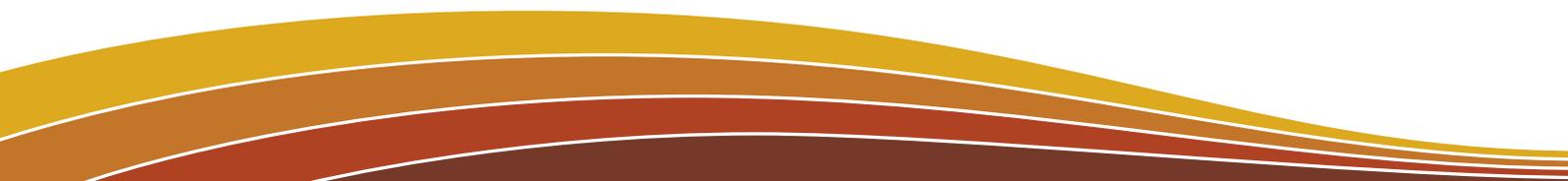




COMMUNITY REPORT 2017

WORKING WITH OUR COMMUNITIES TO ACHIEVE THEIR FUTURE ASPIRATIONS



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Cover photo: Cowal Family Fun Day

Our approach to Community Relations

Evolution seeks to form genuine partnerships with our community stakeholders by listening to and understanding their needs and working together towards a common purpose. Our partnership approach to community relations goes to the core of our values of Accountability, Excellence, Respect and Safety.

Photo: Official opening of Coolgardie Primary School Shared Value Project (story on page 6)



Welcome to Evolution's 2017 Community Report

Community initiatives 2017

This Community Report highlights some of the community initiatives that Evolution supported in 2017. These initiatives include sponsorships of numerous local community events and organisations, provision of local emergency response support and partnering with our community stakeholders on sustainable community development projects.

Evolution's Sustainability Projects

In 2017 we commenced two new Shared Value Projects (SVP's) and two new Environmental Enhancement Projects (EEP's); collectively referred to as Sustainability Projects. These projects will deliver long-term, sustainable benefits for the community that will last beyond the life of the mine. The SVP's also support our communities to be resilient, to thrive and to be sustainable for the long term.

More information on these initiatives can be found on page 6.

Local employment and procurement

Evolution aims to maximise local employment where possible, which means employing people who live in and around the communities in which we operate. Three of our five operations are residential sites.

At the end of 2017 more than half of our employees lived in the local communities around our operations.

Wherever possible we also prioritise local procurement. We ensure our tender process enables local suppliers to participate and, importantly, work with many of them to develop their capability so they can compete and grow, not only with Evolution but in the broader marketplace.

In FY17 Evolution spent over \$80M directly with businesses local to our operations.

Evolution's Community Principles guide our behaviour at all times

Everyone plays a role in building positive Community Relations

We consider our community impact with each decision that we make

We want every interaction with our community stakeholders to be positive and aligned with our values

We listen to and communicate regularly with our stakeholders about the things that matter to them, in an honest, timely and transparent way

We work closely with our stakeholders, we share ideas and we look for opportunities to collaborate

We value our stakeholders, respect their beliefs, backgrounds and aspirations and we strive to achieve outcomes of mutual benefit

We strive to always leave a positive legacy, so our communities are better off overall for Evolution having been there



Photo: Greenhill family at the Cowal Family Fun Day

Sustainability projects

We are partnering with our community stakeholders on legacy projects that provide benefits that last beyond the life of the mine

Shared Value Projects

Following the success of our first Shared Value Project in 2016 (a partnership with Gudjuda Aboriginal Reference Group in Home Hill, near our Mt Carlton operation), Evolution completed two new Shared Value Projects in 2017, both at our Mungari operation.

Improved play and learning outcomes

The first project was a partnership with the **Coolgardie Primary School** to construct a sensory play area and bush tucker garden. In its first few months, this project had already helped to:

- increase student engagement
- develop students' vocabulary skills which improved their reading, writing and overall learning outcomes
- strengthened student awareness of Aboriginal culture
- increased school enrolments by ~10%

Enhanced youth facilities and programs

The second project was a partnership with the **Coolgardie Shire Council** and the **WA Department of Sport & Recreation** to construct a skate park connected to the local youth centre. The park provided meaningful and healthy recreation activities and improved the take-up of targeted youth awareness programs at the youth centre, run by local youth service providers. The Shire of Coolgardie, local Police and local youth organisations are confident the facilities will also help reduce petty crime and anti-social behaviour.

Looking ahead

At the end of 2017 the Evolution Leadership Team approved three new Shared Value Projects:

- **Cracow** - A partnership with the Banana Shire Council and the Cracow Community Centre to extend the Heritage Centre Caravan Park in Cracow which will encourage an increase in local tourism and enable local business development
- **Cowal** - A partnership with the Forbes Arts Society to develop a significant regional tourist attraction for the Forbes, Lachlan and Bland Shires in Central West NSW to help generate regional tourism, promote the sale of local produce and promote local and Indigenous art
- **Mt Carlton** - A partnership with the Birriah People to develop a freight consolidation business that Birriah will eventually fully own and operate, creating sustainable training and employment opportunities and long-term profit generation



Photos: The youth of Coolgardie now have some great new facilities for pre-kinder through to teenagers

Sustainability projects (continued)

Environmental Enhancement Projects

Mt Carlton

Mt Carlton is partnering with North Queensland Dry Tropics on an innovative Environmental Enhancement pilot project in the Lower Burdekin that could use harvested aquatic weeds to improve local agricultural soils and benefit farm productivity. The partnership enables NQ Dry Tropics to conduct a cost analysis on what it takes to remove weeds, transport them to a compost site, turn them into organic matter and then reuse them on farms. NQ Dry Tropics expect this bi-product to improve both soil carbon and water holding capacity, reducing the need for synthetic fertilizer inputs.



Photo: Upstream before removal of the aquatic weed



Photo: Upstream after removal of the aquatic weed



Photo: Grabbing the first of the floating Typha (aquatic weed)



Photo: A malleefowl in the Bland shire

Mungari

Mungari is partnering with the Kalgoorlie-Boulder Urban Landcare Group to upgrade their nursery and expand their community education programs, as a part of a rehabilitation and land care program.

Cowal

Cowal are advancing their work with land services on a Malleefowl recovery project to protect and enhance Malleefowl population in the Bland Shire.

Looking ahead

At the end of 2017 the Evolution Leadership Team approved a new Environmental Enhancement Project, a voluntary conservation program to preserve ~10 square kilometres of natural bush area near our **Mt Rawdon** operation as a wildlife habitat for native animals such as koalas and gliders.

With more potential projects in the pipeline, we look forward to continuing our dialogue with community stakeholders in 2018 to establish further Shared Value Projects and Environmental Enhancement Projects.

Project Bridge update

In our 2016 Community Report, we announced the launch of our collaborative partnership with Wiradjuri Condobolin Corporation (WCC) and our key supply partners at Cowal. Coined 'Project Bridge', members are working together to maximise education and employment outcomes for local Wiradjuri people and the broader Central West NSW community.

Proudly, Project Bridge won the 'Best Collaboration Initiative' at the 2017 PASA Awards for being "truly inspiring, demonstrating outstanding collaboration and innovation, and impacting on the lives of many". It was also runner up in the NSW Minerals Council 2017 Community Excellence Award in recognition of the collaborative approach taken by its participants and for the potential it has to deliver long term, sustainable benefits to local Indigenous people and the broader local community.



Photo: Anika McManus - Group Manager, External & Indigenous Relations, Ruth Abrams - Group Manager Supply, Charmaine Saltner - Group Community Relations Advisor, Tiffany Fillingham - Contracts Administrator at NSWMC awards



Photo: Evolution's Group Supply Team receiving their award from PASA

Project Bridge highlights 2017

One of the highlights for Project Bridge in 2017 was the very successful **Careers Day** held at the Wiradjuri Study Centre in Condobolin. The Careers Day presented over 100 students from various high schools in the region with the opportunity to learn about some of the careers that are available at the Cowal operation, including with our Project Bridge supply partners, and to ask about study paths, work experience or school based traineeship options.



Photos above: Project Bridge partners at the Careers Day

"Those kids that are in Years 10, 11 and 12, they've got the opportunity now to start looking at the types of careers that exist locally as a result of the mining operation out at Evolution."

Ally Coe - Chairperson, Wiradjuri Condobolin Corporation

"I think today has been a huge success for the community. We've had a lot of people come up to our stand and we're getting some really good questions like 'What subject should I study to become an engineer?'"

Joe Thomas, Executive General Manager, SRG

Project Bridge update (continued)

Project Bridge members identified that Job Ready Programs would provide important foundation skills for local candidates. Murdi Paaki Regional Enterprise Corporation (MPREC) facilitated the first **Job Ready program** for twelve local unemployed people.

A significant milestone was achieved in August 2017 when two of the nine graduates from the first Job Ready program commenced **Traineeships** with Boart Longyear, based at Cowal.

Boart recognised the enthusiasm shown by Steven and Troy and created meaningful roles for them on their team at Cowal. Initially these roles were surplus to requirements and Steven and Troy were paired with drill crews to enable them to understand working conditions and obtain required work certification and licensing.

Boart, Evolution and the WCC worked with local Job Active providers and the Department of Prime Minister and Cabinet (DPM&C) to explore **support options** for the two traineeships, including funding. Paul McFadyen from DPM&C was extremely helpful, providing guidance and advice to help ensure the current and future success of Project Bridge initiatives.

The Boart team was instrumental in developing these traineeship opportunities, and in supporting Steven and Troy on their journey. This included working with Evolution and WCC to ensure that **mentors** were available for them on site and in the community.

To further improve and tailor the Job Ready program, in November 2017, WCC hosted a Project Bridge **working group** made up of representatives from the DPM&C, Job Active Providers in the region and Evolution representatives from Cowal and Sydney. The group designed a Job Ready Program that was robust enough to prepare candidates for working in the mining industry whilst providing skills that would benefit participants beyond completion of the program as they move into employment opportunities.

Project Bridge members and support partners look forward to continuing to work together in 2018 to identify more opportunities to deliver local community outcomes.



Photos above: Boart Longyear trainees, Steven and Troy, at Cowal Gold Operations

Local emergency response

Evolution has highly trained and highly skilled **emergency response teams (ERT)** at each of our operations. Our ERT personnel are ready at any time to respond appropriately to potential incidents, especially where lives may be at risk. The hard work put in by the teams to ensure they stay at the leading edge of emergency response practices and their readiness to assist the community in times of need means they are often first responders to community incidents, providing assistance until emergency authorities can arrive.

In 2017 our ERT personnel were **first responders** to sixteen offsite emergency incidents that occurred within our local communities. These incidents included motor vehicle accidents, fires, farm incidents and medical emergencies.

In March 2017, **Cyclone Debbie**, a Category 4 system, made landfall in North Queensland, near our Mt Carlton operation. Evolution mobilised ERT personnel to the region to be on hand to provide support to local community members, particularly assisting with the clean-up efforts, removing hazards and enabling people to safely access their homes and workplaces. In addition to supporting local residents, the team attended Gumlu State School to remove dangerous trees and clean up debris, making the playground safe for the students to return to school (pictured right).

Local emergency services such as the State Emergency Services (SES) and Rural Fire Services (RFS) recognise the value of the support provided by our highly trained, skilled and professional ERT personnel following Cyclone Debbie and during the 2016 Central West NSW flood event as well as in other emergency situations within the community. Evolution has agreements in place with various **emergency service agencies** in QLD, WA and NSW to work in **partnership** to support communities during any future natural disasters.

In December 2017 at the signing of a memorandum of understanding (MOU) between Evolution and the NSW SES, Brigadier Mark Smethurst DSC, AM, Commissioner of the NSW SES, stated that this agreement outlines how Evolution's staff will provide support to the NSW SES, "increasing our operational response capability in the NSW SES Lachlan Region."



Photo: NSW flood event



Photo: Cyclone Debbie clean-up



Photo: The ERT personnel involved in the Gumlu School clean-up

"Thank you for your efforts in making our school safe after Cyclone Debbie. Your staff's help was invaluable during this time."

Students and Principal of Gumlu State School

Local emergency response (continued)

Evolution and NSW Mines Rescue Challenge 2017

One of the ways in which our ERT's participate in realistic training to keep their skills up to date is through mine rescue competitions. In September 2017, Cowal and the West Wyalong community hosted the NSW Mines Rescue Challenge as well as Evolution's ERT challenges.

The local Men's Shed, West Wyalong High School and other community members enjoyed the opportunity to be a part of the event by playing casualties in various scenarios throughout the week. The **participation of community members** helped ensure the scenarios were realistic and simulated as near as possible emergency situations that could occur on or around a mine site.

A big thank you to the West Wyalong community, local businesses, schools and organisations who supported the week-long challenges by providing services, including use of the Showground and its facilities, catering for the event, accommodation, managing the removal and replacement of the vehicles for the Road Crash Rescue event, photography services, bus charter services and participation in various exercises throughout the week.

We also appreciate the support provided by local Fire Services, SES and other emergency services organisations.



*Photos Above and top right: Volunteers from the Men's Shed West Wyalong involved in the group exercise scenario.
Bottom right: Team exercise at the Mines Rescue Challenge*

Community wellbeing

Mental health is important for Evolution’s people and for our communities. Evolution runs numerous health initiatives for our staff and the community, and throughout 2017 Evolution has once again supported various organisations that promote awareness of, and raise funds for, mental health initiatives.

Lifeline charity ball

For the second year in a row, Evolution was a Platinum Sponsor of the Lifeline Harbour 2 Hawkesbury annual Sapphire Gala Ball. This event raises funds to provide vital crisis support and suicide prevention services to people in our community. Suicide is currently the leading cause of death in Australia for males under the age of 44 years, and for women under the age of 34 years. This year’s event raised a record-breaking ~\$245,000 from financial donations and ticket sales, income which will help fund the continuing provision of these essential services to the communities that Lifeline H2H serves.



Photos: Evolution staff and their partners at the Lifeline Gala Ball

R U OK? day

14 September is R U OK? day, an important reminder that a simple conversation can have a significant positive impact on somebody’s life. Caring enough to genuinely ask, “R U OK?”, and listening without judgement, is an important way to meaningfully connect with each other. Evolution promoted R U OK? day across our offices and operations and we also supported various community events and initiatives, including the following.

Mungari

Mungari were thrilled to host the R U OK? Conversation Convoy at their operation. The convoy was travelling across regional Australia for six weeks to reach as many Aussies as they could. Mungari’s managers cooked a BBQ breakfast for their visitors to enjoy and promoted awareness of mental health and the importance of starting the conversation. The R U OK? Conversation Convoy shared their message with Evolution staff and provided awareness and information on services and support available at times in need.

Community wellbeing (continued)

Cracow

Evolution was proud to sponsor the Theodore “R U OK? day” events including a ladies luncheon and a men’s BBQ and free exercise session. Cracow Community Relations Advisor, Kristy Hateley, along with staff from the Theodore Medical Centre and Theodore Community Link, delivered 120 free coffees and biscuits to Theodore locals, along with a very important message about mental health awareness. Recipients included the local hospital, community gym, Shire Council workers, IGA, Home & Community Care centre, volunteers at the St Vinnies store and other local businesses.

Dr Adele Love, who has a wealth of experience assisting those with mental illness, spoke at the luncheon and BBQ events, stating:

“When people break a bone, they have a cast on their leg, so naturally you can see that they have something broken. With mental illness people don’t see anything outwardly and therefore assume nothing is wrong. Mental illness is a disease just like heart disease or cancer. One in four women and one in six men suffer from a mental illness at some time in their lives. No one is on their own in this and we need to talk more openly about it. It is NOT a weakness. We need to actively engage and ask people R U OK? and keep checking and asking...”



Photo: Theodore Hospital staff sharing the R U OK? message



Photo: Banana Shire Council employees with their R U OK? coffees and cookies

“Holmes Enterprises would like to thank contributors for the coffees delivered yesterday for R U OK day. It prompted a lot of discussion between customers and seems to have had a very positive impact. Mission accomplished! In my 20 years here, that was the first time that mental health was freely discussed between customers throughout the whole day. To me that is very positive. Congratulations to all involved.”

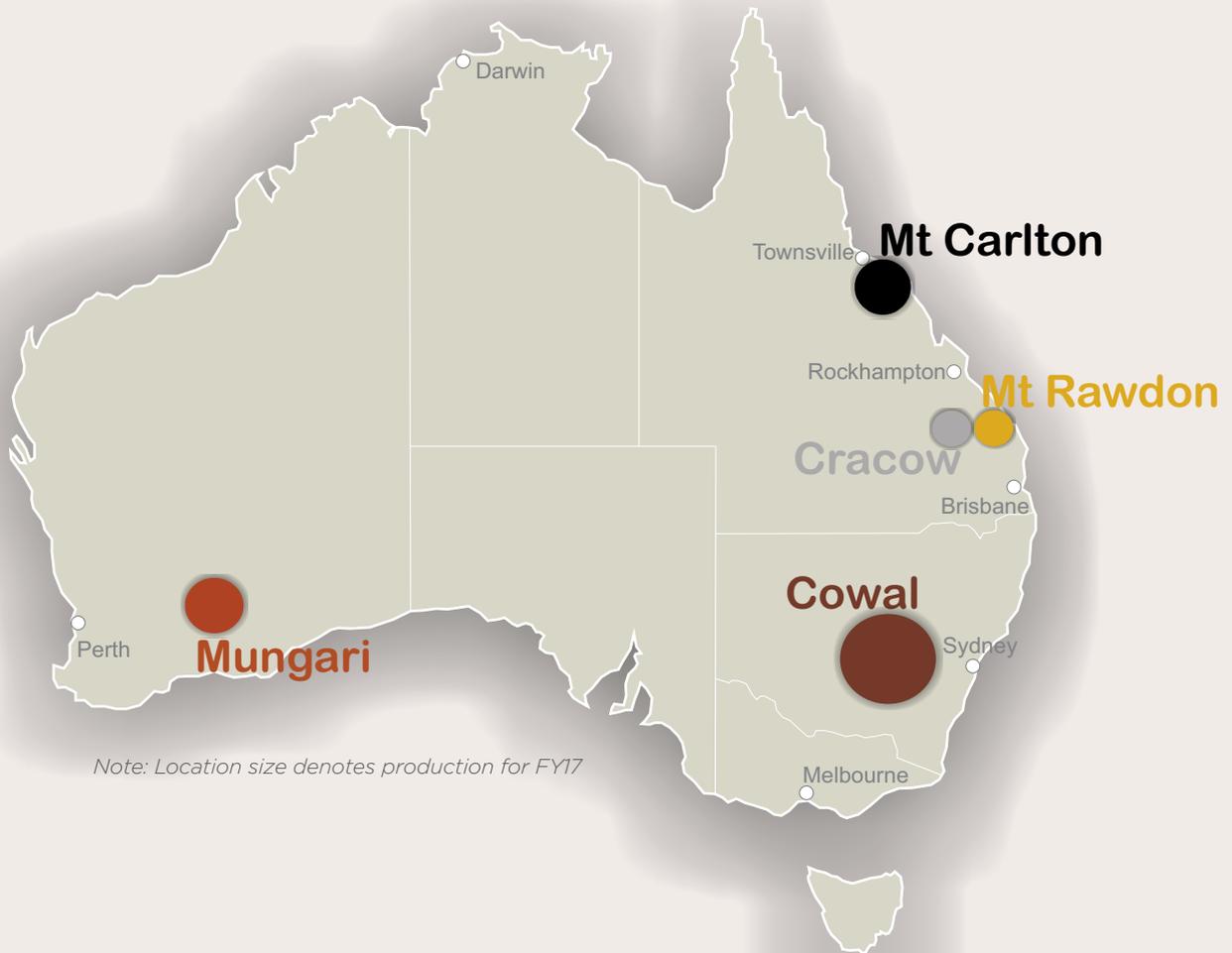
Supporting suicide prevention

Mt Rawdon

The team at Mt Rawdon organised an event in the Mt Perry community to raise important funds for the local chaplaincy service to run intervention and training programs aimed at reducing and preventing suicide. These programs are run within the regional school system and for the general community.

Read more about this initiative on page 22.

Our operations



ABORIGINAL OR TORRES STRAIT ISLANDERS

4.2%

PERMANENT EMPLOYEES
AS AT DECEMBER 2017
Evolution also indirectly employs ATSI people through registered training organisations and with contractors on site

TOTAL EMPLOYEES (FY17)

~1300

TOTAL CONTRACTORS ~530

OF OUR PEOPLE EMPLOYED

>50%

DIRECTLY FROM LOCAL COMMUNITY

SCHOLARSHIPS (FY17)

>A\$120K

LOCAL AND INDIGENOUS

DIRECT SPEND (FY17)

A\$80M

WITH LOCAL ORGANISATIONS

Evolution is committed to building relationships with our community stakeholders based on trust, mutual respect and genuine partnership. We want the communities in which we operate to be better off overall for us having been there. Underpinning this is our desire to always leave a positive legacy.



Photo: Mungari Family Open Day

Our operations - Cowl

Cowl operation

Location: 40km northeast of West Wyalong, 350km west of Sydney, New South Wales, Australia

Cowl Gold Operations works with the Bland, Lachlan and Forbes Shires and is located on the traditional lands of the Wiradjuri People. The Wiradjuri Condobolin Corporation (WCC) represents the Wiradjuri People in relation to their Native Title Agreement with Evolution.

Cowl's Social Responsibility Team is led by Jamie Coad - Sustainability Manager and supported by Dani Wallace - Environment and Social Responsibility Superintendent, Anne Bolton - Senior Social Responsibility Advisor, and Jo Rath - Social Responsibility Officer.

In February 2017 Evolution announced that we had received approval from the NSW Department of Planning and Environment to extend the life of the Cowl operation from **2024 to 2032**. This approval provides Evolution with the confidence to continue to invest in the long-term future of the Cowl operation and helps to provide job security for local mine employees and contractors.

An Environmental Assessment (EA) was developed, providing detailed measures that will be implemented to mitigate any potential environmental impacts of the mine life extension.

The EA was prepared with the support of several leading environmental and technical consultants and in consultation with key stakeholders including members of the local community, relevant Local and State Government agencies, local businesses and other relevant stakeholders.

The EA underwent an extensive public exhibition phase and received significant local support from 65 positive submissions made by local community members and local councils. Further submissions were received from relevant State Government agencies. We don't take this support for granted and we will continue to work closely with our community stakeholders to keep you informed, listen to your concerns and work to achieve outcomes of mutual benefit.

Brower's walk

What began as a solo walk for one man eleven years ago has grown into an annual community walk to raise funds to support Bland Shire residents undergoing treatment for cancer. Every March, Plant Operator at Cowl, Greg "Brower" McIntyre, organises a local charity walk, known as "Brower's Walk".

Brower started the walk after his sister-in-law was diagnosed with breast cancer. Now, many Cowl employees take part in the walk, lending their support to this great local initiative.



Photo: Participants preparing for the Brower's walk

Participants in Brower's Walk raise money by obtaining sponsorship. This year's 22km walk commenced at Yalgogrin Hall and finished at the Tallimba Hotel, where walkers enjoyed a BBQ lunch together. Throughout the walk, participants are encouraged to walk together in one group as a symbol of Brower's philosophy that truly good communities support each other - at work, at home and especially in times of need.

Proceeds from sponsorship and fundraising activities associated with Brower's Walk are shared between Can Assist West Wyalong and Country Hope. Participants in this year's walk raised \$17,000, bringing the total amount raised by Brower's Walk to over \$251,000.

Can Assist West Wyalong uses the funds to support cancer patients' accommodation and travel costs to and from treatment and medical appointments. Many patients regularly travel to Wagga Wagga, Sydney and Canberra, leaving their homes, family and support networks at a time when they often need them the most.

Country Hope provides support programs to country children diagnosed with cancer and other chronic life threatening illnesses. Their regional service ensures locally diagnosed children and their families benefit from ongoing practical, financial and emotional support and have the opportunity to build friendships with other local children, families, carers and medical staff at camps they host throughout the year.

Grazing down the Lachlan

In September 2017, Cowl were proud Platinum Sponsors of the inaugural Grazing

Our operations - Cowl (continued)



Photo: Cowal employees and partners enjoying the day out for Grazing Down the Lachlan



Photo: Enjoying the day at Grazing Down the Lachlan

Down the Lachlan dining experience. Grazing Down the Lachlan consists of seven food stations set up along the banks of the Lachlan River. Guests are free to wander along a designated track to experience the different tastes of the region at each station. The long lunch menu was designed by renowned Sydney chefs, O Tama Carey and Mat Lindsay, and focused on using foods native to the Central West NSW region. The menu was prepared and delivered by local restaurateurs and caterers, utilising locally farmed and foraged produce as well as incorporating bush tucker.

At the end of 2017 Evolution's Leadership Team approved funding for Somewhere Down the Lachlan, a Shared Value Project that will link with Grazing Down the Lachlan to increase tourism and business development opportunities within the region. Importantly, Grazing Down the Lachlan **promotes local produce**, supporting local farmers, local restaurants and local businesses. Organisers trust that this will be an annual event that will grow each year.

26th Annual National Town Crier Championships



Photo: Cowal was the proud sponsor of the 26th Annual National Town Crier Championships in West Wyalong

2017 Melbourne Cup Tour



Photo: The 2017 Melbourne Cup was made from gold produced at Cowl. The Cup toured West Wyalong and Cowl supported various Cup events in the community, including a gala night of fashions in the field

Celebrating 10 years of Lake Cowl Conservation Centre (LCCC)



Photo: Celebrating 10 years of the Lake Cowl Conservation Centre (LCCC), a community educational facility funded by Evolution where school students, land managers and community members learn about natural resource management.

Our operations - Cracow

Cracow operation

Location: 50km south-east of Theodore, 500km north-west of Brisbane, Queensland, Australia

Cracow is an underground mining operation located in Cracow, Queensland on the traditional lands of the Wulli Wulli people. Cracow is a small township with a rich mining history and was once the industry hub of the Banana Shire. Today, this small rural town has a dedicated group of people working together to build a strong community.

Cracow's Community Relations team is led by Ron Connor - Health, Safety, Environment and Community Manager, supported by Kristy Hateley - Community & Indigenous Relations Advisor, and Robyn Domin - HSEC Administrator.

Enhancing the Wulli Wulli traineeship experience

Evolution is committed to providing traineeships for Wulli Wulli people as an opportunity to develop transferable skills and improve future employment prospects. We regularly review our traineeship program to ensure our trainees enjoy their experience at Cracow and achieve the best possible learning outcomes. In 2016 we identified that providing individuals with the opportunity to visit the operation prior to committing to a traineeship, to better understand what it's like to work at a mine, is an important part of the process.

Following the success of our first **Introduction and Familiarisation** program in 2016, Cracow hosted a second program in 2017, inviting the eight traineeship candidates who were progressing to interview stage.

The two-day introduction and familiarisation gives our candidates an opportunity to experience life on site, including staying in the site village. It also gives hiring managers the opportunity to get to know each candidate and identify strengths, as well as areas that may require additional support.

The candidates participated in **presentations, tours and informal chats** with Cracow personnel who dropped by to share their experience and knowledge of Cracow and the mining industry. The group got an insight into the opportunities that are available within the industry if you are willing to put the work in and continually improve skills and knowledge. There were strong themes around Evolution's Values, what it meant to incorporate Safety, Accountability, Respect and Excellence into the workplace and how these same values impact decisions in life and at work.

Mill Trainee, William Saltner, spoke to the group about the aspects he enjoyed, and the challenges he faced, on site. William was able to draw on his own experience and **provided advice** around making the most of the opportunity. William focused on work life balance, becoming accustomed to longer hours and the importance of utilising evening

meal times to connect with people.

Candidates participated in **team building activities**, a great way to learn how individuals and groups perform in different scenarios, and an opportunity to learn more about each other.

One of the highlights of the day was the **tour of the processing plant** and learning about what's involved in the extraction process. The group were pleasantly surprised to get a viewing of the end product - the reason we are all here!

Unfortunately, not every candidate can be successful, and the unsuccessful applicants were given constructive feedback about their participation and interview. It was a reflection on their professionalism that every individual received the news with grace, and went on to thank Evolution for the opportunity to go behind the scenes and gain a greater understanding of mining.



Photo: Birriah traineeship candidates on the tour around site

Our operations - Cracow (continued)

Theodore River Festival

2017 saw the return of the Theodore River Festival, an event that the entire community contributes to, and that Evolution was proud to sponsor. River Festival activities run over four days, **encouraging visitors to the region** and reminding locals of the wonderful natural resource that is the Dawson River.

The long weekend kicked off with a Wine & Cheese Night and an Art Exhibition that ran for three days, featuring works from local artists. Hotel Theodore hosted a family fun evening where adults and children enjoyed challenging themselves on the mechanical bull.

Saturday included markets, decorated bikes, various rides, a river rafting competition, river cruises, tug-of-war competition and an Eat Street Market. A great array of local musicians played throughout the afternoon and into the evening.

Sunday morning saw families and the more competitive participants dress up to take part in a fun run. In keeping with the festival's aim to highlight the beauty of the Dawson River and celebrate what the river means to the community, the Theodore Early Childcare Centre Association (TECCA) hosted a long lunch, catered by the TECCA parents, with beautiful views of the Dawson River as the back drop.

The weekend was rounded off with a game of bowls at the Bowls Club. The festival was well attended, with strong support from local businesses, community organisations and sponsors.

'We really appreciate the support that Evolution provides to our community not just through donating towards our events but in the willingness to help out if you can. Evolution does a lot behind the scenes for Theodore and surrounds and everyone appreciates it!'

Jess Stevens, Secretary & Events Coordinator - Theodore Chamber of Commerce

Community support

The team at Cracow continue their ongoing support of the local Cracow community, including the provision of a meals-on-wheels service, Remembrance Day and ANZAC Day services, and Heritage Centre maintenance and upgrade. The Cracow team also support numerous community organisations and events in Theodore.

Cracow looks forward to implementing its first Shared Value Project in 2018 in partnership with the Cracow Community Centre and Banana Shire Council.



Photo: Saturday markets at the Theodore River Festival



Photo: Getting ready for the river rafting competition

Our operations - Mt Carlton

Mt Carlton operation

Location: 150km south of Townsville, Queensland, Australia

The communities around Mt Carlton include Gumlu, Home Hill, Ayr, Brandon and Townsville to the north, Collinsville to the south and Bowen to the east. Mt Carlton is situated on the lands of the Birriah people who are the Traditional Owners of a significant area of land and waters between Mackay and Townsville.

The Community team is led by Mark Brown - Health, Safety, Environment and Community Manager, supported by Gerry De La Cruz - Community Liaison Officer. Gerry retired from Evolution in September 2017 and will be missed by his colleagues.

Birriah apprenticeships

Mt Carlton is committed to providing training and development opportunities for Birriah people, including scholarships, job ready training, traineeships and apprenticeships.

Donavon Devow is one year into his Mechanical Fitter apprenticeship at Mt Carlton. Donavon completed school in Ayr in 2016 and began exploring career opportunities within his local region. With a young son and partner to consider, Donavon didn't sit back and wait for opportunities to come to him. To increase his chances of employment, he completed a Cert III in Surface Extractions as well as various certificates, including Working at Heights and Working in Confined Spaces.

Donovan heard about Evolution's apprenticeship opportunity through his Grandfather and within a few weeks of submitting his application, and on the last day of his Cert III, he received a call from Evolution inviting him to a site visit and interview. Donavon was successful and began his apprenticeship in May 2017.

Donovan's Fixed Plant Maintenance Supervisor, Matt Lewis, is pleased with Donavon's solid progress, indicating that Donavon is very safety conscious, picks up the mechanical work quickly and shows strong interest in the TAFE blocks, which he is able to complete locally at Home Hill. Matt said, "Everything is working out well and Donavon is a very good pick up."

While Donavon has now settled into the apprenticeship, he did find it hard at first to leave his young family to work an 8/6 roster. Donovan said his crew were all very supportive and understanding of the challenges of working away from home. Their support made it easier for him to settle into camp life and Donavon now looks forward to regularly spending six days at home with his young son.

Donavon is enjoying his trade and the continual learning he receives. He is now familiar with the running of the plant and

particularly enjoys the opportunity to work on crusher shuts. Donovan's initiative was demonstrated on a project he worked on which involved designing and fabricating hose reels. An issue had been raised regarding hoses lying spread across the floor of the scalping screen area and Donovan considered how he could improve this situation. "I wanted to make the hoses look neat and like they belong there, not like an eyesore. I came up with a design using the oxy and a bit of round bar and heat."

Mark Brown, Mt Carlton's Health, Safety, Environmental and Community (HSEC) Manager commented on the good quality of the design and said he was impressed with the thought that went into the finish of the hose reel to ensure that it was visible. Matt Lewis was also impressed, endorsing the project as a possible assessment piece for Donovan's trade.

Although Donovan still has a few years to go to complete his apprenticeship, he is confident that he will get to the end and values the great experience and transferable set of skills he is receiving. Matt Lewis is also confident that Donovan is on the right track, saying, "I believe by the end of his apprenticeship, Donavon will be a very good tradesman who will be able to get a job anywhere."



Photo:
Birriah apprentice,
Donovan Devow and
his supervisor, Matt
Lewis

Our operations - Mt Carlton (continued)

Supporting youth programs

In 2017 Mt Carlton continued to support the North Queensland Cowboys Community Foundation, partnering with them to deliver their programs across the region. Evolution proudly sponsor four of the Community Foundation programs, benefitting youth in the Burdekin and Ayr region:

- **The *Adopt-a-School*** program at Gumlu, Home Hill and Merinda State Schools, where Cowboys players visit the schools and participate in curriculum activities, sporting clinics and school assemblies. The program theme is 'Eat Well, Play Well, Stay Well' and each Cowboys player works with their allocated school to promote this message
- **The *Burdekin Area Youth Watch*** or BAY-Watch program, run by local community members whose work keeps at risk youth engaged in education and connected to family. Evolution's sponsorship includes access to Cowboys home games, with tickets used as an incentive to reward the right behaviours. An Evolution sponsored bus, the Mt Carlton Express, transfers the ticket recipients to and from the game
- ***TryTime!***, an educational program supporting students in Years 8 and 9 to make positive choices in life. Mt Carlton sponsors the Collinsville State High School program which is delivered by a team of trained facilitators, including former Cowboys players
- ***Obe Geia Challenge***, a Junior Rugby League competition usually held on Palm Island, with twelve local and mainland teams sporting players aged 10-12 years. The carnival promotes the benefits of sport, fitness and healthy living and aims to increase positive attitudes and encourage good school attendance. The players' positive behaviours throughout the year are rewarded with the chance to showcase their skills in front of some of their favourite Cowboys players

In 2017 the Collinsville State High School students were thrilled to have Matt Bowen, former Cowboy and Queensland State of Origin representative, facilitate their TryTime! sessions. TryTime! focuses on decision making and teaches skills to help deal with some of the issues that impact young people, including the dangers of substance abuse, self-esteem and body image, leading a healthy lifestyle, goal setting and personal values. The theme for this program is 'only dead fish go with the flow', as a reminder that making informed choices sometimes means going against the flow.

Evolution looks forward to continuing our partnership with the Cowboys Community Foundation in 2018, supporting programs that positively impact the lives of young people, especially in the small communities near our operations.

Sustainability projects

In 2017 Mt Carlton partnered with North Queensland Dry Tropics on an innovative Environmental Enhancement pilot project (EEP) in the Lower Burdekin. Read more about this EEP on page 7.

Mt Carlton also commenced discussions with the Birriah people on a potential Shared Value Project which, if successful, would see a new business created that the Birriah people would fully own and operate, generating sustainable employment and economic benefits.



Photo: NRL Cowboys House visit



Photo: School teams in Obe Geia Challenge

Our operations - Mt Rawdon

Mt Rawdon operation

Location: 20km south-east of Mt Perry, 75km south-west of Bundaberg, Queensland, Australia

The local community of Mount Perry is home to approximately 400 people. The community is serviced by a Primary School, Public Library, recreation centre, golf course, General Store and Post Office. 85% of Mt Rawdon's workforce are from the Wide Bay-Burnett region. Mt Rawdon Operations are located within the traditional lands of the Port Curtis Coral Coast group who represent the Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda peoples.

Mt Rawdon Community Relations is led by Commercial and Community Manager, Mark Eftim, supported by Community Relations Officer, Anita Ward. Mt Rawdon's General Manager, Bernie Cleary, who grew up in the Mt Perry area, also plays a strong role.

Supporting suicide prevention

For over ten years the Mt Rawdon team have organised an annual major fundraiser to support the work the local Chaplaincy does in the community promoting the importance of suicide awareness and prevention. For ten years, Mt Perry has hosted the annual Truck Pull event, with many people coming into town for the festivities and teams competing to pull a haul truck down the main street. In 2017 the Mt Rawdon team decided to put the Truck Pull on hold and organise a completely different event, thus the **Mt Perry Charity Ball** was created.

The inaugural Charity Ball was held in the Mt Perry community hall and the Mt Rawdon team did a great job decorating the hall and putting on a full spread catered by local suppliers.

Mt Rawdon organised buses to transport people from nearby towns and the hall was filled with colour and laughter, with everyone dressed in their finest and people of all ages taking to the dance floor. The hard work put in by the Mt Rawdon team and the strong community spirit shown by everyone present ensured it was a successful and enjoyable evening.

Importantly, the event raised \$33,100 for suicide prevention which was donated to the **Gin Gin School Chaplaincy**. Recognition must go to the team at **Mt Perry Men's shed** who built a wooden table that was auctioned at the Charity Ball, raising over \$1,000 towards the total. A big thank you to everyone who attended the ball and helped raise these funds for crucial services in the community.



Photo: Cheque presented to local chaplaincy - money raised from the charity ball



Photo: Local community members enjoying the evening at the charity ball

"The money raised allowed trained personnel to operate throughout the community to reduce and prevent suicide through intervention and training programs. These programs are run within the regional school system and in the general community."

**Darren Lawrence,
Local Chaplain**

Our operations - Mt Rawdon (continued)

A highlight of the Charity Ball for Mt Rawdon staff was when long term Mt Perry resident and active community member, Keith Bryant, asked if he could have the floor following the speeches and made a heartfelt delivery of a poem he had written about Mt Rawdon.

*“Sure Mary”, Mount Perry is a wonderful site,
Where the people are working by day and by night.
We don't grow potatoes, nor barley or wheat,
But they say there is gold to be found in the streets!
But for all the gold that I can see,
It's all out at Mt Rawdon that looks to the sea.
Evolution Mining company is world renown,
It's created jobs in our little town.
They have sponsored the races, woodchop
and show;
And anything else, they will give it a go.
So fill up your glasses and let's drink a toast,
To the mining company that's given us the most!*

Keith Bryant, local Mt Perry resident

Community event of the year

The Mt Rawdon team were extremely proud to be recognised in the local 2018 Australia Day awards for the 2017 health initiatives they ran in the local community. Mt Rawdon received the community event of the year award for its health initiatives that included organising the Charity Ball to raise funds for suicide prevention and providing free skin checks, flu injections and first aid training for the local community.

NAIDOC celebrations

In 2017 Mt Rawdon were proud to support NAIDOC week celebrations in their region. NAIDOC is an important annual event celebrating Aboriginal and Torres Strait Islander history, culture and achievements, and recognising Indigenous Australians' contributions to our country. Evolution supported events organised by the Gidarjil Development Corporation in Bundaberg as well as local NAIDOC week celebrations at Mt Perry State School.

The 2017 NAIDOC theme was 'Our Language Matters' and the Gidarjil Development Corporation had a busy and successful week hosting activities that celebrated Australian Indigenous culture. Bundy NAIDOC presented various awards, recognising people who excel in their field. These people are nominated and voted on by their peers in recognition of their individual achievements and/or impact their work has had in the community. Evolution was proud to sponsor the 'Person of the Year' award, which went to Raylene Chambers, and to attend the Bundy NAIDOC Gala Ball.



Photo: NAIDOC dancer giving dance classes



Photo: Anita Ward - Community Relations Officer Mt Rawdon with Bundaberg NAIDOC dancers

Our operations - Mungari

Mungari operation

Location: 20km west of Kalgoorlie, 600km east of Perth, Western Australia, Australia

Mungari Gold Operations is active in both the Coolgardie and Kalgoorlie-Boulder communities. Coolgardie is the birthplace of the great gold rush of 1892 and was once the third largest town in Western Australia (after Perth and Fremantle). It remains a popular tourist attraction with its historic buildings and rich history. Kalgoorlie-Boulder is Australia's largest outback city, with over 30,000 people and a dynamic city centre.

Mungari's Community team is led by Dianne Newell - People, Culture & Community Manager, supported by Adri Ace - Senior Advisor People, Culture & Community.

Charity golf event

Each year the Mungari team hosts a Charity Golf Event to raise funds in support of a local charity. This year **Headspace Kalgoorlie** were the chosen recipient in recognition of the great work they do in the community.

The golf event raised \$25,000 which will be used by Headspace in collaboration with other organisations in town to develop a sustainable project designed to get youth off the streets. Headspace work with youth aged 12-25 years to provide invaluable support, including mental, physical and sexual health information, drug and alcohol information, education, training and employment assistance, and care coordination by a youth engagement team.

A total of 186 players, including many Evolution employees, signed up to play at the Charity Golf Event which was run over two days. Teams of four played 18 holes of 4 ball Ambrose and golfers came dressed to impress, with many fun and loud costumes showcased over the two days.

While Evolution organise and host this event, the success of the day is also due to the various other sponsors who contributed, many of whom are supply partners for our Mungari operations. Most of the sponsors have already indicated that they are happy to support the next Charity Golf Event, which is great news. What started out as a one-off, has now become an annual event raising much needed funds for local community organisations.



Photo: Participants in the charity golf event



Photo: Charity golf cheque presentation to Headspace

Student site visits

In 2017 Mungari hosted various student groups at site from the local region and from Perth.

Eastern Goldfields College

A group of 20 students from Years 11 and 12 at the Eastern Goldfields College were taken on a tour of the mine to give them an insight into the mining process and the prerequisites needed to work on a mine site. This was a great opportunity for Mungari to showcase not only their operation but the mining industry overall and Mungari staff were happy to engage with the students and share their knowledge and personal stories.

Mungari's Geology Manager provided an overview of the geology of the area and the techniques used to discover the gold. A core sample containing visible gold was passed around, promoting a lot of discussion. The Mine Manager then took the group on a tour of the operation, showing them the Open Pit and explaining the mining process. An overview of Mungari's production performance was provided and there was plenty of interest when these figures were translated into the dollar value of the gold.

Our operations - Mungari (continued)

The students were shown examples of the modern techniques used in the mining process and many particularly enjoyed the drone footage from the flyover of the processing plant. The discussion about the technological advances being utilised in today's mining highlighted the different career possibilities within mining and, with their interests now piqued, this group could well include some of our next generation of mining professionals.

Girls' Focus on mining camp

A particular highlight in 2017 was the site visit by a group of over 30 young women from the Girls' Focus on mining camp which was organised by staff at Curtin University's Science Outreach. This group gave up their vacation time to travel from Perth and surrounds to the Goldfields to receive some on-the-ground learning about the mining industry. It was great to see the group's keen interest in the presentations given by Mungari staff who provided an overview of various mining disciplines including geology, environment, community, people & culture, mining and processing. The group showed a high level of interest and understanding of mining and exploration and they asked many great questions, including what's required to become a mining engineer or a mine geologist. Seeing so many young women interested in STEM subjects and in potential careers in mining was very encouraging.

Family open day

Mungari rolled out the welcome mat in 2017, encouraging staff to bring their family and friends to attend the Mungari family open day. The Mungari site hosted 220 people from the community onsite and invited everyone to join in the fun activities and view the many displays.

The kids had plenty to keep them happy, including a jumping castle, face painting, craft corner and an ice-cream van. Food and coffee were available and the Gold Panning proved very popular with young and old alike, giving lots of potential future geologists a chance to try their hand at finding the good stuff. The underground machinery demonstration was also popular, especially with the kids who were excited to be able to climb on board for a photo.

The other big attraction on the day was the 4D virtual reality goggles supplied by the WA School of Mines (WASM). WASM is part of Curtin University and the goggles are a learning tool for the students. Interactive virtual reality learning environments have been developed to allow students to move through processing facilities and immerse themselves in different aspects of the mining process. These goggles were very popular with everyone at the family open day and they got a great workout.

Community support

In 2017 Mungari supported many other community initiatives, including the Coolgardie day celebrations, sponsoring the first ever Goldfield Girls Pageant, supporting the Women's Leadership Forum and partnering with the Goldfields Giants basketball team to provide mentoring to kids in local schools.

The Mungari team also implemented two Shared Value Projects (SVP) in 2017, providing the youth of Coolgardie with some great new facilities that are linked to initiatives aimed at improving learning and behavioural outcomes. Read more about these SVP's on page 6.



Photo: Gold panning at Mungari family open day



Photo: WASM's virtual reality display in use at Mungari family open day

Our exploration

In addition to our five operations, Evolution undertakes various exploration activities, including brownfields (in areas near our existing operations) and greenfields (in new areas). Evolution's exploration project in Puhipuhi, New Zealand, is an example of our leading practice approach to community consultation, environmental management and rehabilitation.

Evolution **consulted** with key community stakeholders throughout all phases of our exploration program, developing an understanding of and responding to community feedback and concerns. With input from the local Indigenous community (Ngati Hau) and other community stakeholders, we designed a comprehensive **environmental baseline study**, taking into account local knowledge and concerns and designed specifically for the Puhipuhi area.

This study was conducted by independent experts on behalf of Evolution and, from the outset, we committed to the local community that the data from the baseline study would be made available to them whether or not any exploration proceeded. This data was well received by the community, providing valuable data that complemented existing work that was being done to enhance the local environment. Importantly, this was a **positive legacy** Evolution left for the community.

An environmental risk assessment of potential environmental effects, and key elements of the baseline study, were conducted before any exploration activities (eg drilling) commenced. We ensured **appropriate controls** were put in place to eliminate, isolate or minimise any effects, including: soil disturbance; water sourcing, storage and disposal; groundwater and aquifer protection; and noise, traffic and dust disturbance.

At all times we made it clear that if Evolution was unable to find a way to conduct our activities safely and without harm to the environment, we would not proceed.

Throughout the exploration process we conducted environmental monitoring, **involving local stakeholders** in the process. We employed locals, and we procured from local suppliers, wherever possible. We established a dedicated project website with up-to-date information available for stakeholders, including fact sheets, FAQ's, media releases and environmental studies and reports.

Rehabilitation

At the conclusion of each drill program,

Evolution ensured each site was fully **rehabilitated**, including: restoring the original land contour; replacing any lost soil with quality topsoil; planting and sowing seedlings to revegetate the area; and implementing erosion controls until the vegetation had regrown. The photos below show examples of before and after the rehabilitation program.



Photo: PDH07 drill site and access route prior to drilling (23 July 2016)



Photo: PDH07 drill site following rehabilitation (23 May 2017)



Photo: PDH10 drill site before mobilisation of drill rig (19 Oct 2016)



Photo: PDH10 drill site following rehabilitation (18 April 2017)

Stakeholder perception survey

As a member of each community in which we operate, Evolution proactively seeks opportunities to listen to our communities and to communicate regularly about the things that matter to you, our stakeholders, in an honest, timely and transparent way.

In early 2018 Evolution commenced the roll-out of our third Stakeholder Perception Survey. This survey is conducted every two years by an external party on behalf of Evolution, enabling us to **better understand what is important to our stakeholders** and **identify areas where we can improve**. The feedback we receive informs our site community plans and enables us to implement specific actions to improve community outcomes.

Our community stakeholders include anyone who may be affected by or has an interest in our activities. This includes landholders, local Indigenous communities and Traditional Owners, neighbours, community organisations, local government and local businesses, many of which provide goods and services to our operations.

At each site, a selection of representatives from each stakeholder group were invited to participate in an **in-depth telephone survey**. A short **public opinion poll** was also conducted, with people in local postcode areas randomly contacted and asked to answer a few short questions. All responses are anonymous, and the feedback will be consolidated and provided to Evolution for us to consider and respond to.

Site specific summaries of the survey findings will be developed, detailing key areas of strong performance and, importantly, the areas where our stakeholders identified we can make improvements in that community. These **summaries will be available** in the second half of 2018 and will be provided to everyone who was invited to participate in the survey as well as being publicly available for all community members to read.



Contact us

If you would like to provide feedback to Evolution's community team or you have a query or concern, please contact us at community.relations@evolutionmining.com.au

Alternatively, contact us at a specific location below:

Sydney office

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Photo: Protected emus at our Cowal operation