consistent financial returns Management of financial and non-financial risks High-quality corporate governance Sustainability and Climate change risk management Health and safety performance Cultural Heritage management 	<ul style="list-style-type: none"> Investor briefings Full-year and half-year results briefings Annual General Meeting ASX announcements Commitment to global best-practice ESG reporting frameworks Targeted specific meetings
First Nation Partners and Indigenous Peoples	<ul style="list-style-type: none"> Regular community and Cultural Heritage meetings Stakeholder perception surveys Community grievance mechanism Community events and information sessions Local social media channels 	<ul style="list-style-type: none"> Local employment and contracting opportunities Economic benefits Cultural Heritage management Cost of living and potential impacts on local services Cultural safety Mine life 	<ul style="list-style-type: none"> Regular community consultations and communication Targeted community investment programs, Shared Value Projects etc. Deliver on Cultural heritage and Native Title agreements Regular participation at cultural events

Stakeholder type	How we listen	What matters	How we respond
Government and Regulators	<ul style="list-style-type: none"> Ongoing dialogue with regulators, government agencies and broad range of political stakeholders 	<ul style="list-style-type: none"> Economic benefits Environmental, Cultural Heritage, social and financial performance Climate change and greenhouse gas emissions Regulatory compliance Transparency Cultural Heritage 	<ul style="list-style-type: none"> Regular engagement with all levels of government Direct submissions to state and federal governments' consultation processes Contribute to industry and business associations
Non-Government Organisations	<ul style="list-style-type: none"> Input into social and environmental impact assessments Regular participation in industry forums and associations 	<ul style="list-style-type: none"> Climate change and greenhouse gas emissions Cultural Heritage Environmental impacts Transparency Human rights 	<ul style="list-style-type: none"> Engagement on Shared Value Projects Commitment to international climate initiatives and reporting frameworks Partnerships for environmental research Engaged in the United Nations Global Compact
Suppliers and Contractors	<ul style="list-style-type: none"> Supplier networking events Workshops with local business networks Regular reciprocal supplier performance reviews Embedded supplier relationship management with our Tier 1 suppliers Supplier feedback survey 	<ul style="list-style-type: none"> Supply opportunities for projects Health and safety Supporting Indigenous and local contractors Technology and innovation Capable and effective employees 	<ul style="list-style-type: none"> Collaborate to deliver tangible safety improvements Collaborate to improve Indigenous engagement outcomes Support programs to develop local business capacity and capability



Case study: Rural Aid collaborations at Mt Rawdon and Mt Carlton

Rural Aid provides critical support to drought-affected rural towns and farmers, strives to build stronger futures, and enhances economic sustainability and wellbeing in regional areas. In line with our vision and values, Evolution strengthened its ongoing partnership with Rural Aid to create more sustainable and resilient rural communities where we operate. Over the past year, Evolution and Rural Aid have partnered in the following initiatives:

Monto Our Towns renewal project

The Rural Aid Our Towns initiative provides rural or regional towns with volunteer and financial support to undertake projects that rejuvenate and revive parts of their town, focusing on renewal projects for the long-term future and sustainability. Evolution contributed both financial and volunteer support to the Rural Aid Our Towns makeover project in Monto. The town, situated near our Mt Rawdon mine, involved more than 50 volunteers that upgraded local amenities and public spaces. The project was recognised through the North Burnett Regional Council Australia Day awards and named the Monto Community Event of the Year.

Hydro Panels

Mt Carlton and Rural Aid leveraged their existing partnership to facilitate the installation of 30 SOURCE Hydro Panels across Collinsville State High School and Merinda State School. This relatively new technology provides an opportunity to strengthen their water security, access, and reliability. The panels act as renewable drinking water systems for the approximately 150 students and teachers as they use sunlight and air to make, store and dispense clean, mineralised drinking water and utilise cloud technology to enable effective monitoring and optimisation for every climate. Over a 15-year lifespan, just one Hydro Panel can eliminate the need for up to 54,750 single-use plastic water bottles and avoids the extraction of groundwater. It provides a unique, one-of-a-kind renewable water technology for our communities that enables clean, safe, off-grid potable drinking water, reduced bottle waste, and opportunities for STEM education.

Industry Associations

Involvement with memberships and industry associations enables us to keep current regarding matters of public policy, emerging sector and sustainability trends, regulatory updates, stakeholder interests and the sharing of industry best practices. We may not align with every element of an association’s public position, but where we believe there is a benefit in constructive dialogue or advocacy, we will maintain our membership.

In FY21, Evolution was a member of, or participant in, associations listed below:

Organisation	Board Representation	Health, Environment and Community Representation
New South Wales Minerals Council	Yes	Yes
Queensland Resources Council	Yes	Yes
Chamber of Minerals and Energy of Western Australia	No	Yes
Gold Industry Group (Australia)	Yes	Yes
Lake Cowal Foundation (Australia)	Yes	Yes
Ontario Mining Association (Canada)	No	Yes
West Wyalong Advocate	Yes	N/A
NSW Government Sustainability Advantage	N/A	Yes
United Nations Global Compact	No	Yes

Commitments and Recognition

We participate in external third-party performance benchmarking initiatives and sustainability related assessments, including environment, social and governance (ESG) ratings agencies, proxy advisor questionnaires and data collection tools. Results of these assessments inform our planning for continuous improvement.

During FY21, we continued to respond to individual requests for information on our sustainability approach and performance from investors and other stakeholders and responded to, or participated in:

- ISS Governance, Environmental and Social Disclosure Quality Score
- MSCI
- S&P Global
- Sustainalytics

Recognition

United Nations Global Compact

Evolution was proud to become a signatory of the UNGC in FY21, joining the global business community in a commitment to sustainable business practices, aligning our strategies with the UNGC’s Ten Principles on human rights, labour, the environment and anti-corruption, the United Nations SDGs and related 2030 SDG targets. Our Sustainability Principles all align with the UNGC Principles and SDGs.

Australian Council of Superannuation Investors

In FY21 the Australian Council of Superannuation Investors assessed Evolution’s level of sustainability disclosure as being at a ‘Detailed’ level within the mining sector. We are pleased with this rating and aim to improve from a ‘Detailed’ to a ‘Leading’ rating in the near future.

MSCI

A high rating of AA (on a scale of AAA-CCC) was achieved in FY21 in the MSCI Ratings assessment, scoring 5.7 compared to the industry average of 4.4, an 18% improvement compared to 2020. We were placed among the top five industry leaders for Health and Safety, Labor Management and Corruption and Instability.

S&P Global CSA SAM

In August 2021, a score of 51 was achieved, a 19% increase from 2020 (industry average of 39). Evolution is one of only two gold companies on the Dow Jones Sustainability Index - Australia.

ISS

A significant improvement in our ISS score in the 'Social' category from '8' to '4' was achieved (scale from 10-1 with "1" being the highest possible rating). This was supported by the publication of our Modern Slavery Statement and Supplier Code of Conduct.



Governance and Compliance (material topic)

Definition: Ethical business conduct, robust policy, transparent reporting.

Our Approach

Evolution is committed to maintaining high standards of ethics, corporate governance, honesty and accountability. These are aligned with our values, in all aspects of our business by enacting robust corporate governance processes and ensuring our employees understand, and consistently meet, the standards formalised in our Corporate Governance Statement¹².

As per Recommendation 7.4, the Sustainability Report provides detailed information on the management of our material environmental and social risks, with a specific focus on climate risks, in alignment with the TCFD.

Board of Directors

The Board is the governing body of Evolution and its role is to represent and serve the interests of shareholders by overseeing and appraising Evolution's values, strategies, policies and performance. The Board operates a Risk and Sustainability Committee¹³ as a Sub Committee of the Board. The role of the Risk and Sustainability Committee is to advise and support the Board of Directors on all matters pertaining to the Risk and Sustainability of the Company including the appropriate management of risk arising from the Company's activities.

As of 30 June 2021, the Evolution Board has eight members (75% male and 25% female), with six Independent and two Executive Directors. The Board is supported by the following committees:

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

¹⁰ **Copyright ©2021 Sustainalytics. All rights reserved.** This section contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data are proprietary of Sustainalytics and/or its third party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

¹¹ The use by Evolution Mining of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Evolution Mining by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

¹² [2021 Governance Statement](#)

¹³ [Risk and Sustainability Committee Charter](#)

The Board is structured to ensure that the Directors' skills and experience align with the Company's goals and strategic direction. The functions and responsibilities for the Board and each Committee is set out in the respective Charters. Information on Board members and Charters are available on our [website](#).



14 A TSF Governance Committee was established in FY18 to provide effective governance and oversight of our policies, standards and practices with respect to tailings management. This Committee reports through to the Leadership Team

Policies

The material changes to policies in FY21 were the introduction of the Modern Slavery Statement¹⁵, Procurement Statement¹⁶ and Supplier Code of Conduct¹⁷. Policies are available to view in the Corporate Governance section of our website. The following policies were reviewed:

- Anti-Bribery and Corruption Policy
- Continuous Disclosure Policy
- Diversity and Inclusion Policy
- External Communications Policy
- Shareholder Communication Policy
- Sustainability Policy (Safety, Health and Wellbeing, Environment, Tailings Storage Facility (TSF), Social Responsibility and Cultural Heritage)
- Strategic Planning Policy
- Climate Risk Position Statement
- Code of Conduct
- Climate Risk Position Statement

Assurance and Audit

An assurance plan is endorsed annually by the Leadership Team and is submitted to the Risk and Sustainability

15 [Modern Slavery Statement](#)

16 [Procurement Statement](#)

17 [Supplier Code of Conduct](#)

Committee for ratification. Outcomes of the FY21 assurance plan was audited by a third party. Areas for improvement included health and safety, environment, social responsibility and Cultural Heritage. No material findings were identified. A leading indicator on ensuring all material and critical actions has been integrated into the Company scorecard and is linked to the remuneration strategy. This reinforces the importance of tracking and reporting and closure of findings that may arise from audit, incident review or internal/external incidents. In FY21 there were no overdue critical or material actions.

Risk Mitigation and Management

Risk management is fundamental to maximising the value of our business and informing its strategic direction. Effective risk management enables us to make informed decisions aligned to legislative obligations' and within the various regulatory frameworks we operate and in line with social expectations. Informed and intelligent decision making will ensure Evolution is able to identify priorities, allocate resources, create advantage or value, demonstrate due diligence in discharging legal and regulatory obligations and meet the standards and expectations of our stakeholders.

Our risk-based decision approach is underpinned by the Sustainability and Strategic Planning Policies, Standards, Integrated Risk Management Framework, supported by site processes and procedures that also align to the principles of the Australian and international standards and guidance. The Group risk reporting and assurance control mechanisms are designed to ensure strategic, operational, legal, financial, reputational and other risks are identified, assessed and appropriately managed. Matters relating to sustainability are recorded in a database and communicated widely across the organisation on daily, weekly, monthly, quarterly and annual timelines dependent on the issue. These are reviewed by our Board Risk and Sustainability Committee throughout the year, supported by regular reviews by the Leadership Team, site leadership teams and subject matter experts such as the TSF Governance Committee. Further, an integrated three level Line of Defence (LOD) assurance program has been implemented, supported by subject matter experts and internal and external audit.

The financial reporting and control mechanisms are reviewed during the year by management, the internal audit process, the Audit Committee and external auditors.

The Group has policies in place to manage risk in the area of sustainability, with individual annual Risk and Governance Assurance confirmation letters submitted at the end of each financial year by the asset's General Manager to the Chief Operating Officer with confirmation to the Board Risk and Sustainability Committee. The Board delegated committees and Leadership Team regularly review the risk portfolio of the business and the effectiveness of the management of those risks.

With the impact of COVID-19, our current risk management focus is on keeping our people safe and well, maintaining safe and reliable operations and supporting our communities, all of which are critical to protecting the future of our business.

The precautionary principle is integrated into our risk management process whereby, to protect the environment, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

Regulatory Compliance

We are committed to complying with the laws, regulations and authorisations that apply to the many facets of our business. We acknowledge the importance of meeting compliance obligations to maintaining our social licence to operate. We routinely conduct targeted audits of compliance against applicable regulatory standards and report the outcomes to our Audit and Risk and Sustainability Committees.

Crisis Response (including Pandemic) (material topic)

Definition: Business resilience to COVID-19, bushfire, and other health and environmental emergencies. Business preparedness and continuity.

Each operation is geographically unique and regionally located adjacent to landholders and small communities. In a crisis, Evolution people are often first responders and available to assist neighbours, community and neighbouring mines. Through a TCFD alignment review conducted in 2019, extreme weather was identified as one of three material climate-related risks. Short, medium and long-term risks were then identified including cyclones, flood, long-term drought, bush and forest fires, late snow cover, food and water borne illness.

Operations prepare thorough mitigation strategies including: cyclone, rain and wind proof infrastructure and shelter; certified water storage and drainage networks; secured buildings and infrastructure; telemetry weather including lightning detection systems; and emergency response equipment including the provision of fire trucks, ambulances, and personnel who are trained in emergency response including scenario exercises and industry emergency response competitions.

Operations response plans are recorded in Trigger Action Response Plans (TARPS), Emergency Response Plans and Business Continuity Plans. Robust and proactive strategic planning remain integral to ensuring business continuity and the health and safety of our communities.

Many communities were affected by the drought, bushfires and flooding experienced in Australia and Canada in FY21. Evolution contributed over A\$600,000 in donations to bushfire and drought relief and offered in-kind flood relief through our Community Investment program.

Our Cowal Operation responded to a call for help from local shires due to flash flooding which threatened the homes and safety of West Wyalong and Ungarie residents. Our people worked tirelessly with local councils and emergency services to coordinate the community during the flooding and provide aid in sand-bagging efforts.

In response to the Perth Hills bushfires, the Chamber of Minerals and Energy coordinated a Bushfire Community Support Initiative and invited all member companies to contribute. Evolution contributed A\$50,000 to this initiative recognising that a broader industry response would have a more direct impact where it was needed most and directly supported response, relief and recovery efforts for those impacted by the Perth Hills fire.

Case study: Boost to emergency services at Red Lake

Forest fires occur seasonally within the Red Lake region. To support the Balmertown Fire Department, Evolution provided a capability uplift to local emergency services which included the delivery of a modern, fit-for-purpose fire truck with increased capacity for critical firefighting equipment, personnel, and water. More than A\$525,000 was also donated to support local businesses and the Municipality of Red Lake for community recovery and resilience management. Evolution employees provided further assistance to the community through participation in the volunteer fire services which responded to the FY21 fires in the region.

By enhancing the local community's ability to act as the first responder to local fires, our communities and our production are safeguarded.



COVID-19 Management

Through strong collective leadership Evolution continues to navigate the ongoing COVID-19 pandemic safely with no material impact to operations. There was one positive case of COVID-19 (at Red Lake) that was managed carefully with the site, community and local health department.

We operate under protocols developed to minimise risks to our people and the communities where we operate to support safe production during this challenging period. These plans include activation of our crisis management protocols, restricting international and domestic travel, detailed risk assessments across all operations including our Greenfield exploration projects, enacting strict social distancing protocols including reducing face-to-face interactions, increasing flexible working arrangements, ensuring best practice health management maintenance and regular COVID-19 communication with the entire workforce. Specialist medical experts were also engaged to deliver up to date specialist advice given the complexity of the pandemic.

We work closely with our communities and with regulators and industry groups to ensure all our operations are complying with agreed protocols and remain responsive to changing needs.

Vaccinations are encouraged to reduce COVID-19 risks. Employees may attend vaccination appointments during work hours (as appropriate) and additional leave in the event of any side effects following vaccination is provided. Externally facilitated medical information and awareness sessions are held to provide appropriately qualified information to our teams on the risks and benefits of vaccination.

Case study: COVID-19 Response focused on generating wellbeing and financial boosts where we operate

Our focus on protecting the safety and wellbeing of our people during COVID-19 extends to the towns and regions our people call home.

Since the pandemic began, Evolution has contributed over A\$2.5 million in direct and indirect support to our communities. Support includes the donation of masks to struggling health care clinics in the Cowlah region. Our Mungari operation provided finances to the local Women's Shelter to provide refuge to women and children at risk of domestic violence.

To help mitigate the mental and physical health impacts that lockdowns and periods of isolation may cause, communication lines have been strengthened across the business and the use of our Employee Assistance Program (EAP) has been encouraged. Our sites have deployed technologies such as contact tracing cards at Cowlah, QR codes in the Sydney Office and site access protocols have been strengthened at each site.





Business Ethics

Our Code of Conduct¹⁸ sets the standard for our people to act ethically, responsibly and lawfully. It applies to Directors, employees, contractors and consultants employed to undertake work on behalf of, or for Evolution and its subsidiaries. It guides us in meeting our ethical standards and legal requirements, and all Evolution employees complete a training program to understand its requirements. We encourage employees to report known or suspected breaches of the Code and any other policies and directives, and to raise any other serious concerns they may have. Any such report is responded to immediately and investigated accordingly.

100% of our employees completed Code of Conduct Training.

Economic Performance

At Evolution, we continuously monitor our performance and objectives, conduct opportunity and risk assessments and integrate these findings into our economic strategy.¹⁹

Anti-Bribery and Corruption (material topic)

Definition: Commitment to integrity.

Evolution views any bribery or corruption behaviour as unacceptable. Evolution has an Anti-Bribery and Corruption Policy²⁰ which extends across all our businesses and activities, and applies to Directors, employees, contractors and consultants employed to undertake

¹⁸ [Employee Code of Conduct](#)

¹⁹ Information on Evolution's FY21 economic performance is provided in the Annual Financial Report section of this Annual Report

²⁰ [Anti-Bribery and Corruption Policy](#)

²¹ [Whistleblower Policy](#)

²² [Whistleblower Standards](#)

work on behalf of, or for Evolution and its subsidiaries. Anti-bribery and corruption training is provided to all employees. All reported incidents of non-compliance or potential non-compliance are taken seriously, reviewed, and investigated. In FY21, there were no reported incidents of corruption.

Whistleblower Policy

A framework has been established for individuals to raise concerns that relate to unacceptable conduct. Details of this framework including the defined elements of independent reporting and investigation procedures, disclosure protection and the role of the Whistleblower Protection Officer, along with the associated corporate governance, are included in the Whistleblower Policy²¹ and Standard²². The process is managed by an external third party in conjunction with our People and Culture department. Whistleblowing events and any actions are reported to the Audit Committee and the Risk and Sustainability Committee.

There were zero whistle blower cases reported via our FairCall (KPMG) service in Australia for our currently owned assets, or via People and Culture Management for our Red Lake operations during the reporting period. One claim in relation to Cracow, a divested asset and outside of the scope of this report, was investigated and closed in September 2020.

Political Parties and Public Organisations

Evolution does not undertake any political activity or sponsor any political parties, movements or public non-governmental organisations, nor does it make any contributions to support any such parties, movements or organisations. In FY21, no donations or payments were made to political organisations.

Transparency and Disclosure

We are committed to open and transparent dealings with all our stakeholders. Information is published on our operational, financial and sustainability performance in a timely manner through several communication channels, including media releases, stock exchange announcements, social media, newsletters and community and investor meetings. We respond to stakeholder enquiries and requests for information as required.

Tax Transparency Code

Evolution supports transparency in our payments to governments and takes into consideration relevant transparency standards in ensuring relevant information is provided to our stakeholders.

At a minimum, Evolution complies with the Australian Government's Voluntary Tax Transparency Code. Payments to government, including taxes and royalties, is provided separately in our 2020 Tax Governance Statement available at our website²³.

Cyber Security (material topic)

Definition: Equipment failure, Equipment misuse, Fraudulent Transaction / Impersonation.

Like many businesses and organisations, Evolution faces constant and evolving cyber threats. The operating and control systems at our mines increasingly use digital platforms and high-tech solutions. As such, the security of these systems is crucial for operating our mines safely and efficiently, making cyber security one of our material business risks.

A risk-based approach is applied to manage cyber-related security risks applying good practice across standard processes. Evolution leverages leading frameworks such as National Institute of Standards and Technology (NIST) and guidance from Australian Government's Cyber Security Centre. There are a range of measures implemented to manage cyber risk including:

- A cybersecurity policy applicable to all employees
- A cybersecurity strategy program as part of Evolution's overall IT strategy
- Clear responsibilities with a centralised IT function and dedicated capability
- Cyber awareness training (98% compliance) supported by ongoing awareness alerts and education
- Defined Disaster Recovery scenarios with Disaster Recovery testing on six-monthly cycles
- Governance reporting and regular assurance including external audits, Incident Response exercises, penetration testing, and assessment against standards and leading guidance

Cybersecurity is a standing item on the Risk and Sustainability Board Sub Committee agenda.



²³ [Tax Governance Statement](#)

Environment

A photograph of a winter landscape. The foreground is covered in snow and has several tall, dry, brown reeds or grasses. In the middle ground, there is a body of water, possibly a lake or a wide river, with a bright sun setting on the horizon. The sky is a clear, pale blue, and the overall scene is peaceful and serene.

"We have always put environmental and social concerns at the forefront of our operations. Now we're publicly committing to bolder, more tangible action as we align our business with the transition to Net Zero".

**Jake Klein,
Executive Chairman**

Environment

FY21 Highlights

Commitment to Net Zero greenhouse gas emissions by 2050* and 30% reduction by 2030* – aligned with the Paris Agreement (FY20 baseline for Scope 1 and 2)

* FY20 baseline for Scope 1 and 2 emissions only

Aligned our climate strategy and related disclosures with the recommendations of the TCFD

No catastrophic or major (material) environmental incidents (including tailings)

Over

70%

of energy at Red Lake coming from renewable sources²⁴

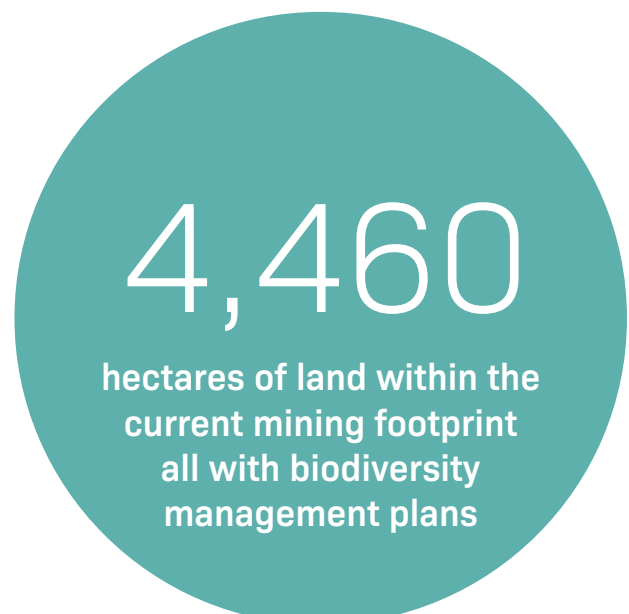
Improved water security with 25% increase in water reuse compared to FY20

323 hectares of land was rehabilitated

²⁴ Renewable electricity purchased from grid



Enhanced environmental stewardship through governance and assurance practices including tailings



Our Approach

Our approach to environmental stewardship is based on understanding and managing the potential risks and impacts of our operations on the environment. We focus on extracting resources sustainably and achieving positive post-mining outcomes.

In accordance with our Sustainability and Strategic Planning policies and standards, we incorporate environmental management into all areas of operations to manage the risks and potential impacts through all cycles of the business. We operate beyond legal compliance through application of the precautionary principle to deliver against our social licence obligations and strive for leading practice to meet community expectations.

During FY21, we continued to:

- Embed the Evolution Sustainability Performance Standards and Strategic Planning Standards
- Address water security risk to reduce raw water demand and increase water reuse
- Plan for and manage extreme weather events such as flooding and cyclones in alignment with our strategic planning and TARPS
- Drive resource efficiency and carbon reduction initiatives
- Enhance monitoring through increased telemetry monitoring of weather, surface and groundwater, vibration and air emissions
- Consult with stakeholders on mine planning and expansion and post mine land use

In FY21, we enhanced our alignment with the recommendations of the Financial Stability Board's (FSB) TCFD. Our work in this space is maturing, and we look forward to continually improving by strengthening our disclosures in FY22 by stress testing our scenarios to identify climate-related financial risks and opportunities. Further quantifying these risks will inform our business planning and decision making to ensure our business is resilient to changes in climate.

Throughout FY22 we also plan to refresh site-specific emissions reduction plans to guide our emissions reduction activities and build off the work undertaken in FY21 that helped shape the Net Zero strategy.

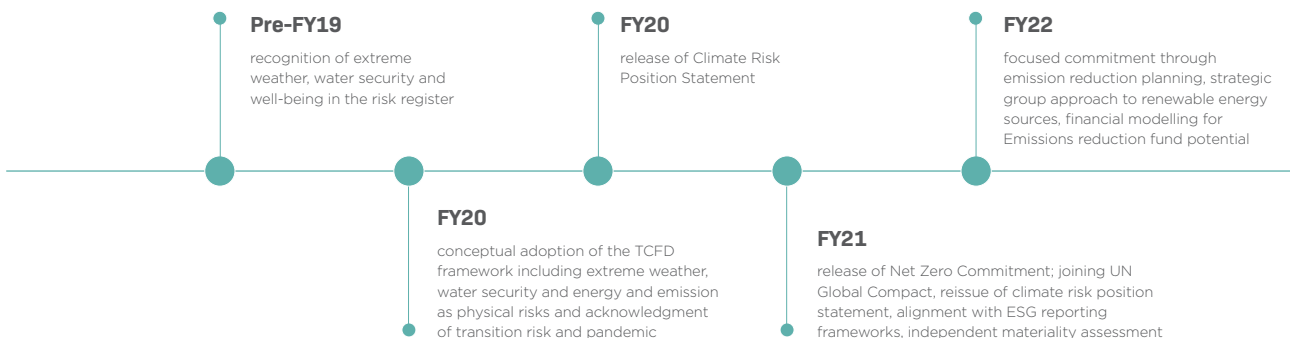
Climate Risk (material topic)

Definition: Ability of the organisation to adapt and respond to the impacts of climate change. Includes physical risks such as extreme weather events and transitional risks.

Our Approach

Evolution recognises climate change as a strategic risk with potential financial implications for our business, our supply chain, our people and communities and our investors. It is one of the most pressing global issues facing our society and is a priority issue for our stakeholders. Our goal is to consider climate-related risks and opportunities and their short- and long-term implications in the evaluation of all parts of our operations.

Milestone commitments in addressing global issue of climate change for Evolution include:





Task Force on Climate-Related Financial Disclosures

Evolution recognises the recommendations of the TCFD, and importantly that our investments may be susceptible to future changes in climate. In FY21, we have aligned with the TCFD and our disclosures are presented with consideration to the interests of our stakeholders.

In FY22, we plan to fully align our approach with the recommendations of the TCFD framework including stress testing climate scenarios for our business and advance understanding and disclosures of climate-related financial impacts to the business. Clarifying the impact of climate-related issues on our operations and taking measures against it will help make our business more sustainable and, through dialogues with investors, enhance our corporate value.

Refer to our [ESG Performance Summary Data](#) document for our TCFD index and detailed disclosures.

Governance

We integrate climate change considerations into our business strategy through strong governance and risk management that is supported by our Climate Risk Position Statement²⁵. We support the framework established by the Paris Agreement to avoid climate change and recognise our activities either directly or indirectly generate greenhouse gas (GHG) emissions.

Climate-related risks are actively reported, supported by FY21 targets established to reduce emissions and improve water security, prepare for extreme weather and health events (including pandemic, smoke impacts from fires and COVID-19 implications) and adopt responsible water management practices. Our Board is informed, via the Risk and Sustainability Committee, on progress against our climate risk targets on a quarterly basis. The Board approved our approach towards a Net Zero future.

²⁵ [Climate Risk Position Statement](#)

²⁶ All time horizons (ie short, medium and long term) were considered for each risk eg for extreme weather events, we looked at cyclone (short term), droughts (medium term) and climate change (long term).

Strengthening the link between Executive Remuneration and our Climate Targets

The Balanced Business Plan (BBP) is updated annually to define key goals, measures and targets for the year to deliver against agreed strategic objectives. The remuneration strategy for our short-term incentive payments (STIP) link to ESG elements that include safety, sustainability, risk and people. Performance against our Net Zero future approach has been included in the FY22 STIP program, linked with the new 2030 and 2050 targets. The inclusion of ESG factors within the remuneration strategy reinforces the importance and focus on delivery against ESG by Evolution.

Strategy and Risk Management

In alignment with the TCFD framework Strategy and Risk Management pillars, Evolution considers short, medium, and long-term risks as noted below²⁶:

- Short-term: risks which may materialise in the current annual reporting period
- Medium-term: risks that may materialise over a 2-5-year timeframe
- Long-term: risks which may fundamentally impact the viability of our long-term business strategy and our legacy extending 5-10-20 years

To deliver long term value to stakeholders, climate-related risk resilience has been built into our operational environment and communities through sound risk management practices across all areas in our business.

Strategy

The climate-related physical risks and mitigation identified as applicable to our business are presented in the following table.

Climate-related risk	Risk	Mitigation
Water security	Reduced water availability with the potential for water security implications to the business plan.	<ul style="list-style-type: none"> ▪ Reduce raw water demand and competition for fresh water to support communities and agriculture ▪ Increase reuse of mine affected water through design, construction and operation of IWL ▪ Reduce total water demand ▪ Investigate water saving technologies such as dry stacking of tailings and reduced residence time in processing ▪ Increase use of hypersaline and low-quality water not suitable for other industries and communities
Extreme weather events	Material damage to the receiving environment, assets and infrastructure; disruptions to operations and supply chains.	<ul style="list-style-type: none"> ▪ Real time dust, weather and stability monitoring including pit and tailings and nearby sensitive receptors/neighbours ▪ Innovative dust suppression e.g. engineered tailings cover pre-snow fall at Red Lake ▪ Engineered design, construction and operation of all significant infrastructure including ▪ Trigger Action Response Plans for incoming threat of cyclone/fire/flood/dust/storm etc
Energy and emissions	Footprint/demand creep Developing energy regulation, market demand for sustainably produced commodities and supplier surety.	<ul style="list-style-type: none"> ▪ Measures, targets – quantify scope 1, 2, 3 carbon emissions ▪ Energy audits ▪ Emission reduction planning ▪ Partnering with industry for accelerated energy efficiency ▪ Internal carbon pricing modelling ▪ Technology and innovation pathways
Extreme health events	Food, water and viral borne illness which could be confined to site, the community or global.	<ul style="list-style-type: none"> ▪ Health and wellbeing programs and practice ▪ Fatigue management and onsite medical care ▪ Food and water standards and process ▪ Pandemic response plans including protection of communities and First Nation Partners ▪ Personal proximity devices for close contact tracing ▪ Specialist support and advice

The above mentioned risks and uncertainties outlined reflect risks that could materially affect our performance, future prospects or reputation. Where risks are material to the Group, they are escalated to the Board Risk and Sustainability Committee and, as appropriate, to the Board.

Climate-related opportunities to support local communities have also been identified. We have historically assisted neighbours, local government, emergency services and communities during flood, drought and wildfire events.

Climate-related risks and opportunities have been included in our strategic planning integrated across our business. The potential likelihood, severity, and materiality of these risks and opportunities to our operations and communities have been proactively assessed and forecasted. They have informed the reporting requirements and targets outlined in:

- Site water and emergency management plans
- Inclement Weather and Cyclone Management Plan at Mt Carlton
- Severe Weather Management Plan at Mt Rawdon
- Detailed design of the Integrated Waste Landform at Cowal

Regular monitoring of water level depths during extreme weather conditions and the dissemination of cyclone awareness training at Mt Carlton are examples of Evolution's resilience methods to managing extreme weather events (or extreme climate-related natural hazards).

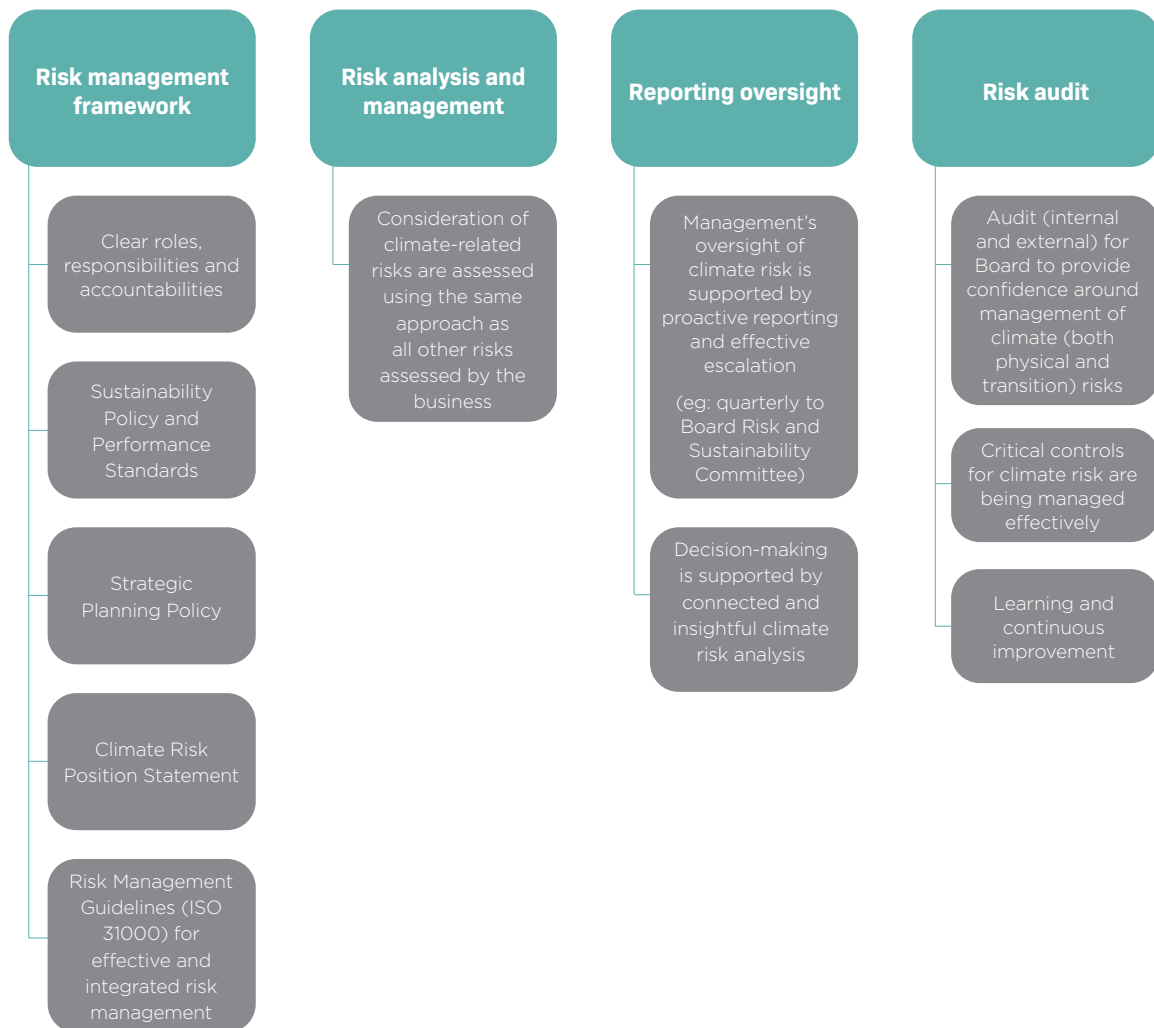
Risk Management

Climate-related risks and opportunities have been included in our strategic planning integrated across our business. We manage our physical climate risks through the Evolution risk management framework and in alignment with our Strategic Planning Policy²⁷ and TCFD. The potential likelihood, severity, and materiality of these risks and opportunities to our operations and communities have been proactively assessed and forecasted.

All material risks and actions, including those related to climate change, are documented and kept current for managing and reporting purposes. Our risk assessment process is firmly founded in site-specific exposures, including those related to climate change such as wildfires, cyclones, floods, and landslides at a more regional level.

With respect to physical risks, our operations are located in very different climate regions. Evolution is actively managing these risks and opportunities, improving energy efficiency, responsibly managing water use and preparing and managing for extreme weather and health events.

Climate Risk Management Process



27 [Strategic Planning Policy](#)

Carbon Price

Whilst Evolution operations are currently not subject to mandatory carbon pricing for Scope 1 emissions, we acknowledge global and national carbon price trends. Our operations are also subject to an environmental levy payment for Scope 2 emissions.

To understand the potential financial risks, a robust direct (Scope 1) and indirect (Scope 2) accounting program has been developed, including setting an emissions baseline. Using the baseline, we have conducted a CO₂ abatement cost review focussing on marginal abatement cost curves (MACC). Although our exposure to carbon price is lower than others in the industry due to our lower emissions intensity, we are working on short and long-term plans to decarbonise our operations by 2050. These includes plans to migrate to renewable energy sources and the consideration of renewable fuel, electric fleet and hydrogen fuel adoption.

One of the ways we respond to transition risk such as the potential impact of climate change policies on our business is by considering an internal price on carbon and the impacts of climate risk are evaluated as part of life of mine planning. In FY21, we tested distinct price forecasts for Australia and Canada as part of our decarbonisation modelling.

Metrics and Targets

Specific targets have been captured in our annual Balanced Business Scorecard, including:

- 30% reduction in CO₂-e by 2030 and Net Zero by 2050
- Year-on-year reduction in CO₂-e per tonne material mined (FY20 as a baseline)
- Year-on-year reduction in freshwater demand (FY20 as a baseline)
- All operations complete 100% actions in emission reduction plans



Net Zero Commitment

For our planet and our future there is growing commitment amongst world nations and businesses towards a Net Zero future. There is also an increasing expectation from all stakeholders, that action with a positive impact on achieving a Net Zero future, is implemented. This is a future state where there “is no incremental addition of greenhouse gases into the atmosphere” (Net Zero definition - Intergovernmental Panel on Climate Change, IPCC).

Evolution supports the Paris Agreement and in FY21 announced a commitment to be Net Zero by 2050 (Scope 1 and 2 emissions only) and an interim target of reducing our emissions by 30% by 2030 (against a FY20 baseline). In the development of Net Zero targets, it is recognised that the current asset portfolio may change over time. However, our commitment to sustainability will continue throughout the

life of the Company, making Net Zero relevant, including for the communities in which we operate.

Evolution’s mid to long-term carbon reduction pathways will include:

- Migration to renewable energy sources
- Partnerships with industry, government and supply chains to maximise use of low-emission solutions
- Technology roadmaps to support process and efficiency improvements
- Integration of carbon reduction plans within our business planning framework
- Improved transparency in reporting progress and performance

Our Targets



for Scope 1 and 2

Why Net Zero?

Context

To ensure long term stakeholder value is delivered, Evolution is building climate related risk resilience in our operations and our communities.

The current asset portfolio at Evolution may change over time. However, Evolution’s commitment to sustainability will continue throughout the life of the company, making “Net Zero” relevant.

Scope 2 emissions was the most significant portion of Evolution’s emissions. Therefore, focusing on renewable energy sources will deliver the greatest impact on emissions reduction over the short to mid-term.

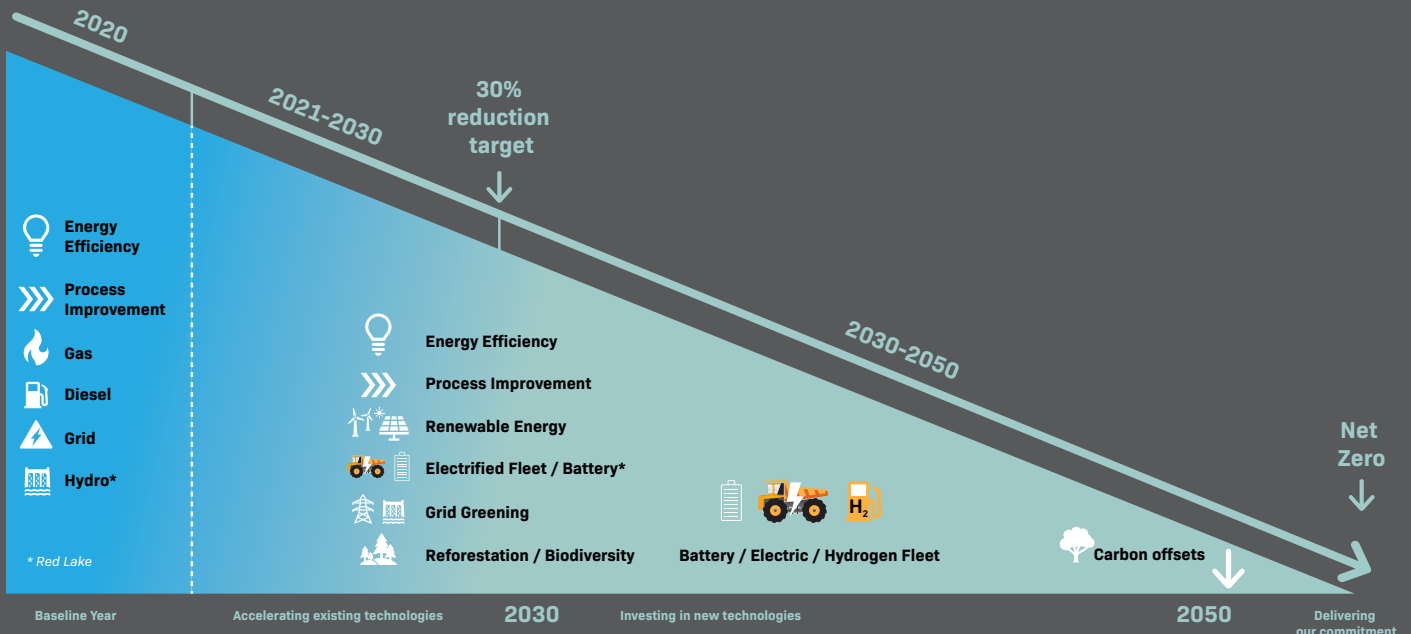
Technology transition and mobile fleet replacement pose key barriers to more significant reductions in Scope 1 and planning for the long-term transitional change has commenced.

Methodology

Paris-aligned; GHG Protocol’s location-based or market-based emission factors should be used to measure annual energy use.

Note: In specific circumstances we may apply appropriate adjustments to the FY20 baseline data. This includes acquisitions and divestments. Specific reporting guidelines will apply aligned with recognised protocols.

Net Zero Decarbonisation Approach by 2050



Key Net Zero levers

Scope 1 and 2:

~50%
Renewables

~20%
Process improvement,
energy efficiency, technology

~20%
Fleet replacement, future fuels

~10%
carbon offsets,
reforestation/biodiversity

Our Actions

1. Footprint - Understanding, managing and reducing emissions (Scope 1 and 2)

Specific opportunities include:

- Planning process – integrating emissions reduction opportunities and projects into Provincial Plan, Life of Mine Plan (LOM)
- Climate scenarios – stress testing climate scenarios through workshops with external consultant
- LOM forecasting – developing credible estimates of Scope 1 and Scope 2 GHG emissions
- Projected emissions intensity built into planning (per unit of production) (transition risk)
- Energy efficiency – conduct energy audits to identify process improvement opportunities
- Sustainable procurement strategy – development of a strategy that includes emissions reduction opportunities including renewable energy

Note: Inclusion of understanding and managing Scope 3 is acknowledged.

2. Partnerships - Industry, government and supply chain collaboration for higher use of low-emissions solutions i.e. Sustainability Advantage, Electric Mine Consortium

Specific opportunities include:

- Renewable energy – active management with energy suppliers to deliver renewable energy sources for grid connected operations
- Sustainability Advantage – participating in the Net Zero Emissions Leadership Accelerator Pilot
- Electric Mine Consortium – Battery Electric Vehicles, Energy Storage and Electrical infrastructure, Underground and Open Cut efficiency
- Funding and grants – partner with industry peers and representatives to secure grant funding for emissions reduction opportunities
- Mine Expansion, independent peer review – refine RA process for energy efficiency

- Planning for long-term transition risk – Continue membership and climate policy advocacy with Ontario Mining Association, New South Wales Minerals Council, The Chamber of Minerals and Energy of Western Australia, Queensland Resources Council, and Minerals Council of Australia for an orderly transition to a low emission economy
- Northern Industrial Electricity Rate Program (NIER) (Canada)

3. Technology Pathways - Utilising technology to improve resource use efficiency

Specific opportunities include:

- Technology Roadmap – develop business-wide roadmap focusing on innovation, adaptation, technology
 - Multiple projects already in the pipeline – automation, tailings efficiency, renewable energy, future fuels etc
- Pumped Hydrogen Project – Mt Rawdon (Shared Value Project)
- Emission reduction plans at each operation and Group
- Sustainable Procurement Strategy – Internal Carbon pricing
- Red Lake Battery Storage Project
- Battery Electric Vehicles

4. Capital - Allocating capital to prioritise and support deployment of seed funding to trial reduced emissions solutions

Specific opportunities include:

- Review of how technology and R&D can be funded, including offset mechanisms

5. Transparency - Transparent reporting on our progress and performance i.e. NGERs and TCFD

Specific opportunities include:

- Full alignment with TCFD reporting
- Potential external assurance on TCFD disclosures in the near future
- NGERs compliance

Case study: Net Zero Emissions Leadership Accelerator Pilot

Since 2020, Evolution has been a member of Sustainability Advantage (SA), part of the Department of Planning, Industry and Environment (DPIE). SA works with medium and large organisations to accelerate the adoption of sustainable practices and nurturing leaders committed to securing a sustainable NSW.

SA recently launched a new initiative, Net Zero Emissions Leadership Accelerator Pilot, aimed at helping organisations build technical and leadership knowledge and capabilities to implement Net Zero emission strategies, build business resilience and accelerate Net Zero success.

The Pilot has taken a select cohort of Sustainability Advantage's influential members through a six-month program that will accelerate the shift to Net Zero emissions. Evolution is one of approximately 20 organisations selected to participate in the Pilot. Our participation will further assist us in our Net Zero strategy and emissions reduction pathways work.

Case study: Electric Mine Consortium

Evolution has partnered with 14 other companies in the mining industry to form the Electric Mine Consortium with the ambition of accelerating progress towards the fully electrified zero CO₂ and zero particulates mine.

Electrification of mine sites, powered by clean energy, offers our industry the option to operate mines in line with our commitments to decarbonise. It also reduces occupational health exposures for our employees by significantly reducing emissions in our underground mines. Our shareholders will benefit from the potential for significantly improved economics on offer from simplified, interoperable, electric-drive equipment with lower mining and energy costs.

Working groups addressing:

- Surface and long haulage
- Underground Haulage, Light and Utility BEV and Electrical Infrastructure
- Electrification value model

Case study: Battery Electric Vehicles at Red Lake

Our Red Lake Operation audited their mobile fleet and replaced multiple pieces of equipment with newer and cleaner technology. The site has commenced the purchasing program and have committed to purchasing up to eight battery electrical vehicles (BEVs) and has allocated over A\$13 million worth of capital to trialling and utilising the equipment in the coming years. These BEVs mitigate risks associated with diesel equipment like ventilation restrictions and noise emissions and will reduce diesel emissions underground and improve employee health and wellbeing. We are excited to assess their benefits and apply BEVs at our other operations based on learning. These efforts contribute to our efforts to manage climate risk and reveal opportunities for new partnerships and exploration of innovative markets.



Energy and Emissions (material topic)

Definition: Monitoring, management and reduction of carbon emissions including aspects such as fuel types, energy efficiency, renewable technologies.

Our Approach

Managing energy consumption and greenhouse gas (GHG) emissions is a high priority for Evolution as we continue to focus on our climate-related risks and opportunities. We monitor transition risk in relation to energy and emissions regulations through climate policy advocacy with a proactive approach to resource efficiency and energy planning.

When measuring our emissions performance Evolution applies a location-based method²⁸, which reflects the average emissions intensity of grids on which energy consumption occurs. Detailed monthly capture and analysis of our energy and emissions performance is conducted in alignment with the Evolution Sustainability Performance Standards²⁹.

Our Net Zero commitment was based on the baseline data derived from an aggregate of all Evolution assets' emissions profile in FY20. The baseline has since been recalculated due to the divestment of Cracow and acquisition of Red Lake. This adjustment is reflected below in our emissions performance.

Operations are proactively engaged in achieving our medium term and long-term emissions targets through understanding their carbon footprint, developing industry partnerships and investigating technology pathways as outlined in the 'Climate Risk' section.

We take a long-term view of emissions reduction with the first milestone commitment of 30% reduction in CO₂-e by 2030 (FY20 baseline). With this understanding Evolution acknowledges that our journey will require sustainable operations focussing on periods of development and construction paired with wholesale change in the process introduced through the technology pathway program.

Our Performance

Our FY21 emissions performance compared to FY20 is as per below:

GHG Emissions	FY21	FY20 (actual baseline)	% change	FY20 (adjusted baseline)*	% change
Greenhouse gas emissions Scope 1 (t CO ₂ -e)	178,395	157,857	13%	173,898	3%
Greenhouse gas emissions Scope 2 (t CO ₂ -e)	371,089	398,187	-7%	371,089	2%
Total of Scope 1 and Scope 2 (t CO ₂ -e)	549,484	556,044	-1%	536,827	2%

* Adjusted FY20 emissions baseline to include current assets and exclude divested asset (Cracow).

In FY21, Evolution's direct emissions (Scope 1) and indirect emissions (Scope 2) were 549,484 tonnes of CO₂-e with Scope 2 emissions accounting for 68% of the total emissions during the year.

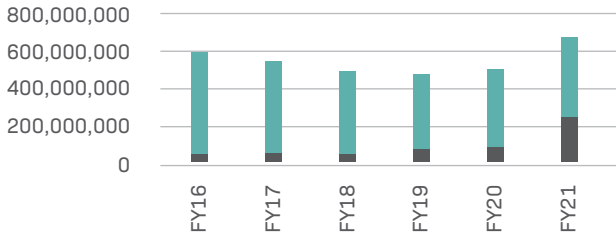
Compared to FY20, Scope 2 emissions reduced by 7% as total renewable energy purchased increased by 148 million kWh compared to the previous year. This is attributed to Red Lake where over 70% of their energy comes from renewable sources.

²⁸ [Greenhouse Gas Protocol](#)

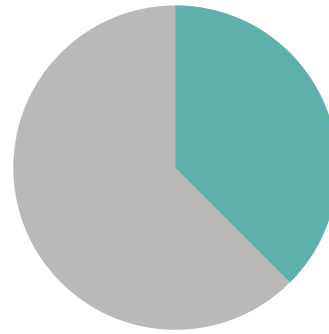
²⁹ [Sustainability Performance Standards](#)

As part of our Net Zero commitment to utilising clean energy sources, we plan to investigate the potential to introduce renewable energy sources including solar and hydrogen fuel cell at our operations in the future.

Renewable vs Non Renewable Energy FY16-FY21



Renewable Energy Consumption



● Renewable Electricity

● Non - Renewable Electricity

● Renewable (GJ) 35%

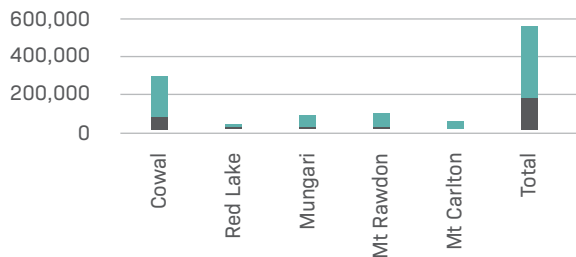
● Non - Renewable (GJ) 65%

Scope 2 emissions reflect two thirds of emissions, with our Cowal operations in NSW contributing almost half of all emissions. There will be an increased focus in FY22 on efficiencies improvement plans, looking to integrate solutions where they will have the most impact.

Whilst there has been an increase in Scope 1 emissions of 21% due to increased trucking, haulage and diesel consumption, efficiencies were delivered with a decrease in Scope 2 emissions (electricity) of 4%.

There was a 10% increase in utilisation of truck fleet between FY20 and FY21, in addition to four additional haul trucks (new hires) added to the fleet in January / February 2021. The number of truck cycles increased 31%, with average haul distance increasing from 9.7km to 12.1km with Stage 2 IWL works. This contributed to an increase in ore and waste mined (29% and 5% respectively). This equated to a 65% increase in haulage distance for the truck fleet between FY20 and FY21 due to the development of the underground decline.

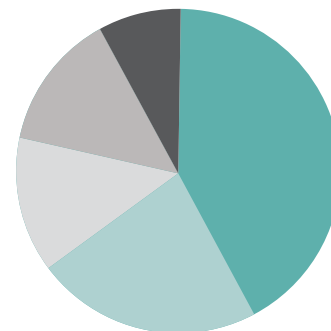
Scope 1 and Scope 2 GHG Emissions, by Operation FY21



● Greenhouse gas emission Scope 2 (t CO2-e) (2)

● Greenhouse gas emission Scope 1 (t CO2-e) (1)

Total Energy Consumption by Site (GJ)



● Mt Carlton 7%

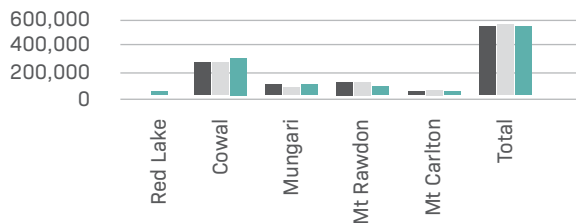
● Cowal 43%

● Red Lake 22%

● Mungari 14%

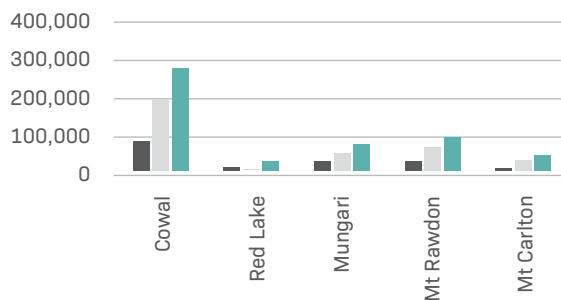
● Mt Rawdon 14%

Scope 1 and 2 emissions FY19-FY21 by Operation (t CO2-e)



- FY19
- FY20
- FY21

Scope 1 and 2 emissions breakdown by Operation (t CO2-e)



- Greenhouse gas emission Scope 1 (t CO2-e) (1)
- Greenhouse gas emission Scope 2 (t CO2-e) (2)
- Total Scope 1 and 2 (t CO2-e)

Emissions Intensity

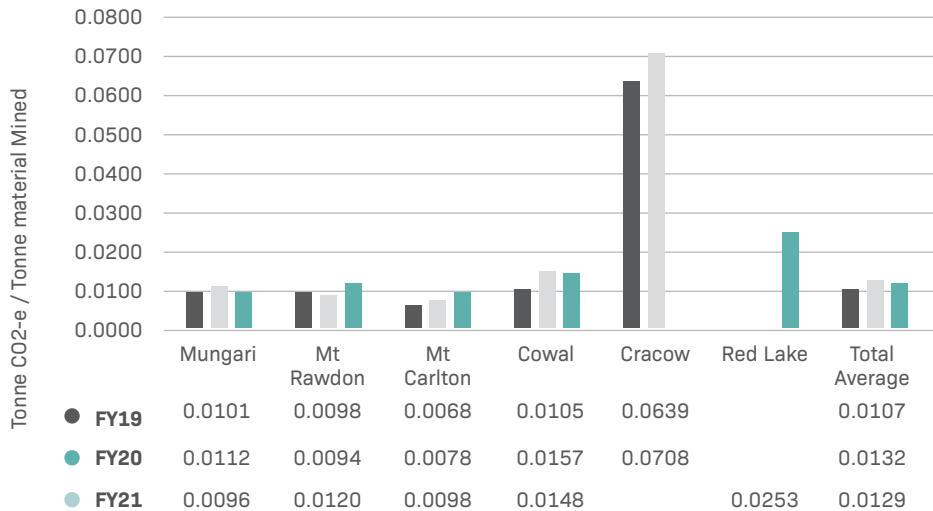
Our FY21 emissions intensity performance compared to FY20 is presented below.

Emissions Intensity (CO2-e)	FY21	FY20 (actual baseline)	% change	FY20 – (adjusted baseline)*	% change
Emissions intensity per tonne material mined (t Scope 1 and Scope 2 CO2-e/tonne)	0.0129	0.0132	-2%	0.0126	2%
Emissions intensity per tonne ore processed (t Scope 1 and Scope 2 CO2-e/tonne)	0.0353	0.0369	-4%	0.0355	-1%
Emissions intensity by gold produced (t Scope 1 and Scope 2 CO2-e/ounce)	0.9339	0.8909	5%	0.7954	17%

* Adjusted FY20 emissions baseline to include current assets and exclude divested asset (Cracow).

A FY21 target was to establish a stronger baseline target for an emission intensity per tonne of material mined. The target of 0.012t CO2-e was established. The performance of 0.0129 CO2-e was within the target range.

GHG Emissions Intensity FY19-FY21



GHG Emissions intensity: Scope 1 + Scope 2 (location based) GHG emissions per tonne material mined.
 Cracow Operations: FY19-FY20 Red Lake Operations: FY21

Emissions intensity of 5% increase per gold produced was due to the processing of lower grade ore. Evolution processed 1% more tonnes in FY21 to produce 14% fewer ounces. This was predominantly due to the processing of low-grade stockpiles whilst mine development continued ensuring the sustainability of all operations.

Effluents and Waste (material topic)

Definition: Waste rock, industrial waste, organic and inorganic waste.

Our Approach

We ensure that our waste and product materials generated from mining and processing are handled, stored and disposed of appropriately. The most substantial waste stream is mineral waste.

Mineral waste is defined as excess material removed from the mine void in order to reach the ore body and remaining materials after the extraction of mineral from ore during processing. All mineral wastes are handled in accordance with the Evolution Sustainability Performance Standards and licence conditions.

Operations manage waste in accordance with a site-specific Waste Management Plan. Non-hazardous waste streams such as cardboard, glass and plastic are recycled, and general household waste is diverted to landfill.

Each operation is unique in terms of potential for acid mine drainage (AMD), neutral mine drainage (NMD) and saline drainage (SD) impact on the surrounding environment. Where Potentially Acid Forming (PAF) waste rock is suspected or known to occur, the operation implements progressive rehabilitation activities to ensure the receiving environment is not impacted by leachate or potential failure.

Our Performance

In FY21, the operations produced 32.69 million tonnes of waste rock to extract 9.9 million tonnes of ore. This represented a 3.3 ratio of waste to ore and an increase from the 2.9 FY20 ratio³⁰. Stripping ratio increased due to ‘first cut’ development activities at:

Mungari - Cutters Ridge open pit development

Mt Rawdon - Mine development

³⁰ Adjusted FY20 figure to include current assets and exclude divested asset (Cracow).



Future Focus

Evolution have partnered with external organisations to address:

- Non-road diesel emissions
- Energy
- Water security – reuse of water
- Tyre recycling
- Unlocking the value of waste rock and tailings

Non-Mineral Waste

Responsible management of non-mineral waste at our operations is formalised through the implementation of comprehensive waste management plans. These plans specify how the different types of waste produced by our activities are to be managed, including identification of opportunities for waste minimisation, recycling and reuse.

During FY21, approximately 24,900 tonnes of non-mineral waste was generated, of which 63% was classified as non-hazardous waste. All waste generated was stored and recycled or disposed of following applicable waste regulations and the site waste management plans.

Case study: University of Queensland Sustainable Transformational Reuse and Economic Alternatives for Mine Waste Project (STREAM) at Cowal

There is a growing need within the mining industry for more integrated holistic approaches to managing mine waste and reduce related environmental footprints. To address this challenge, Evolution has entered into a three-year partnership with the University of Queensland through the Sustainable Transformational Reuse and Economic Alternatives for Mine Waste Project (UQ STREAM). National and international partnerships, and bespoke PhDs, will be provided at our Cowal Operation to identify reuse options for tailings and waste rock in a circular economy model, and unlock value streams within their mine waste.

The partnership will help to challenge the perception of mine waste being a zero-value product and enable increased efficiency, innovation, research, and knowledge sharing. It will equip the next generation of leaders and researchers with new skills, expertise, technologies, and techniques to demonstrate best practice Environmental Management Systems for waste management. Overall, UQ STREAM can prove that innovative problem-solving is business as usual at Evolution, positioning us at the forefront of sustainability research in the mining industry.

Tailings Management (material topic)

Definition: Most significant mining waste stream.

Our Approach

Evolution’s tailings management approach is open and transparent with detailed information, including a full list of our tailings facilities (provided in our Church of England Tailing Disclosure³¹).

The tailings facilities are planned, designed, constructed and operated in accordance with leading industry practices and guidelines. In alignment with the Global Industry on Tailings Management Standard³², tailings management further integrates climate scenario considerations, stakeholder engagement, our communities, water security, the safety of the facility and closure/reclamation.

Tailings risk assurance is achieved through routine inspections and monitoring and independent audit process. Risk reduction is our highest priority and we are working toward this through increased repurpose of tailings in FY21 compared to FY20, improving our water security through innovative controlled seepage systems in new TSF construction at Cowal (Integrated Waste Landform) and Mungari.

31 [Church of England Tailing Disclosure](#)

32 [Global Industry on Tailings Management Standard](#)



Nine tailings facilities globally

8.5Mt

ore mined from open pit

25%

tailings reuse at Red Lake
for paste fill – 134kt

42%

tailings reuse at Mungari
for paste fill – 845kt

15.6Mt

ore processed

1.4Mt

ore mined from
underground

Tailings risk was controlled and further reduced in FY21 by:

- Introduction of real time monitoring and alert system (K2Fly)
- Introduction of an improvement orientated Tailings Working Group
- Improved seepage recovery systems in new construction at Cowal and Mungari
- Internal and external training from Operator to Board level
- Continuation of quarterly Tailings Governance meetings at site and Group and oversight by the Risk and Sustainability Committee
- Biennial governance audit for all operations and Independent Tailings Review Board for Red Lake
- Recertification for Cowal and Red Lake to the International Cyanide Management Code
- Tailings capping trials planning at Cowal and Mt Rawdon
- Studies – dry stacking, enhanced thickening, reprocessing of tailings, in-pit deposition
- Board and leadership TSF specific training
- Increased rigour at the TSF Committee

Environmental Compliance (material topic)

Definition: Regulated incidents and impacts including: ie Noise, environmental discharges, air emissions and cyanide.

Our Approach

Our social licence to operate is supported through permit and licence approval and provides minimum requirements to ensure the health and safety of our communities and the protection of our environment. Operating under relevant licence conditions, all operations are required to provide annual compliance reports to demonstrate conformity with current legal and other obligations supported by assurance activity.

The environmental laws and regulations that cover each site, combined with our policies and standards, address the potential impact of the Group's activities in relation to water and air quality, noise, land, waste, tailings management, and the potential impact upon sensitive receptors and flora and fauna.

The Group has a uniform internal reporting system across all sites. All environmental incidents, including breaches of any regulation or law are assessed according to their actual or potential environmental consequence. Given levels of environmental incidents are tracked based on factors such as spill volume, incident location (onsite or offsite) potential or actual environmental impacts and legal obligation. These levels include: I (insignificant), II (minor), III (moderate), IV (major), V (catastrophic).

Our Performance

In FY21, there were no significant fines paid (> US\$10,000) related to environmental impacts. There were no material environmental incidents in FY21 (major or catastrophic) and four reportable events (classified at a moderate level) were notified to the relevant government authority and the relevant agreed action was taken.

We adopt cyanide destruction systems to reduce the concentration of cyanide discharged to our facilities and Cowal and Red Lake have been recertified against the International Cyanide Management Code.

Air Quality

Our Approach

The management and minimisation of air emissions by mining operations is required to protect sensitive receptors in the vicinity of our operations. Air quality is managed according to the Sustainability Performance Standards.

Dust generated by mining activity is controlled through mine design, haulage planning, and dust suppression to ensure emissions are within compliance limits. Additional controls are in place to manage and mitigate emission of particulates (GHG and dust) within and beyond our operation boundaries. This includes associated monitoring to allow the effectiveness of controls to be routinely assessed, validated and adjusted if required.

Our Performance

In FY21, all operations were in full compliance with regulated limits for particulate emissions. Monitoring of depositional dust at our operations met licence conditions. Refer to our [ESG Performance Summary Data](#) document for our performance around our air emissions related to GHG emissions.

Water Management (material topic)

Definition: Security of supply, quality, efficiency of water use, reuse and recycling opportunities. Potential impacts on community and environment.

Our Approach

Water is integral to our operations, and water stewardship is a key part of our ongoing social licence to operate. We recognise the need to manage our water requirements with the shared needs and demands of the environment, local communities and other stakeholders in water catchments. Consideration of the impact that climate change may have on water availability and quality is integral to effective management.

Each operation maintains water management plans and site-wide water balances to guide responsible water use throughout the mine lifecycle and in the context of the local catchment. Water-related activities are regulated by relevant legislation in each jurisdiction and are subject to set quality and quantity thresholds.

Our Performance

Total water withdrawn increased in FY21. The increase in water withdrawn was due to the inclusion of Red Lake and an increase in water withdrawn at the Mt Rawdon and Mt Carlton operations. Mt Rawdon experienced an unseasonably dry FY21 and had to supplement with raw water.

Our aim is to maximise the reuse of mine affected water (MAW) to reduce the demand for external raw water supply which reduces competition for agricultural and other industries and communities. No Evolution operations are in high to extremely high baseline water stress areas according to definitions set in the WBC SD Global Water Tool, WRI Aqueduct Global Water Tool or Water Footprint Network.

Total water reuse increased by 25% between FY20 and FY21. Notable increases in water reuse were recorded at Cowal (30%) and Mt Carlton (>200%), demonstrating the increased focus and planning associated with water reuse at our operations. With the commissioning of the IWL during FY21, descaling of pipework and upgrade of pumps, Cowal was able to increase daily return of water from the IWL from a previous average of 8-12ML to >17ML to meet the daily demand of ~24ML.

Case study: Integrated Waste Landform at Cowal

In 2019 the Cowal operation was in a drought declared area. The site was, however, well advanced on a multi solution response to ensure external users such as agriculture and communities had adequate water supply.

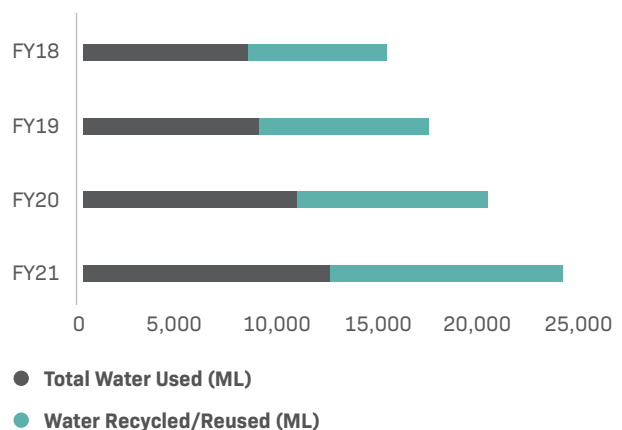
Construction of the IWL Stage 1 was in progress which included controlled seepage recovery design and surface decant water return planning to optimise return of water from the tailings storage facility. This would lead to significant reduction in fresh water required from external sources due to the increase in availability of harvested rainwater on site and increased availability of water from the IWL.

During FY21, for a period of four months, no water was drawn from the Wyangala dam source (Wyangala Dam is Cowal’s fresh surface water source). Water was still withdrawn from fresh bores close to the mining lease, however, this demand was reduced by 65% (4.6M kL in FY20 to 1.3M kL in FY21).

Water reuse increased from 4M kL in FY20 to 5M kL in FY21 attributed to the improved efficiency of mine affected water return from the IWL.



Water Reuse FY18-FY21



In FY21, the water withdrawn intensity per tonne of ore processed increased by 11% which is attributed to the inclusion of Red Lake in the water intensity measure (excluding Red Lake, the intensity figure would have decreased by 20%). This is a whole of site water demand measured as per dry tonne milled. Red Lake has a relatively high-water intensity of 5.15 kL/tonne, noting that this is the only Evolution site to operate an Autoclave and be undertaking extensive reclamation activities in the treatment of legacy Arsenic Trioxide materials from underground workings.

Our future efforts in water management will include continued focus on water security – mitigation of the effects of extreme weather events (drought and flood) through a reduction of total water demand, increase in water reuse, water storage and stormwater, sediment and erosion control best practice.

Case study: Catchment if You Can Challenge at Mt Carlton

Mt Carlton initiated an innovative crowdsourcing event called “Catchment if You Can Challenge.” The objective was to find solutions to deliver water reduction and reuse goals. The operation set themselves a challenge to significantly reduce the volume of water already on site and to determine the appropriate way to treat and recycle large values of low pH water to be used in and around their operation. The challenge attracted submissions from over 130 participants from 26 countries. Following proposal reviews and investigations, two companies have progressed to the design and costing phase with solutions that include the use of an enhanced evaporation towers utilising recycled HDPE to tackle water inventory issues, and electrodialysis to treat acid mine drainage. The innovation demonstrated that Mt Carlton can safeguard the water essential for the work, health, and wellbeing of our employees and communities, and address emerging climate risks of water insecurity.



Hazardous Chemicals Management (material topic)

Definition: Use, storage, handling, transport and disposal of hazardous chemicals including explosives and other dangerous goods.

Our Approach

Hazardous chemicals including the use of explosives, cyanide and other dangerous goods are essential to our mining and processing activities. We recognise the need to ensure hazardous chemicals are managed through their lifecycle in accordance with risk management principles to avoid risk to human health and our ecosystems.

Each operation manages the hazardous chemicals lifecycle in accordance with the minimum standards outlined in our Sustainability Policy and Standards. The use of hazardous chemicals is regulated by relevant legislation in each jurisdiction and is subject to specific licenses, approvals and is inspected routinely by the regulator.

The sustainability assurance program also completes audits at each site to ensure minimum standards are being met and to identify best practice learnings are shared across the business.

Our Performance

- Cyanide Code compliance at Red Lake and Cowal
- Permit and or licence compliance for all explosives, dangerous goods, poisons and radiation devices
- Use of Chemalert for management of all chemicals
- Chemical approval required prior to entering operations including risk assessment
- Emergency response spill scenario training at all operations
- Internal Audit and review validated by external auditors

Land Use and Biodiversity (material topic)

Definition: Biodiversity and ecosystems protection and restoration. Audited, mapped and management plans in place. Fire, pest and weed strategies.

Our Approach

Biodiversity may be affected by the impacts of mining activities on water, land and ecosystems. Our local stakeholders are valuable sources of knowledge concerning biodiversity, and we work closely with our local communities to identify sensitive areas and monitor any potential impacts. We incorporate all stakeholder concerns into our environmental stewardship approach.

Our biodiversity strategy is linked to the stage of development of our projects. As an example, at all operations including exploration biodiversity risks are actively mitigated through ongoing field mapping of fauna and flora, as well as land disturbance permit process at all operations. Sensitive flora and fauna are only impacted where the internal and external permitting process have been met and no other alternative is available.

Biodiversity Management Plans which meet the requirements of the Sustainability Performance Standard are in place at all sites and are regularly reviewed. All activities are monitored in accordance with obligations.

Our Performance

- Disturbance permitting process embedded at all mine and exploration projects
- Annual review of biodiversity management plans
- At the beginning of FY21 Evolution was managing 90,222 hectares of land (owned, leased or occupied)
- At the close of FY21, Evolution was managing 130,505 hectares
- 4,460 hectares of land are currently managed under biodiversity management plans related directly to mining
- Receiving environment protection through sediment and erosion control including the Cowal Lake Protection Bund

Refer to [ESG Performance Data](#) document for more information.

Case study: Northern Queensland Dry Tropics Beach Scrub Rehabilitation Project at Mt Carlton

There is an invasive weeds biodiversity challenge in the region of where Mt Carlton is located. Mt Carlton has partnered with the Gudjuda Reference Group and collaborated with NQ Dry Tropics and the Bindal Traditional Owners to clear a six-hectare patch of beach scrub, located on traditional Bindal land, by removing lantana and other threatening weeds.

As a project sponsor, Mt Carlton provided A\$200,000 to support the training of bushrangers in safe chemical handling, mapping and assessing the health and condition of beach scrub vegetation using the Biological Condition Assessment Tool (BioCAT). Four young Gudjuda trainees have been provided extensive training, received project-relevant skill certifications and made significant inroads on the lantana threatening to overwhelm healthy beach scrub biodiversity.



Case study: Great Barrier Reef Yellow Zone Project

The Great Barrier Reef is a vast and vital ecosystem supporting much of Australia’s rich marine biodiversity and is upheld in importance with the United Nation’s 2021-2030 International Decade of Ocean Science for Sustainable Development. Since 2020, in partnership with James Cook University (JCU) and the Great Barrier Reef Marine Park Authority (GBRMPA), Evolution has contributed A\$218,000 of funding and intellectual collaboration towards the Great Barrier Reef Yellow Zone Project. This research project delves into partially protected marine areas (yellow zones) with regards to questions of marine life, reef habitat health, and cyclone and bleaching impacts on reefs. These areas have rarely been the focus of research, but 2021 studies related to this project have affirmed yellow zones, in combination with no-take green zones, as effective marine biodiversity management tools. Evolution’s funding has enabled the research area to be expanded. The partnership conserves the reef and supports local fishing communities through increased awareness of the conservation benefits of yellow zones.





Case study: Lake Cowal Foundation

Evolution has a strong, long-standing partnership with the Lake Cowal Foundation (LCF) and Lake Cowal Conservation Centre (LCCC) which aim to educate the community in natural resource management issues and encourage the adoption of sustainable land, water and biodiversity management practices. LCF has initiated and implemented a range of projects in collaboration with individual landholders, local community groups including Landcare, local First Nation Partners, local and State government organisations. Evolution has also contributed to these diverse projects, seeing increases in biodiversity evidenced by significant concentration of waterbirds at the ephemeral inland wetland system due to increased rainfall and ongoing environmental management of Lake Cowal.

Mine Closure: Rehabilitation (material topic)

Definition: Restoring land to natural state or suitable for future uses such as conservation, agriculture, clean energy industry.

Our Approach

How we rehabilitate and transition mines to a post mine land use is wholly integrated to our life of mine planning process. Land management and rehabilitation efforts are aligned with leading practice and are undertaken in a socially and environmentally responsible manner, with an integrated approach to planning the rehabilitation and closure of our mines that commences at the feasibility phase and continues throughout the life of the asset. Physical and transition risks are mitigated through internal and external networking, working groups and assurance activities undertaken at the LOD1, 2 and 3 levels. Our Mine Closure and Rehabilitation Standard³³ guides our approach to ensure consistency across the business. This requires every site to have a set of land outcome documents including a plan for closure, mapped disturbance and a rehabilitation cost model with an annual budget for progressive mine rehabilitation.

Progressive rehabilitation is a focus during the operations phase of the mine lifecycle to minimise the mining footprint, assist with understanding and evaluating closure risks, identify knowledge gaps and inform research and development programs, and refine closure provision estimates.

Our Performance

- Enhanced stakeholder engagement in the planning phase considered business as usual
- 4,460 hectares of land disturbed by mining activity
- 323 hectares of land rehabilitated
- Site Closure Plans - 100% of all operational sites
- 2 Line of Defence 3 audits complete in FY21 to validate closure cost models, plans and disturbance
- Ongoing Wetlands trial at Mt Rawdon
- Planning for Tailings cover trials at Mt Rawdon and Cowal
- A\$268.4 million rehabilitation liability (refer to table below)

Operation	Cowal	Mt Carlton	Mungari	Mt Rawdon	Red Lake
Type	Surety bond	Levy System	Levy System	Surety bond	Surety bond
Financial Assurance	A\$64,902,072	A\$31,877,954	A\$20,900,994	A\$49,952,091	CA\$63,386,000

³³ Sustainability Performance Standards

Case study: Pumped Hydro Project at Mt Rawdon

The Mt Rawdon operation is currently planned to close in 2028. Evolution is pursuing construction of a leading-edge low-cost, renewable energy storage managed in partnership with Infrastructure Capital Australia Partners (ICA Partners), known as the Pumped Hydro Project. Preliminary feasibility studies support the project’s potential to deliver a cost-efficient renewable energy power source in Queensland that would contribute to the state-wide target of 50% renewables by 2030. It would also generate significant economic and social benefits to the local community and National Electricity Market (NEM). Planning with decision-makers and experienced partners is ongoing. The initiative showcases Evolution’s capability to lead sustainable solutions in line with our values and support our local communities beyond the life of mine, with planned positive legacy solutions.




Case study: Opening of Ben Prior Park

In the Goldfields region of Western Australia, as with all of the communities where we operate, local economic development and community resilience rely on partnerships between industry, community groups, and local decision-makers. To enhance the liveability of Coolgardie, Evolution, along with the Shire of Coolgardie, Kambalda Men’s Shed, Coolgardie Men’s Shed, and others collaborated to restore and refurbish Coolgardie’s Ben Prior Park. Evolution donated approximately A\$177,000 to the restoration. Upgrading Coolgardie’s community assets and aesthetics with the open-air mining museum promotes local tourism and economic stimulus, retains community support, attracts employees, and promotes and educates on mining’s rich history in the Goldfields. The facilities refurbished at Ben Prior Park enable a deeper understanding of the role of mining in the region and provides educational and sensory tools for school group visits.



Health, Safety and Wellbeing

A photograph of three workers in orange high-visibility work clothes and hard hats. They are holding a large rainbow flag. In the background, there is a large yellow mining truck with '785C' and 'Emeco' visible on it. The scene is outdoors, likely at a mining site.

"Imagine if we could create an environment where we went home even better than when we arrived. That is our aspiration in keeping people healthy and safe".

Fiona Murfitt,
VP Sustainability

Health, Safety and Wellbeing

FY21 Highlights

Leading safety metric improvements – proactive reporting, training compliance, field interactions, action close out

Active learning and sharing culture supported by weekly storytelling sessions

100%

of material and critical actions closed

Training compliance goal of

85%

achieved (22% improvement in FY21 compared to FY20)

Implemented and monitored controls to keep our people safe during COVID-19 and no interruption to operations

Strong hazard reporting culture

Increased services to meet demand for mental health and wellbeing support during COVID-19

100%

of significant incidents reviewed with senior management and front-line leaders to promote learning across the business

All Performance Standards audited at assets with no material findings identified

Zero fatalities

prevention through safety in design principles

Health, Safety and Wellbeing

Work Health, Safety and Wellbeing (material topic)

Definition: Physical and mental health. Employee and contractor safety, occupational hygiene.

Our Approach

Evolution is committed to providing workplaces where our people including contractors and business partners are physically and psychologically safe, healthy, and well. We apply risk management principles with a focus on eliminating hazards, and where that is not possible, ensuring that risk is managed within agreed tolerability levels. This is achieved through the ongoing review and improvement of risk including bowtie risk assessments for material and critical safety risks and the identification and active management of critical controls associated with these.

Our workforce is expected to comply with health and safety requirements that are supported by our systems and processes, including our Sustainability Policy, and Sustainability Performance and Strategic Performance Standards. We measure our health and safety performance using a combination of leading indicators, lagging indicators and performance targets established during the annual business planning process. Our primary lagging indicator for measuring health and safety performance, and for benchmarking against peers, is the Total Recordable Injury Frequency (TRIF). Other lagging indicators are Lost Time Injury Frequency (LTIF). All frequencies are calculated based on a 1,000,000 work-hours formula using OSHA principles. Leading indicators are also measured and reported on a monthly basis including proactive reporting ratios, training compliance rates, field interactions, investigations closed on time and an action close out on time calculation.

Success Through Collaboration

To achieve our objectives, we depend on the commitment, leadership, teamwork, engagement, and involvement of everyone in our workforce – employees and contractors alike. Our workforce is actively involved in health and safety through participation in working groups, project teams, business improvement initiatives and health and safety committees, or by way of designated health and safety representatives.

All significant incident investigations are presented to the COO, Vice President Sustainability and site representatives in weekly report, review and share meetings and other more detailed reviews as required. Findings and key learnings are discussed and then shared across the business with the aim of preventing a recurrence.

Consolidated health and safety performance data is frequently evaluated to identify trends and develop focused incident and injury prevention strategies. Statistics, incident details and summary investigation findings are readily available and accessible to employees, contractors and visitors and a monthly report is published across the business. This is available on the Intranet for access by all. Health and safety performance results are reported to the Leadership Team and shared across our operations monthly, then reviewed quarterly with the Board Risk and Sustainability Committee.

Our Performance

In FY21 we focussed on building a learning and proactive culture so that people fully understand the controls in place relating to our material and critical risks that keep them safe in the workplace.

Each operation implemented sound initiatives to help reduce the risk of incidents and to minimise the risk of injuries and illnesses. Performance was variable across the sites ranging from "excellence" to "requiring improvement" (at two operations where the majority of injuries occurred). Tailored programs and plans have been designed to address the specific needs of each site and are being measured and tracked which focus on leadership, courageous conversations, behaviours and "seeing" hazards. There has been ongoing commitment to the review of material actions to ensure these are addressed and 100% closed out. This is reviewed on a weekly basis, reported on monthly and independently verified.

There were 54 recordable injuries during FY21, with 14 being lost-time injuries, resulting in a TRIF of 9.62. The TRIF did not meet the 5.25 target. Whilst this was disappointing, the types of recordable injuries experienced shifted to injuries of a lower order, demonstrating a reduction in higher order or those where a more severe injury could have occurred. This was further supported with improvement in leading indicators such as reporting and communication of serious incidents and their causal factors, proactive significant incident reporting, training compliance rates, field interactions and closure of investigations and actions on time. This trend supports an improved culture of reporting and is evidence that controls are operating to prevent the most serious consequence.

The focus on risk management was also supported by audits at all sites, with no significant findings identified. These findings were also verified through external review and audit. We are continually learning, improving and sharing how we create safe and healthy workplaces with an emphasis on preventing serious outcomes, with an increased use of technology and data driven insights to reduce risk.

Safety Performance Comparison ¹	FY21	FY20	FY19
Number of safety interactions	49,107	54,287	32,588
Number of hazards reported	13,337	13,415	13,040
Significant Incidents reviewed with senior management (%)	100%	100%	100%
Proactive Significant incidents	38	34	n/a
TRIF ²	9.62	6.76	8.31
TRIF Target	5.25	5.50	4.95
LTIF ³	2.49	2.07	1.75
Fatalities	0	0	0
Total Hours Worked	5,612,323	5,323,912	4,570,433

1 Our safety performance includes both employees and contractors.

2 Total Recordable Injury Frequency (TRIF) is calculated as (total number of recordable injuries [including fatalities, lost time injuries, restricted work and medical treatment injuries] x 1,000,000) / total hours worked.

3 Lost Time Injury Frequency (LTIF) is calculated as (total lost time injuries x 1,000,000) / total hours worked.

Note: the safety interactions and hazards information for FY21 (excludes data from Cracow (divested late FY20) and interactions from the Red Lake operations. The intervention programme for Red Lake has commenced and is focused on leadership, courageous conversations, behaviours and “seeing” hazards. This data commenced in late Q3 FY21 and will be reflected in FY22 data.

Wellbeing

Workplaces that promote mental and physical health and psychological safety are vital to building trust and respect. By investing in mental health and wellbeing programs, we aim to improve health, safety, and business outcomes. Our FY21 plan to enhance awareness, understanding and support for holistic wellbeing was accelerated by the COVID-19 pandemic, and we continue to adjust our protocols and measures put in place on the advice from the relevant government and health specialists, particularly to ensure the safety and wellbeing of our people.

We engaged and supported our people using onsite health practitioners. This was complemented by a wellbeing framework, a mental health support framework and mental health first aid training across operations, which equips people and their families with knowledge to proactively manage their own wellbeing and provides access to tools and support for early intervention and recovery.

Other initiatives at our operations to support a mentally healthy workplace included R U OK Day initiatives, mental health first aid training and fatigue management training for employees and supervisors, and the Blue Tree Project. There were 296 people who had proactive treatment for pre-existing conditions.

In FY22 the wellbeing framework is being enhanced to develop an organisation-wide focus on psychological safety supported by the development of leading indicators to monitor and track wellbeing across the workforce.

Case study: Blue Tree Project and Wellbeing Initiative at Cowal and Mungari

The nationwide movement of the Blue Tree Project has left its mark at the Cowal and Mungari Operations. At each operation, a tree has been painted blue with support from local stakeholders to support the project raising awareness around mental health and sparking difficult conversations. Increasing visibility that “It’s OK to have a blue day” encourages our people to reflect on the wellbeing and health of themselves and others, break down stigmas surrounding mental health, and foster community connections and engagement. These blue trees serve as a reminder that our people and their health are our most important assets and align with our sustainability approach of creating planned positive legacies. Already more than 600 trees have been painted and registered across Australia to help raise awareness of mental health and suicide prevention.

Occupational Hygiene

All sites have risk-based Health and Hygiene Management Plans that includes identification and quantification of risk from actual and potential exposure to airborne contaminants, hazardous atmospheres, flammable substances, noise, hazardous manual tasks and environments where personnel are exposed to hazardous materials. Health risk assessments are conducted, and monitoring programs are implemented for similar exposure groups (SEGs). The monitoring programs are reviewed on a regular basis. Corrective and remedial actions are implemented where the results of monitoring have identified an increased threat to workers' health.



Contractor Health and Safety

We communicate our minimum expectations regarding contractor health and safety requirements as a component of the procurement process for our sites and projects. These expectations form an integral part of the signed agreements with each contractor or business partner. Communication is critical and includes the provision of information on site specific risks and we collaboratively review the way tasks are designed and undertaken. We ensure we are clear in communicating the requirements and accountability for supervision to ensure work is being carried out safely and in line with Evolution's standards.

Evolution operates a 'one team' approach and reports and reviews all incidents including near misses from all contractors. Like all employees, contractors are required

to follow safe work practices, report all incidents and to stop work if they are unable to control the hazards of the task or implement robust controls to safely perform the task. Where a contractor does not follow safe practices, we require them to cease work until remedial actions have been taken. This may include implementing written procedures for high-risk tasks within the contractor's scope; documenting training for all personnel; conducting fit-for-purpose audits of machinery, materials, PPE and emergency equipment used by the contractor; and re-inducting their employees to Evolution's site-safety requirements.

Emergency Preparedness

Emergency response programs are in place at all our operations and are rigorously reviewed and assessed to ensure the business is well prepared to respond to an incident and/or an emergency. Our emergency response teams comprise of employees with additional training in emergency protocols, procedures and equipment. The emergency response programs include extensive emergency drills and training, such as mine rescue scenarios / training, fire drills, CPR first-aid training, and training in the use of hazardous materials suits and other safety equipment.

Emergency Response and Crisis Management

Emergency Response Action: to commence immediately to prevent loss of life, damage to the environment or property and to minimise harm

Level 1 Response: Operations Emergency Response Team (ERT) action at a site level

Level 2 Response: Incident Management Team (IMT) action from site and local external involvement

Level 2.5 Response: Customised grouping of Leadership Team (CMT sub-team), if required in support of a site, operations or exploration IMT level 2 activation

Level 3 Response: Crisis Management Team (CMT) Leadership Support and Management

The framework above outlines how Evolution responds to an emergency or crisis. This framework is supported by the Crisis Management Plan that outlines the roles, responsibilities and processes to be followed by the corporate Crisis Management Team in the event of a crisis, both at a site and at a Group level.

FY21 has been a year where there has been an ongoing and active CMT and IMTs established for COVID-19. These teams continue to meet on a regular basis to address the ongoing COVID-19 issue. Additional examples where IMTs have been established with support from a CMT include cyclones at Mt Carlton, floods at Cowal and forest fires at Red Lake.

We continue to build the capability of 173 members in our Emergency Response Team (ERT) to support our operations and to assist our communities through significant incidents or threatening situations. Our emergency response teams maintain close working relationships with community-based emergency responders and provide additional support and resources to local responders in the event of a serious off-site incident. In cases of disaster and irregular weather events such as floods and forest fires, our emergency responders are ready and prepared to assist community-based response teams to protect our workers, assets and neighbours.



Red Lake ice rescue simulation



Cowal road crash rescue



Mouna Momo stabilises her patient at the multi-casualty First Aid event, Mungari emergency response competition



Chris McIntosh (EVN Mungari Captain) directing team during fire event

Case study: Kalgoorlie
 Surface Mine Emergency
 Response Competition 2021
 at Mungari

In April and May 2021, our Mungari Operation hosted the Kalgoorlie Surface Mine Emergency Response Competition which was run by the Chamber of Minerals and Energy Western Australia. The multiday event provided scenario-based training for nine teams, comprising approximately 200 people across the mining industry, on mine safety and enhancing education in industry-leading emergency approaches. Skills were tested across scenarios in firefighting, hazardous chemicals, first aid, team skills, vehicle extrication, rope rescue, incident management, confined space rescue, and theory exams. Evolution claimed second place in Rope Rescue and several third places including Individual Theory and Best Captain.



Case study: TRIF Safety
 Record – Leaders in the
 Community and at Work at
 Mt Rawdon

In January 2021, the Mt Rawdon Operation achieved 365 days without a recordable injury, enabling the lowest TRIF ever at Evolution of 0.00 and efficient production. The incredible milestone was attributed to mature risk management procedures, leadership, and peer on peer interactions at the operation and across Group. For example, the site committed to ongoing visible leadership through an interactions program, held safety toolbox sessions on resetting risk and controls examinations and rolled out a 5S Lean manufacturing standard (Sort, Set in Order, Shine, Standardise and Sustain) and shared learning broadly across the site and at other operations. In addition, the Site Leadership Team continue to raise standards in reporting and incident investigations. This commitment to safety has encompassed not only the workforce but also in the communities through a Community First Aid Training Day held for 20 local residents.



Transport Safety (material topic)

Definition: Road and aviation accidents. Road dust from transportation to and within the mining sites.

Our Approach

Evolution is committed to ensuring the safety of our employees, contractors, and our communities as we undertake crucial road and aviation activities on our sites and within the areas in which we operate. These activities include the movement of people, delivery of products or transporting goods and equipment.

The risk related to transport safety varies based on the activities of our operations, the location of our assets and the local environments in which we operate.

Minimum standards have been developed to define key requirements related to transport safety outlined within the Sustainability Performance Standards including; Aviation and Travel and Fixed and Mobile Equipment standards. Vehicle Interaction and Aviation have been identified as Material risks at a Group level which requires bowtie risk assessments and critical control plans to be in place with verification activities undertaken to verify controls are effective and functioning as designed in controlling the risk.

The sustainability assurance program incorporates verification against the two Standards and the material risk program across all operations and the wider business. If any deviation is identified, an action plan is developed and the nonconformance is escalated to the Leadership Team.

Aviation Safety

The Evolution Group Sustainability Team takes a lead role in managing the risks and ensuring effective control of risks associated with the Aviation and Travel Standard providing travel related security, emergency recovery and management across the business. Aviation services are reviewed and approved by Group in consultation with key industry and regulatory bodies.

International SOS have been engaged to support the safety of our people as they travel internationally and domestically. Travel is registered, people are briefed prior to departing on any medium to high risk travel and support is also provided in ensuring the safety of our people during the COVID-19 global pandemic.

Vehicle Safety

Our road safety approach focuses on vehicle design and condition, road design and maintenance, traffic management rules as well as driver skills and behaviour. We recently formed an Evolution Community of Practice to champion a program of activities aimed at reducing vehicle incident and near misses across the business. We are focused on reducing risk through both driver behaviour and targeting technological solutions to improve the safety outcomes of vehicle operations.

Our Performance

100% of charter airlines in use through FY21 have undergone the required third-party audit, confirming compliance to regulatory and Evolution minimum standards. There were no aviation related events in FY21.

Vehicle safety was a key element of the FY21 assurance audits with all sites meeting the minimum requirement of the standard. Whilst there were some improvements required these have been assigned actions and will be tracked through to close out. A vehicle safety community of practice has been established to drive ongoing focus and improvement in vehicle safety across the business.



People and Culture

"Our ability to maximise the value of our portfolio is underpinned by an engaged and enabled workforce. An inclusive culture that leverages diversity and values employee wellbeing is key to our success."

**Paul Eagle,
VP People and Culture**

People and Culture

FY21 Highlights

21%

increase in female workforce participation compared to FY20

42%

of jobs filled internally (2% increase compared to FY20)

Employees choosing to stay at 87%, against a target of 87%

Improved our approach to performance management, with an increased focus on regular feedback, coaching, and development supported by a simplified People and Culture system

231

'Act Like an Owner' recognition program nominations (17% increase compared to FY20)

Built cultural awareness through training and collaboration with our local Indigenous communities



Our Approach

Evolution has a values-based culture with clear expectations around behaviours, that aims to create an environment where our people are informed, engaged and have strong working relationships with their Leaders and work colleagues.

Aligned to this, we believe that developing our people is vital to our success as a business and to ensuring our people's time at Evolution is a highlight of their career.

As part of our people strategy we focus on growing outstanding leaders, building capability across the business and driving an inclusive culture that leverages our diversity and optimises workforce performance. We aim to create safe work environments that promote dignity, respect and wellbeing, in which the contributions of all employees are recognised and valued.

We ensure our approach to remuneration is competitive and supportive of delivering quality outcomes, whilst recognising the significant efforts of our people.

Our Performance

As of 30 June 2021, Evolution employed 1,977 Permanent, Fixed Term and Casual employees, compared to 1,448 in FY20. The acquisition of the Red Lake operation and Battle North Gold added 753 employees to our workforce. 87% of our employees chose to stay with Evolution which is a strong result given a competitive market.

Gender Mix Participation

Female representation in the workforce increased from 16.5% in FY20 to 20% in FY21. In addition, 44% of the Graduate Development Program hires in FY21 were females.

Indigenous Participation

The focus remains on growing a pipeline of Indigenous candidates, and proactively identifying experienced external talent with the skillsets needed by the organisation. Our directly employed Indigenous workforce increased from 127 to 139 people, representing 7% of our workforce.

Inclusion and Diversity (material topic)

Definition: All forms of diversity and inclusive design of workplaces. Gender strategy aligned with WGEA: 'female participation in mining'. Cultural awareness training.

Evolution is passionate about creating a workplace that's inclusive and supportive; a place where everyone can truly be themselves. A diverse and inclusive company is a stronger, more successful company. Improved diversity yields many benefits, including positive impacts on organisational culture and reputation, employee attraction and retention, as well as enhanced stakeholder relationships and business outcomes.

We continue to support a flexible and inclusive working environment that assists employees to balance their responsibilities between work and home. In FY21, we formed an Inclusion Awareness Project which will focus on delivering Inclusion Awareness education, supporting leaders to have meaningful conversations with their teams, as well as identifying and acting on improvement opportunities throughout FY22.

We report annually on the gender mix within our workforce via our Workplace Gender Equality Public Report.³⁴

Case study: Cultural Awareness Training at Connor's Arc

Eight members of the Evolution Connor's Arc Greenfields exploration team met with the Barada Barna peoples in Moranbah, in April, to participate in a cultural awareness training session. The training covered the history of the Barada Barna people and their journey to Native Title Determination, the difference between a Welcome to Country and Acknowledgement of Country, their language, and artefacts. The session also covered how the Barada Barna Aboriginal Corporation are working towards a sustainable future for their people and their countrymen by expanding their business and sharing their business acumen with other traditional owner groups to help them succeed.



³⁴ Workplace Gender Equality Public Report

Case study: Rainbow Crosswalk Sign of acceptance for LGBTQ2S+ community at Red Lake

Respect is a key value at Evolution. The Red Lake Operation demonstrated this value by showing support and celebrating their diverse and inclusive LGBTQ2S+ community during Pride Month in June. Red Lake employees painted a rainbow crosswalk with permission of the Municipality of Red Lake, adding not just a pop of colour, but also a dash of hope and acceptance into the community. This community encompasses straight and cisgender allies supporting and advocating for LGBTQ2S+ community members, as well as those within the LGBTQ2S+ community who support each other.

Mayor Fred Mota commends Evolution: “We are very pleased to have this opportunity to partner with Evolution on this project. Red Lake is a community that is supportive of inclusion and diversity. This rainbow crosswalk will serve as a visual reminder of this sentiment for years to come.”



Case study: Sponsoring the 1770 Cultural Connections Immersion Festival at Mt Rawdon

The 1770 Cultural Connections Immersion Festival is a cultural event in the Burnett region driving reconciliation through cultural education and engagement. ‘Reconciliation through Celebration’ is the key objective of the festival which features food, cultural performances, guest speakers, lessons in biodiversity, and storytelling around the cultural values and history of First Nation Partners and Indigenous Peoples. Despite COVID-19, the inaugural festival in 2020 attracted over 1,600 people. Evolution is proud to offer its ongoing support as the festival’s major sponsor for the next three years, along with the Burnett Mary Regional Group and event organisers, the Gidarjil Development Corporation. Formalising this joint partnership with these regional change-makers enables effective forward planning, increases the national profile of the event, fosters the progression of Mt Rawdon’s related biodiversity regeneration projects, and aligns with our sustainability commitments to enhance cultural and environmental outcomes in our local communities. Through this collaboration, our partners envisage the 1770 Cultural Connections Immersion Festival will become one of the most significant festivals for First Nation Partners and Indigenous Peoples in Australia.

Employee Engagement (material topic)

Monthly voluntary employee engagement surveys are conducted, providing people with an opportunity to let their leaders and team members know what is important to them.

During FY21, an average of 54% of our team members responded to the survey (compared to 53% in FY20). The results demonstrated that we successfully sustained or improved over the period against our key culture measures, which are aligned to our values.

We received a combined staff engagement score of 78, which is a strong result, consistent with FY20. In FY21 questions were added on wellbeing (physical, social and psychological), culture (supportive workplace culture) and belonging (sense of belonging as part of their workplace). These questions scored consistently in the 73 - 79 range. We were pleased that engagement was consistently high despite the COVID-19 crisis.





Combined Score Average: 78

Talent Attraction and Retention (material topic)

Definition: Appealing to new and experienced talent, targeted training, career growth and development.

Talented people are core to our business, and we are always keen to identify, attract and retain people who are highly skilled, with strong alignment to our values. In FY21, some enhancements included: streamlining the recruitment process; implementing new sourcing and selection tools; and consolidating the reporting of recruitment statistics through enhanced recruitment dashboards. Social media channels, eg LinkedIn and Facebook, are used to showcase diversity through employee story sharing, community initiatives and local activities. Our partnerships with Work180, JT Academy, Gold Industry Group and other local and community associations help us deliver targeted talent attraction messaging to our candidate market.

As highlighted above, strong levels of retention have been maintained across our workforce. This is a reflection of the targeted work undertaken to attract quality people to the business and the provision of an environment where they want to stay, thrive and do their best work.

As part of our commitment to a diverse workforce, we increased our engagement with, and employment pathways for, Indigenous People across Australia and Canada.

Evolution strives to continue to develop and grow our employees by engaging and investing in their futures through a variety of internal and external offerings. We encourage our people to take up opportunities for

development that complement their individual needs, short and long-term career goals and business requirements. We focus on developing people both personally and professionally, which enables the Company to build organisational capability and capacity.

Recognising and Rewarding our People

We have built a culture where our team members ‘Act Like an Owner’ (ALO) by treating Evolution as if it is their own business. In FY21, 231 ALO initiatives were generated that delivered significant value for our business through change, improved safety, innovation, cost reductions and efficiency gains.

In addition to this, Evolution is in its seventh year of offering all eligible Australian based employees A\$1,000 worth of Evolution shares, through the employee share offering program. Therefore, they can truly be owners of our business.

Evolution undertakes an annual pay review and bonus process, aimed at recognising and rewarding employee outcomes aligned to organisational goals as well as the efforts of our people throughout the year.

The strategic importance of sustainability performance is also recognised and linked to Management’s short-term incentive process. This process evaluates Evolution’s performance against established targets including health and safety, people, environment, climate risks (water and emissions), social responsibility and innovation, as well as ALO contributions.

Case study: Mill Feed at Cowal

The processing team on site identified that the mobile crushers could crush ore to an appropriate size to feed via the soft oxide bin to compensate for the Coarse Ore Stockpile (COS) feeders being out of action. Luke White was instrumental in this process, promptly leading the team to minimise disruption to the mill feed. He coordinated the safe removal of the contaminated material in the COS, allowing for a cost saving of A\$640,000.

Case study: Act Like an Owner – Crusher Jaw Liner at Mt Carlton

Mt Carlton ore is extremely abrasive and may be very hard. This causes rapid rates of wear for ground engaging tools, in this case, the crusher jaw liners. Rapid wear rates require high frequency of maintenance work to change out, with resultant risk exposure. Glenn Jarvis provided ore specifications to a new supplier (Brisbane based manufacturer) who designed and supplied jaw liners (24% manganese) specifically for Mt Carlton ore characteristics. This resulted in a -30% decrease in the required frequency of maintenance work to change out worn liners, with resultant decrease in risk exposure and increase in effective run time. Consumable costs decreased by 30% as a result of the longer utilisation time (A\$106,000), supply lead times and supply risk with previous supplier in China also decreased.

Training and Education

Extensive training is provided to increase or improve skills that mitigate the risk of health and safety incidents, meet compliance requirements, and increase employees' understanding of their responsibilities towards the environment. All staff participate in annual performance and career development reviews covering their on-the-job performance, our values and training and development goals.

In FY21 our continued focus on development, leadership and retention was measured through:

- 82% of people fulfilling their stated development goals
- Improved continuity in our leadership pipeline effectively retaining and attracting top talent in our management group
- Enrolment and participation of 283 of our leaders in development programs despite COVID-19
- 42% of our vacant roles appointed through succession and internal candidates
- Growth in our pool of employees identified as “ready now succession” to 31% against a target of 20%
- Delivery of a total of 116,092 training hours in FY21: an average of 59 hours per employee

The rollout of our refreshed Leadership Development suite of programs underpinned by our Leadership Behaviours commenced in FY21. The leadership suite includes Leadership Essentials; practical bite-sized learning for all leaders, delivered on site; and Introduction to Leadership, which is aimed at supporting new and emerging leaders around the fundamentals of being an effective leader. The GOLD mid-senior development program was also refreshed, focusing on building leaders who are values driven, resilient and agile, commercially minded, inclusive and delivery focused.

Graduate Program

Evolution's Graduate Program has been running since 2013. We are delivering diversity and equality in our graduate talent pipeline supported by a robust and engaging recruitment and selection process. A sixth cohort of new graduates were welcomed to the business in January 2021. Across their two-year journey, the graduates are supported and encouraged to flourish in both their personal and professional development through formal workshops and webinars, customised development assessments and learning, mentoring, exposure to the Senior Leadership Team, and a dedicated development guide.

Case study: Meet Gizella Szekely, one of our Graduates

Gizella knew she wanted to be a part of Evolution from a young age and began her time with the business as a vacation student. She was successful as an applicant in Evolution's Graduate Program as a geologist in 2021, a role that incorporates what she is passionate about: exploring the great outdoors and mineralogy. What stood out to Gizella about Evolution is the clear focus on people and experiencing that no matter what role people are in, the business will always support them.

In her time with Evolution, Gizella has been provided with several learning opportunities and the opportunity to immerse herself within different departments, allowing her to experience many aspects of the geology function. Her career highlight so far has been working on the Cowal Underground Feasibility Study which involved logging core to understand the GRE46 deposit.



Case study: JT Academy

The JT Academy has been a valuable partner in addressing talent attraction and retention challenges in the mining industry. Since 2019, Evolution's operations have actively engaged in the academy's various programs, such as JT Community, JT Youth, JT Leadership, and Lead Like a Girl. These programs have supported the attraction and retention of local, indigenous, and female candidates into the mining industry, and have enhanced Evolution's talent attraction, brand promotion, and community education programs. They have also led to the delivery of thousands of educational workbooks across our local communities, workshops on self-confidence, JT Leadership sessions, as well as school and site visits by Johnathan Thurston (NRL football legend) which have generated cultures of positivity, self-belief, and cohesion in our communities. So far, by leveraging the Academy's resources, Evolution has increased the number of job applicants identified as Aboriginal and/or Torres Strait Islander to 12% in FY21. This partnership is part of enabling sustainable positive legacies in our communities, particularly with equal access to employment, training, and capacity building.





Community

"We are deeply connected to the local communities where we operate. Partnering with our First Nation Partners and Indigenous Peoples, neighbours, local and regional governments and suppliers allows us to improve outcomes in health, community infrastructure and services and education, including providing traineeships and creating pathways for employment. By working together, we can create long-lasting, inclusive and sustainable value beyond the life of our mines."

**Bob Fulker,
Chief Operating Officer**

Community

FY21 Highlights

Active engagement with First Nation Partners and Local Communities

0 Material Cultural Heritage Incidents

0 Material Community Impact Incidents

100%

of Actions in Community Relations Plans completed



7 new Shared Value Projects in FY21



Our Approach

Evolution relies on the relationships we have with our stakeholders to ensure that the opportunities created by our operations produce socially inclusive and sustainable development for the communities in which we work.

The communities near our sites experience the most direct social, environmental and economic impacts of our business. By providing competitive wages and benefits, prioritising local procurement, contributing our fair share of taxes and royalties, and investing in community programs and infrastructure, we work hard to support the development goals of our host communities and governments.

Providing clear and transparent benefits to local communities is an integral part of our strategy for gaining support. Our approach is to:

- Build engaged and lasting relationships with the communities in which we operate
- Uphold fundamental human rights
- Protect cultural heritage and First Nation partnerships
- Invest in meaningful community projects and sustainable development
- Respect cultures, customs and values while engaging in open and inclusive dialogue

Indigenous Stakeholder Outcomes (material topic)

Definition: Economic and education opportunities, community and health outcomes for Indigenous stakeholders.

Our Approach

Evolution is committed to respecting and enhancing the rights, interests, concerns, traditional land uses and cultural activities of our First Nation Partners and Indigenous Peoples within the communities in which we operate. For operations whose activities can directly or indirectly affect Indigenous Peoples, our Social Responsibility Performance Standards require the establishment of formal procedures and processes related to Indigenous Community engagement, economic inclusion and Cultural Heritage conservation, while ensuring we meet applicable legislative requirements.

Our Stakeholder Engagement Standard and Guidance guide our relationships with Indigenous Communities by outlining specific requirements around engagement, communication, integration of community input, monitoring and review.

Indigenous Peoples, including First Nation Partners in Canada, are often highly impacted by mining. In Canada, the mining industry is the single largest employer of First Nation peoples and contributes to the sustainable development of Indigenous communities across the country. As identified by the Truth and Reconciliation Commission of Canada, Canada's private sector has an important role to play in helping to reconcile historical injustices faced by Indigenous Peoples. As a mining company with a Canadian asset in operation, Evolution has a responsibility to meaningfully consult First Nation communities and provide equitable access to employment, training and educational opportunities.

Our Community Relations teams at all sites works with our First Nation Partners and Indigenous Peoples, contractors and educational institutions to provide training and employment opportunities to Indigenous peoples. The General Manager at each site is responsible for First Nation engagement at a local level.

Our Performance

In FY21, there were no disputes relating to land use, customary rights of local communities and Indigenous Peoples, or incidents of violations involving rights of Indigenous Peoples.

Refer to the [ESG Performance Data](#) document for activities that take place in or near areas where Indigenous Peoples are located.

Case study: Yalga-binbi Training Centre at Mt Rawdon

The Yalga-binbi Institute for Community Development (YBI) now comprises a new and improved Environmental Marine Training Centre with an Alternative School for the delivery of high-quality training and community development opportunities for at-risk youth in a secure, self-contained environment. YBI has been working within the community for over 20 years to develop programs and training opportunities that promote positive social transformation and help empower the Indigenous community to build better, healthier, and stronger communities. Since 2018 an estimated 400 people have enrolled in their courses covering Conservation and Land Management, Marine Compliance, Construction, Hospitality, Retail, and Office Administration on site, and an outreach training program is being run for local prison inmates to retrain ahead of release. We are honoured to have built upon our partnership with YBI to fund these developments and are eager to support the outcomes for youth to learn and prosper in the long-term.



Case study: Wiradjuri Condobolin Corporation Galari Agricultural Company Business at Cowal

Evolution and the Wiradjuri Condobolin Corporation have come together to form the Galari Agricultural Company (GAC) which has a meaning of connections to the Lachlan River. The employment and training initiative and horticultural and livestock enterprise will focus on the production of beef cattle, lamb, and wool on 1,600 acres of Evolution land. The project will start with training in shearing and animal husbandry for eight trainees. Longer-term goals are to establish GAC as a Registered Training Organisation to support 80 youths annually to build careers in agriculture, livestock, mining, commercial cleaning, catering, and land management. This collaboration will enhance the employability and skill development of Indigenous youth in the region and establish an ongoing work readiness pathway program.

Cultural Heritage (material topic)

Definition: Working with Indigenous communities to protect places and items of cultural significance. Indigenous engagement.

Our Approach

Evolution acknowledges the special connection to country that Indigenous people have, and we work together to build constructive and respectful relationships.

As the short-term custodians of the land in which we operate, we respect the role of our First Nation Partners, Traditional Owners and Custodians of the land and consider environmental and Cultural Heritage as both an

honour and a responsibility. We value the partnerships we have built and are committed to working together to protect their Cultural Heritage and advance outcomes for First Nation Partners and Indigenous Peoples. Our relationships are integrated into our values driven approach, reflected in our Sustainability Principles and supported by our Sustainability Performance Standards and ongoing practical implementation of these standards.

We believe that Cultural Heritage management should be based in agreement making and collaboration, with Traditional Owners and Custodians given a central role and voice. With input from Traditional Owners and Custodians, we have developed and implemented comprehensive Cultural Heritage management plans to monitor and manage our environmental impacts on Cultural Heritage. This is especially important when our projects are located on land traditionally owned, adjacent to, or under customary use by Indigenous peoples. In these instances, specific engagement is undertaken.

In 2021, to further support this commitment, management created a new Group role to drive the development and implementation of a comprehensive cultural heritage, community and Indigenous relations strategy, framework and risk management.

Cultural Heritage Management Review

The destruction of culturally sensitive land in Australia made many of us in the industry challenge and re-validate our own standards, protocols and processes. We reaffirmed the importance of the protection of Cultural Heritage at all levels of the business.

In response to the incident resulting in the destruction of the culturally significant heritage site, Juukan Gorge, Evolution took the following steps:

- Each of our assets reached out to our Traditional Custodians to reaffirm our commitment to protecting Cultural Heritage and also checked if there were any concerns
- Renewed focus on education across the business, including progressing the planning of Cultural Competency sessions for leadership teams in the first instance
- Reviewed our existing Cultural Heritage standards and related audit findings to evaluate if we had the correct processes and systems to support our ongoing commitment to the protection of Cultural Heritage and as trusted partners
- Reaffirmed our commitment through increased communications at all locations
- Delivered a brief outlining the impact of the destruction of Juukan Gorge and key findings from the 'Juukan Gorge Interim Report'³⁵ to Evolution's Board, Management and site management; the brief included

35 [Juukan Gorge - Interim Report - Parliament of Australia \(aph.gov.au\)](https://aph.gov.au)

an overview of the next steps to ensure learnings from this interim report are integrated into planning and management

- Conducted specific discussions with the Site General Managers and teams to reinforce our values and expectations
- Developed specific First Nation Engagement Plans that considered Cultural Awareness across the business
- Added Cultural Heritage to our Quarterly Environmental Assurance audits as an added layer of governance

Evolution's nine Sustainability Principles are closely aligned with the UN Sustainable Development Goals with one Principle focusing on 'Advancing the outcomes for Indigenous Peoples and protect their Cultural Heritage'.

We have developed a set of Social Responsibility Performance Standards that sit within the Sustainability Performance Standards. Sections 5.1 and 5.2 of the Social Responsibility Performance Standards outline performance requirements related to planning, performance and review of Cultural Heritage management and Traditional Custodians and First Nation engagement. Each of our projects and assets undergo regular sustainability audit and assurance programs that assess performance against these standards and identify opportunities for improvement. Sustainability audits conducted in FY21, highlighted good alignment across all our assets in understanding and implementation of the Social Responsibility Performance Standards. The results of our audits for all operations provide Evolution with greater assurance that current governance practices are adequate to ensure the protection of Cultural Heritage, relationships and values.

Our Performance

As outlined in the Social Responsibility Performance Standards, each of our operations has a dedicated Community Relations team that liaises with our Traditional Custodians and First Nation Partners and oversee the relationship agreements in place. Our Australian and Canadian operations and exploration projects operate under Collaboration Agreements, Native Title Agreements, Cultural Heritage Agreements and/or Exploration Agreements with our First Nation Partners. These agreements are negotiated in good faith, fairly and equitably and ensure we work in partnership with Traditional Custodians and First Nation Partners to support opportunities that promote and support self-determination including:

- Enabling them to maintain, control, protect and develop their Cultural Heritage, traditional knowledge and cultural expressions. These can include Cultural Heritage Management Plans which prescribes steps to be taken when undertaking operational or exploration activity that has the potential to uncover or disturb Cultural Heritage. Heritage Agreements may also have provisions to promote Cultural Awareness Training across sites

- Supporting the improvement and sustainability of their social and economic conditions including negotiated royalties or consideration to employment and training opportunities and awareness of business opportunities that may arise within the operational footprint

Each asset is required to maintain documentary evidence of the status of actions, implementation and achievement against an agreed commitment. Any Cultural Heritage near misses or incidents must be immediately reported to enable a review of any incident or near miss to ensure we understand, learn and widely communicate findings from the frontline, with our stakeholders and to the Board.

The Board Risk and Sustainability Committee meet and review our Environment, Social and Safety performance on a quarterly basis. Cultural Heritage impact or material changes are included in the Board update and open for discussion and review.

During FY21, there were no material Cultural Heritage Incidents.

Case study: Identification of Stone Artefacts at Drummond

Our Cultural Heritage obligations include reporting all artefacts or sites of potential cultural significance identified during the course of our exploration field work. Whilst geological mapping on Birriah country at the Drummond Greenfields Project, two Evolution employees identified several stone artefacts and after further detailed work located a possible knapping ("factory") site.

These locations were photographed and a report was forwarded to the Birriah Cultural Heritage Officer, who subsequently inspected the sites that we had identified. The Officer confirmed the sites were of importance and acknowledged our efforts for noting the site and bringing it to their attention so that it can be adequately studied and recorded for posterity.

Our Social Licence depends on the strength of our relationships with the communities within which we operate and the Native Title groups with whom we work. Our people's observations and follow-through have demonstrated our values and commitments to Cultural Heritage obligations.



Case study: Integrated Cultural Heritage Management at Mungari

Following the destruction of culturally significant land in Australia, Cultural Heritage management and protection have been reaffirmed as key enablers for the operation and future of the mining industry. Evolution is committed to strengthening our existing relationships with our Traditional Custodian and First Nation Partners and engaging in thorough due diligence. The Mungari Operation are leading Evolution's integrated approach to Cultural Heritage management through their enhanced monitoring and regional geographical mapping of registered sites, engagement in NAIDOC and Reconciliation Week, ongoing open and honest landowner negotiations, and improved cultural competencies.

The enhanced monitoring and mapping, particularly through new technologies such as tablets to access the QField application, enables greater efficiencies, allows us to assess the implications for future landowner negotiations and tenements, and boosts accuracy and visibility over tenements, disturbances, boundaries, pastoral reserves, and Cultural Heritage sites in the field.



Community Engagement (material topic)

Definition: Indigenous and non-Indigenous community engagement. Managing community expectations and grievances. Delivering on mutually beneficial agreements and investing in developing our local communities.

Our Approach

We understand the responsibility of being a major community employer and partner. Across Australia and Canada, we employ local people, use a mix of national and local suppliers, and support economies more broadly through taxes and other government payments. We aim to create sustainable partnerships and opportunities for our people to be involved in their community.

It is important that we are an integral part of our local communities and work to understand expectations, share information and resolve issues as they arise. We work to make a positive contribution to our communities, with management plans in place to ensure responsible operations, and we work collaboratively on issues and opportunities. Many of our major sites have established community consultation committees, providing a regular forum for open discussion between Evolution, community representatives and other stakeholders about the environmental management and performance of our operations.

Community Investment

Our Approach

Engaging with local stakeholders to understand our impacts as well as their goals for the sustainable development of their communities is essential to how we identify and implement community investment programs, including our Shared Value Projects and sponsorships and donations.

Our approach to community investment is site-specific, while maintaining the core guiding principles presented below. Each site is responsible for its own community investment initiatives. Community investment projects are first assessed and then implemented by our Community Relations teams at each of our sites. The site General Managers are responsible for overseeing community investment projects and their contributions to sustainable development.

Evolution's Community Investment program is underpinned by four guiding principles:

Attraction and Retention

- Raise awareness and strengthen reputation of Evolution / mining sector in broader community
- Attract younger generation to careers with Evolution / the mining sector
- Grow Evolution's brand as employer of choice

Build Community Advocacy

- Demonstrate industry relevance (now and future)
- Foster trust in mining/ gold sector
- Touch the hearts of our local, regional and national communities
- Grow understanding of modern mining practices

Enhance Outcomes for First Nation Groups and ATSI* people

- Demonstrate our respect and accountability for any disturbance
- Partnerships that build capacity for the future
- Develop/support actions to help close the gap:
 - Health
 - Education
 - Employment

Innovation and Industry Relevance

- Unlock value for Evolution / mining sector
- Support leading practice and new approaches in:
 - Environment
 - Safety
 - Discovery
 - Operations
 - Technology
 - Community outcomes

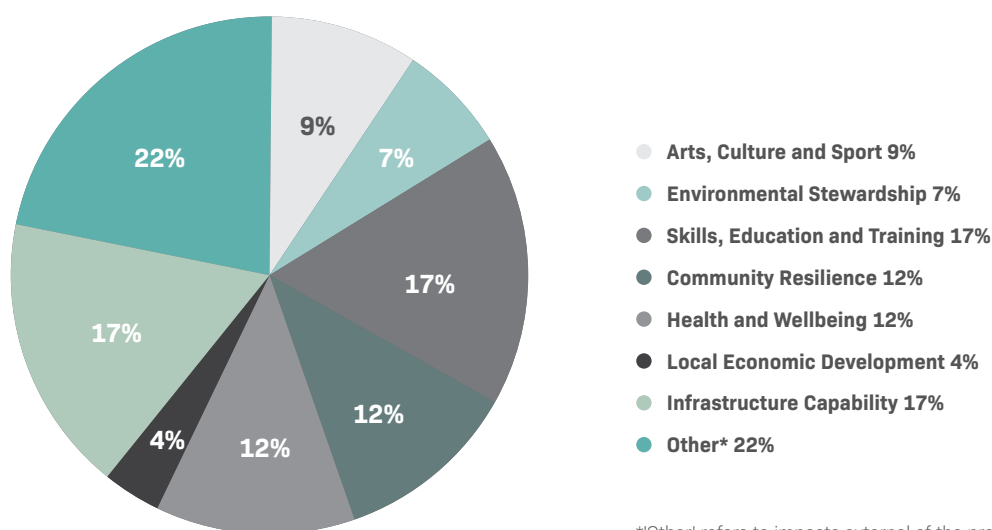
* Aboriginal or Torres Strait Islander

Our Performance

Direct Community Investment

Total direct community investment expenditures across our operations and Group office in FY21 were approximately A\$3.30 million, and supported the following impact areas:

Community Investment Breakdown FY21 (%)



*Other' refers to impacts external of the provided impact areas.

The following table highlights key Shared Value Projects at each of our sites:

Shared Value Project	Site	Purpose	Impact Area	Outcomes
University of Queensland's Research for Early Cancer Diagnosis Using Gold	Group	Partnership with UQ to support research into using gold nanoparticles to test for cancer, enabling early diagnosis of all cancer types	Health and Wellbeing	<ul style="list-style-type: none"> Novel technology enabling early cancer diagnosis and survival rates up to 98% Several research papers published in renowned medical journals -advocating for the value of gold in biomedical technologies - with positive receptions Extension of partnership into researching long haul COVID-19 impacts
NQ Dry Tropics Beach Scrub Protection	Mt Carlton	To improve the condition and extent of threatened beach scrub ecological communities in the dry tropics in partnership with Traditional Custodians and NQ Dry Tropics	Environmental Stewardship and Skills, Education and Training	<ul style="list-style-type: none"> Invasive lantana removed from beach scrub ecological communities near The Pocket outside of Ayr Four Gudjuda trainees trained and certified as bushrangers to undertake mapping, vegetation assessments, and to look after Country Enhanced skill transferability and employability of the local community

Shared Value Project	Site	Purpose	Impact Area	Outcomes
Somewhere Down the Lachlan	Cowal	Partnership with Forbes Arts Society to significantly enhance tourism in the region by installing a sculpture trail between shires	Arts, Culture and Sport, Community Resilience and Local Economic Development	<ul style="list-style-type: none"> Installation of three Evolution-sponsored sculptures: a 22m long galvanised steel Goanna named 'Varganus', the thought-provoking 'Road Kill', and a 6m tall Indigenous warrior named 'Heart of Country' Linked the local shires together, encouraged tourism, and fostered the local economy with the associated Grazing Down the Lachlan Educational opportunities respecting and incorporating the traditional culture of Indigenous people Transition to independent management by the Forbes Art Society and community
Great Barrier Reef Yellow Zone Research Project	Mt Carlton	Partnership with James Cook University and Great Barrier Reef Marine Park Authority to research protected marine areas with aims of reef conservation and community support	Environmental Stewardship	<ul style="list-style-type: none"> Research and data generated on yellow zone areas which are often overlooked in favour of no-take fishing areas Expansion of the spatial research area, enabling greater access and scope of local fishing communities
Red Lake Fire Recovery Support	Red Lake	To enhance emergency capabilities within the Red Lake region, namely with a new and higher capacity fire truck, following the bushfire disasters of August 2020	Community Resilience	<ul style="list-style-type: none"> Provision of a modern fit-for-purpose fire truck Financial support to enable regional economic recovery following bushfire and evacuation costs Long-term community resilience to fire emergencies, safeguarding community safety and wellbeing Strengthened existing partnerships with the Balmertown Fire Department
Mt Perry Summit Walk	Mt Rawdon	A funding collaboration to provide visitors with a reason to stop and stay in Mt Perry and develop tourism and community infrastructure capabilities	Community Resilience and Local Economic Development	<ul style="list-style-type: none"> Track upgraded to a Class 3 Standard hiking trail, including improved signage and amenities Several Gidarjil Trainees trained in mapping and land management to revitalise the track Increased patronage and tourism
Ben Prior Park	Mungari	Partnership with the Shire of Coolgardie, Kambalda and Coolgardie Men's Sheds to restore Coolgardie's Ben Prior Park into a functional open-air mining museum and tourism rest spot	Community Resilience and Skills, Education and Training	<ul style="list-style-type: none"> Since March 2021, Coolgardie's community assets and the region's rich mining history enhanced and showcased in a revitalised open-air mining museum Mining and farming equipment, such as shaft winder wheels, provided from the collection of late local resident Ben Prior Increased tourism and economic stimulus, and sensory tools to educate the community Recognition from Gold Industry Group

Grievances

Our Approach

We believe that conducting business honestly and respectfully requires open communication between our sites and stakeholders. This is essential when managing disputes regarding our activities and relationships. When grievances are raised, we act and respond with due diligence, and effective grievance mechanisms play an important role in governing and remediating any impacts.

Our Performance

All operations have a grievance mechanism in place to ensure that stakeholders can voice concerns about Evolution activities and impacts and that these concerns are documented in a transparent, accountable manner and addressed in a timely fashion.

Refer to the [ESG Performance Data](#) document for the total number of grievances filed through grievance mechanisms at each of our operations in FY21.

Case study: Mt Perry Summit Walk at Mt Rawdon

The Mt Perry Community Development Board (MPCDB) works to support the Mt Perry community and give the region an identity and prosperous future beyond the life of mining. An element of this strategy is the promotion and delivery of the Mt Perry Summit Nature Walk. Evolution has partnered with the MPCDB, Gidarjil Development Corporation, North Burnett Regional Council, and QPWS, to improve the existing Mt Perry Summit Nature Walk and upgrade it to a safe and marketable Class 3 Standard hiking trail. The unmarked bush trail initially lacked signage and any local promotion. The upgrades have the potential to showcase Mt Perry's local ecosystems, foster local economic development through increased visitors and longer stays in town, and support the health and wellbeing of both visitors and employees. The project also enables collaboration with our Traditional Custodians, Gidarjil, and the Queensland State Government in providing employment and training opportunities to 15 local applicants while building the walking track. Even prior to the official opening on 6 August, the trail experienced increased patronage and usage.



Case study: West Wyalong Advocate Revival at Cowal

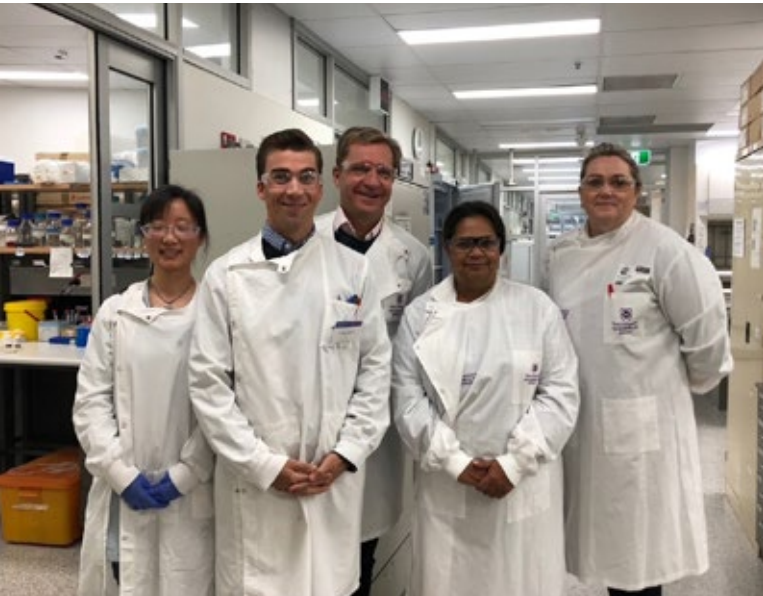
Regional Australian newspapers are recognised as a key communication source for small communities, yet they have experienced recent widespread closures. In early 2021, the closure of the 126-year-old West Wyalong Advocate was announced to the disappointment of the communities surrounding our Cowal Operation. The team at Cowal saw the loss of the region's most trusted and vital resource as an opportunity to work closely with community representatives and the Bland Shire to revive the paper under the management of an external, independent body. This revival aimed to strengthen and sustain long-term community, employment, and business connections across the region beyond the life of mine in line with Cowal's community relations priorities. After a four-month hiatus, the Advocate successfully recommenced publication in May 2021 underpinned by strong long-term foundations of economic support from Evolution and an independent management committee. This success story featured as an entry in the 2021 NSW Mining HSEC Awards and was recognised for its positive community impact.



Case study: UQ research into DNA Nanostructures and COVID-19 immune responses using Gold

To aid in the research and development of rapid cancer tests, Evolution committed A\$300,000 over a three-year partnership with the University of Queensland (UQ) in 2019. Researchers from UQ developed a breakthrough novel Immuno-Storm chip technology, using gold nanoparticles that can rapidly detect cancer cells in the human body with the potential to enable early diagnosis for all cancer types and improve survival rates up to 98%. It is considered a disruptive technology, and Evolution’s support assists in commercialising it, generating intellectual property, and contributing to the growth of our Biotechnology industry.

We are exploring opportunities to continue our support, with research expanded to include long-term COVID-19 immune response. Following the successful initial clinical demonstration and advancement of the technology and research, Professor Trau, Director of the Centre for Personalised Medicine at UQ’s Australian Institute for Bioengineering and Nanotechnology, and the UQ scientists who pioneered the technology, are focused on critical research in the application of the Immuno-Storm chip technology to long-term COVID-19 immune response. This innovative research offers an opportunity for Evolution to improve the health of people in our communities and globally, save lives, build the diversity of new gold-based products in medical diagnostics, and demonstrate the relevance of gold.



Local Employment (material topic)

Definition: Commitment to employ locals where possible, followed by a preference for relocation over FIFO.

Our Approach

Drawing our workforce from local communities where possible is a priority to ensure that the economic benefit of employment remains in our local communities. Benefits of local employment include skills development, increased income levels and economic diversification.

This strategy helps build strong working relationships with local communities. Hiring and training local employees may also result in operating efficiencies and lower long-term costs by having an educated and experienced workforce near our sites. This practice positively impacts local and national economies by providing well-paying jobs and generating government revenues that can be directed towards health care, education and infrastructure. Conversely, negative impacts can include inflated local prices for goods and services as well as income disparity between the mining and non-mining workforce.

Our Performance



Case study: The Karlkurla Park Shed: Enhancing training and employment prospects for Goldfields prisoners at Mungari

In partnership with the Kalgoorlie-Boulder Urban Landcare Group, Evolution has supported a program to enhance skill development and training opportunities for local Goldfields prisoners. Through this program, 16 members of the correctional community constructed a storage shed as part of wider infrastructure upgrades to the local nursery. It has contributed to the members' rehabilitation into the community by boosting their employment opportunities and established a foundation for upgrades to the nursery which will provide a community space for recreation, connection, health, and wellbeing.





"Evolution continues to work in partnership with our supply chain to continuously improve our approach, develop sustainable practices and deliver value to our business and communities. We strive to work with suppliers and contractors who share our values and are driven to improve our supply chain's social and ethical footprint."

**Gary Ward,
Group Manager Supply**

Sustainable Procurement

FY21 Highlights:

A\$100
million

local spend (27% increase
compared to FY20)

54%*

of medium and high-risk suppliers
assessed for modern slavery and
human rights risks in FY21

* 54% of questionnaires issued were returned in FY21

**Modern Slavery
Statement released**

**Supplier Code of
Conduct released**

**Standard contract terms
updated to consider modern
slavery risks and expectations**



Sustainable Procurement (material topic)

Definition: Purchase goods and services responsibly: human rights, environmental issues, Indigenous corporations, security, and supplier conduct.

Supply chains represent the people who do the work to supply the goods and services that we need to operate, the local communities whose needs and expectations must be understood and respected, and the environment that sustains our communities and provides the natural resources we need for our products. We choose to partner with suppliers who share our core values.

A Procurement Statement provides the framework under which Evolution procures goods and services and is aimed at ensuring the Company applies its adopted values (Safety, Excellence, Accountability and Respect) to procurement activities and that the outcomes reflect maximising value for the Company and our relationships with our suppliers.

Suppliers play a key role in helping to deliver on our corporate strategy. Our Supplier Code of Conduct outlines the expectations we have of our suppliers. Suppliers are required to be accountable for their actions and commit to ensuring they conduct their business in alignment with Evolution's values and behaviours.

A Sustainable Procurement Framework is being developed which aims to ensure that sustainable procurement practices are embedded in our business, ensuring ESG standards are maintained and continuously improved throughout the procurement lifecycle.

Local and Regional Procurement

Our Approach

Procuring goods and services from local and regional suppliers helps share the economic value in the communities in which we operate. Progress is monitored by tracking direct procurement spend (paid by Evolution) and indirect spend (paid by subcontractors to Evolution). Our approach is based on local economic procurement decisions and processes that have significant and positive impacts on local economies, with associated benefits to businesses and communities in the regions of our sites.

Our local and regional procurement practices focus on:

- Promoting an open and shared culture across all our workplaces
- Providing ongoing training and education
- Upholding equal opportunities, diversity and anti-discriminatory practices

- Hiring employees, contractors and suppliers from the local community

We engage with our local communities. This includes hosting information evenings with our key contractors and their communities to discuss subcontracting, supply and employment opportunities on various projects.

Our Performance

In FY21, we spent A\$129 million directly with local and regional suppliers, including A\$100 million with local suppliers, a 27% increase compared to FY20. Our increase in this spend is due to our efforts to more actively identify opportunities to include local, regional and Indigenous suppliers.

Case study: Tucker Dust and Diesel Partnership at Mungari

Mungari celebrated a local and Indigenous procurement partnership with Tucker Dust and Diesel, a 100% Aboriginal-owned company that takes pride in its local heritage and community, specialising in mobile plant and vehicle maintenance and mining support equipment. The Managing Director of Tucker Dust and Diesel is a strong believer in helping the local community and its people and has a long-term vision of creating professional employment opportunities for the next generation through apprenticeships and traineeships. Instilling quality workmanship into training regimes and providing quality service to clients is core to the Tucker Dust and Diesel working ethos. Our partnership aligns with our aspirations to enhance our sustainable procurement, provide for Indigenous stakeholder outcomes, and remove any potential barriers to doing so.



Modern Slavery and Human Rights (material topic)

Definition: Australian modern slavery legislation. Work hours, fair pay, supply chain transparency.

As a signatory to the UNGC, Evolution has committed to advancing all Ten Principles of the UNGC, including Principles One and Two: Human rights and respect for human rights, as outlined in the United Nations Universal Declaration of Human Rights.

One of Evolution's nine sustainability principles, Human Rights, underpins the Human Rights Performance Standard, as part of our Sustainability Performance Standards.

In FY21, our assets were internally audited and verified, including human rights risks, against our Human Rights Performance Standard. No violations of human rights, including the rights of Indigenous peoples, were recorded during the reporting period.

Our Modern Slavery Statement was approved in FY21, and a commitment within our statement is to undertake further questioning, review and assessment of suppliers considered to be at higher risk of modern slavery in their supply chains. We have collaborated with each of our sites to determine our medium to high risk suppliers and have issued 76 questionnaires on human rights and modern slavery risks to those identified suppliers. Our assessments to date have not identified any modern slavery practices in our operations or supply chain, however we recognise this is an ongoing process and we remain vigilant.

A Modern Slavery Business Guide has been developed which sets out our approach in our business activities to manage the potential risk of modern slavery occurring in vendor supply chains.



Glossary

Glossary	
"AA" rating	Rating credibility used in the MSCI review. The lowest rating of "CCC" to the highest rating of "AAA"
A\$	Australian dollars
ALO	Act Like an Owner. An internal ongoing recognition program that rewards our employees for their supportive behaviour and good ideas
AMD	Acid mine drainage. When sulphide minerals (predominantly pyrite) are exposed to air, which allows them to oxidise and break down
B	Billion. The number equivalent to the product of a thousand and a million
BBP	Balanced Business Plan
BEV	Battery electrical vehicles. Fully-electric, meaning they are solely powered by electricity and do not have a petrol, diesel or LPG engine, fuel tank or exhaust pipe.
CMT	Crisis management team. The CMT provides support through management of crisis level issues
CN	Cyanide. A chemical compound used in the extraction of gold and silver
CO2-e	Carbon dioxide equivalent. A standard unit for measuring carbon footprints
COVID-19	Severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) is the strain of Novel coronavirus that causes coronavirus disease 2019. A mild to severe respiratory illness that is caused by a coronavirus and is transmitted chiefly by contact with infectious material (such as respiratory droplets) or with objects or surfaces contaminated by the causative virus
CSA	Corporate Sustainability Assessment. A scoring methodology that companies and investors can review on a company's ESG
CSIRO	Commonwealth Scientific and Industrial Research Organisation. An Australian government agency responsible for scientific research
Dewatering	The act of taking water from an operating mine
DJSI	Dow Jones Sustainability Indices. These are a family of indices evaluating the sustainability performance of thousands of companies globally
EAP	Employee assistance program. Program available to employees and their families to use to assist with their health and wellbeing
ERT	Emergency Response Team. Teams built at each operation to support both our operations and assist communities through significant incidents or threatening situations
ESG	Environmental, Social and Governance. The three key factors when evaluating the sustainability and ethical impact of an investment in a company or country
ESS	Employee Share Scheme. A scheme introduced by Evolution Mining 6 years ago which supports the issuing of shares to our full and part-time employees to ensure they share in Evolution's success
FSB	Financial Stability Board. An international body that monitors and makes recommendations about the global financial system
FNP	First Nation Partners
FY20 / FY21	FY meaning financial year. FY21 would then be the period from July 2020 to end of June 2021
GHG	Greenhouse Gas. Compound gases that trap heat or longwave radiation in the atmosphere
GRI	Global Reporting Initiative. Independent, international organisation that provides the world's most widely used standards for sustainability reporting
ICMM	International Council on Mining and Metals. An international organisation whose purpose bringing together a safe, fair and sustainable mining and metals industry
ISS ESG	Institutional Shareholder Services (ISS). ISS ESG is a business that provides corporate and company ESG research and ratings
IWL	Integrated waste landform. A simple definition is a tailings storage facility that is located inside waste rock storage
JT	Johnathan Thurston. He is an Australian former professional rugby league footballer who has established an academy to provide employment initiatives and training
kL	Kilolitre. Measurement equivalent to 1,000 litres

Glossary	
LCF	Lake Cowal Foundation. A not-for-profit Environmental Trust established in June 2000 to protect and enhance Lake Cowal, a nationally significant wetland located 45 km north of West Wyalong New South Wales
LCCC	Lake Cowal Conservation Centre. A community educational facility where school students, land managers and community members can learn about and experience a variety of issues associated with natural resource management
LGBTQ2S+ community	Loosely defined grouping of people who Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Two-Spirit and other minorities
LOD	Line of Defence
LOM	Life of Mine
LoKal	Name given to a local community initiative in Kalgoorlie
M	Million. Number equivalent to the product of a thousand and a thousand
MillIROC	Milling Remote Optimisation Consulting Coaching. Software produced by Orway IQ which is a cloud-based reporting of all plant data related to circuit performance and optimisation
ML	Megalitre. Equal to one million litres
MSA	Modern Slavery Act. The Commonwealth Modern Slavery Act 2018 (the Act) established Australia's national Modern Slavery Reporting Requirement (reporting requirement). The reporting requirement entered into force on 1 January 2019. The reporting requirement aims to support the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains
MPCDB	Mt Perry Community Development Board. exists to promote and support all forms of community and economic development within the town of Mt Perry and the surrounding areas
MSCI	Morgan Stanley Capital International. It is an investment research firm
NGER	National Greenhouse and Energy Reporting. A national framework for reporting and disseminating company information and greenhouse gas emissions, energy production and energy consumption
NIST	National Institute of Standards and Technology. Founded in 1901, NIST is one of United States' oldest physical science laboratories; they released a cybersecurity framework that integrates industry standards and best practices to help organizations manage their cybersecurity risks
NIER	Northern Industrial Electricity Rate Program. Assists Northern Ontario's largest industrial electricity consumers to reduce energy costs, sustain jobs and maintain global competitiveness
NGOs	Non-governmental organisation. A non-profit, citizen-based group that functions independently of government
NMD	Neutral mine drainage. In some instances, the acidity produced by sulphide oxidation can be neutralised in the presence of carbonate minerals
NPI	National Pollutant Inventory. The NPI provides the community, industry and government with free information about substance emissions in Australia
PAF	Potentially Acid Forming. Classification of a rock when tested if it has the potential to generate acid as a result of a metal mining activity
PPE	Personal protective equipment. Anything used or worn on our employees to minimise risk to their health and safety
S&P Global	Company that provides data, research, news and analytics to customers including institutional investors and corporations
SAM	Title for the Corporate Sustainability Assessment. SAM refers to historic naming when the CSA was hosted by RobecoSAM AG. It is now transferred to S&P Global Switzerland SA and known as the SAM Corporate Sustainability Assessment
Scope 1	Category of greenhouse gas emissions. Scope 1 is sometimes referred to as direct emissions and refers to emissions released to the atmosphere as a direct result of an activity
Scope 2	Category of greenhouse gas emissions. Scope 2 refers to emissions released to the atmosphere from the indirect consumption of an energy commodity

Glossary	
SD	Saline drainage. This is saline and metal-rich drainage that has been produced by the oxidation of metal sulphides that do not generate net acidity
STIP	Short term incentive plan
t	tonnes
SA	Sustainability Advantage. NSW Government program encouraging and accelerating the sustainability of medium to large businesses
TARP	Trigger Action Response Plan. Consists of a set of documented and known work place hazards that need to be continuously checked for
TCFD	Task Force on Climate-related Financial Disclosures. An organisation that was established in December 2015 with the goal of developing a set of voluntary climate-related financial risk disclosures which may be adopted by companies
TRIF	Total Recordable Injury Frequency. Usually forms part of the acronym TRIFR and refers to the number of fatalities, lost time injuries, alternate work, and other injuries requiring medical treatment per million hours worked
TSF	Tailings storage facility. A facility designed to safely store left over mined minerals
UN SDGs	United Nations Sustainable Development Goals. These are global goals adopted by all United Nations Member States as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030
WORK 180	A recruitment site showing Australian employers who support women in the workplace. Criteria include flexible work, pay equity and parental leave



Evolution
MINING

🏠 Level 24, 175 Liverpool Street SYDNEY NSW 2000

☎ +61 2 9696 2900

📅 +61 2 9696 2901

🌐 www.evolutionmining.com.au

"Sustainability has long been at the core of Evolution's culture. We remain committed to driving programs that help address broader societal and environmental issues, such as climate change, and transparently disclosing our progress toward our key sustainability goals."

**James Askew,
Board Risk and
Sustainability Committee Chair**