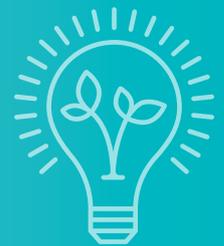


Sustainability Report



2019

Sustainability Report

2019 achievements



SAFETY

- **IMPROVEMENT** in reporting culture
- **REDUCTION** in severity of incidents
- **HSE SYSTEM** and Critical Control verification audits conducted at each asset
- **ZERO FATALITIES**



ENVIRONMENTAL

- Zero catastrophic or major environmental incidents
- Conducted 12 internal environmental network meetings
- Four new Environmental Enhancement projects underway



DIVERSITY

- **50% FEMALE** graduate **INTAKE** (30% target)
- **39% FEMALE SUMMER VACATION** interns (25% target)
- **14.7% FEMALE WORKFORCE**
- Enhanced flexible work arrangements offering and helping parents return to work
- **4.8%** of our employees identify as **ABORIGINAL OR TORRES STRAIT ISLANDER**



CONTRIBUTION TO THE AUSTRALIAN ECONOMY

A\$1.28B



SOCIAL RESPONSIBILITY

- Four new **SHARED VALUE PROJECTS**
- **A\$1.28B** contributed to the Australian economy
- **A\$92.3M** in direct spend with local organisations
- **54%** local employment across our operations



GOVERNANCE

- Developed and approved new Sustainability Objective, Policy and Performance Standards
- Conducted 24 Tailings Storage Facility Governance meetings over five sites and Group office

Our second Sustainability Report encompasses Evolution's sustainability performance for the financial year ending 30 June 2019 (FY19). It covers our mines in New South Wales, Western Australia, Queensland and various exploration activities. We do not report on our partnership project Ernest Henry which we only have a financial stake in and is run by our joint venture partner Glencore. Please see our website and accompanying Annual Report for more information about our Company activities.

Sustainability Report (continued)



Our business

Our vision

Inspired people creating Australia's premier gold company - a sustainable business that prospers through the cycle.

Our corporate strategy

- A portfolio of six to eight assets generating superior returns with an average mine life of at least 10 years
- Build a reputation for sustainability, reliability and transparency
- Embed financial discipline across the business
- An active pipeline of quality exploration and development projects
- Open to all quality gold, silver and copper-gold value accretive investments

Our values

Our values guide our behaviours and decisions in the workplace every day:



SAFETY



THINK BEFORE WE ACT,
EVERY JOB, EVERY DAY.

EXCELLENCE



WE TAKE PRIDE IN OUR
WORK, DELIVER OUR BEST
AND ALWAYS STRIVE TO
IMPROVE.

ACCOUNTABILITY



IF IT IS MY RESPONSIBILITY,
I OWN IT - GOOD OR BAD.

RESPECT



WE TRUST EACH OTHER, ACT
HONESTLY AND CONSIDER
EACH OTHER'S OPINION.



Sustainability Report (continued)

Evolution supply chain

Contractors and suppliers are a crucial part of our business and we rely on them to ensure that we meet our overall operating strategy and maximise efficiencies.

Our supply chain includes but is not limited to:



Exploration & discovery

- Drilling contractors
- Geology and geophysical contractors
- Analytical laboratories
- Surveying
- Earthmoving contractors
- Environmental and water consultants



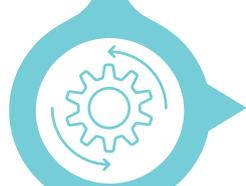
Support services

- Camp management services
- Power, communication and IT services
- Insurance
- Employee benefits
- PPE and PPC
- Medical, health and safety services
- Labour supply
- Water and waste management



Mining

- Underground contractors
- Cement supply
- Explosives supply
- Fleet, maintenance, parts and equipment
- Fuel, oil and tyre supply
- Blasting software and consultants
- Mining communications



Processing

- Shutdown contractors
- Supply of grinding media and flocculants
- Chemical supply
- Lab services
- Civil contractors
- Fuel and gas supply



Transportation

- Freight services
- Haulage services
- Port services
- Stevedoring
- Shipping

Sustainability Report (continued)

The Executive Chairman on sustainability at Evolution

Welcome to Evolution Mining's FY19 Sustainability Report. This is the second year we have released a dedicated report outlining the efforts of our people to ensure our business has a sustainable future for our stakeholders. Evolution continues to deliver measurable value for our business and the communities in which we operate by furthering our objective of delivering long-term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible manner.

I am proud that our higher levels of transparency have been recognised with Evolution included in this year's Dow Jones Sustainability Index Australia. This reflects our commitment to improve Evolution's performance and reporting on topics of safety, excellence in environmental stewardship, helping our communities thrive and developing our people. This report encapsulates our progress on the most material aspects of these key sustainability areas, with additional detailed information available on our website.

Essential to the sustainability of our business is the safety of our people. We have built a culture that emphasises doing the right thing because people want to, not because they have to. Our ultimate goal is for Evolution to have zero injuries with our people always going home safely to their families. Initiatives this year contributing to this goal include improved reporting culture, a reduction in severity of incidents and the faster completion of significant incident investigations and corrective actions.

Evolution made a significant A\$1.28 billion contribution to the Australian economy through our activities. We are particularly proud of our A\$92.3 million contribution to regional businesses and organisations in the communities

across Queensland, New South Wales and Western Australia where we operate. Across our operations we source 54% of our employees from local communities, making Evolution and its people a critical part of these regional centres.

We are focused on creating more opportunities for female participation in what has traditionally been a male dominated industry. Our attention has been on increasing female participation rates in our graduate and vacation programs and ensuring we have pathways to strong diversity in the next generation of miners.

We are working hard to effectively manage water and energy, minimise waste and to reduce our environmental footprint. We have mapped out our climate related risks to better understand potential long-term impacts to our business and communities.

Evolution is proud of the progress we have made in FY19 and have laid the foundation for further transparency and policy development in FY20. I would like to acknowledge and thank all of our staff, contractors, and partners for their dedication and ongoing contribution to our sustainability efforts.



Sustainability Report (continued)

Sustainability governance updates in FY19

Sustainability objective and strategy

The objective of our sustainability efforts is to deliver long-term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible manner.

We are developing a business-driven sustainability strategy and action-based reporting to guide our sustainability efforts over a five-year horizon to be endorsed by our Board of Directors. Integrating our strategy goals and targets within our day-to-day business allows us to realise value through greater clarity and purpose, uncovering opportunities for improvement and understanding how sustainability contributes to our success.

Our near-term strategy focuses on the following key areas:

- A safe and supportive workplace and improved safety culture
- Excellence in environmental stewardship and a risk-based approach to sustainability and climate change
- Helping our communities thrive beyond the life of our mines
- Developing effective teams aligned with our approach to diversity and inclusion

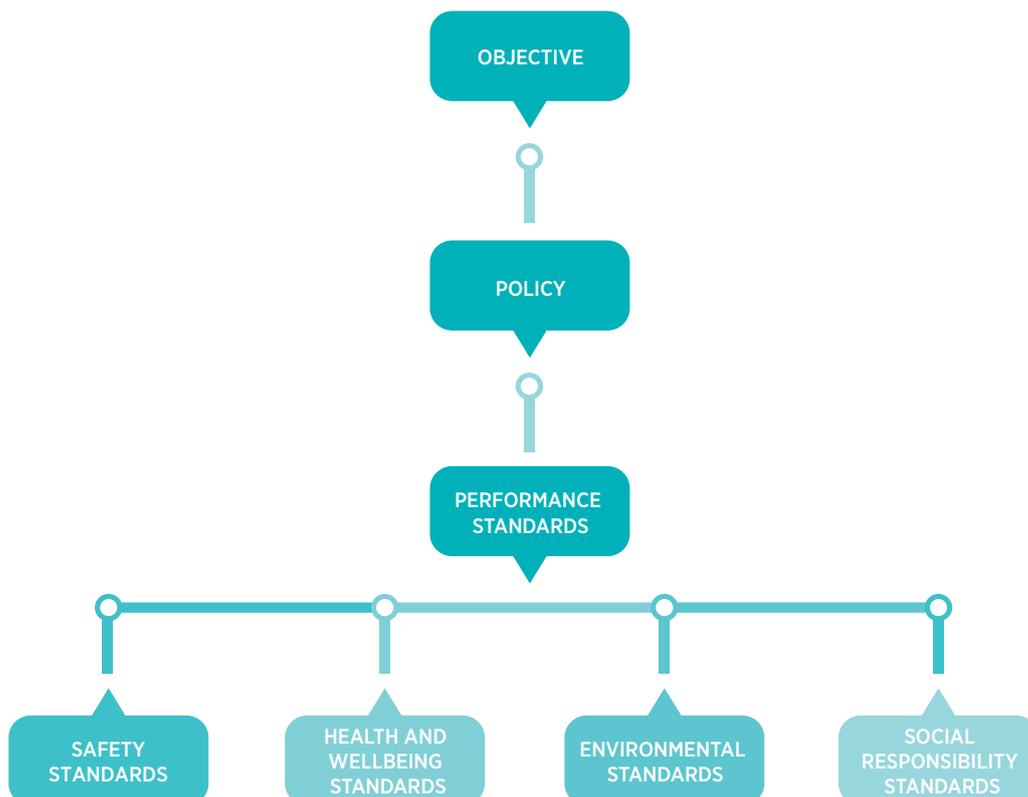
In FY19 we continued to improve the transparency of our disclosures. This was recognised with admission to the Dow Jones Sustainability Index (DJSI) Australia which ranked Evolution in the top performing Australian mining companies for corporate sustainability in the annual assessment. Evolution joins only one other gold company recognised in this category.

Sustainability Policy

In FY19 we developed a Sustainability Policy to deliver on our objective. This policy prescribes ten key focus areas that will ensure sustainability is embedded in our decision making at all levels of the organisation.

The policy can be viewed at: <https://evolutionmining.com.au/env-sustain-policy>

The Evolution sustainability ecosystem

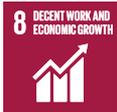
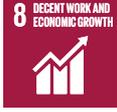


Sustainability Report (continued)

United Nations' Sustainable Development Goals

Our Sustainability Policy is aligned to the United Nations' Sustainable Development Goals (SDGs), in recognising the role business plays in providing economic growth which underpins health, social, employment and education benefits.

We believe the SDGs are a key inspiration for the future prosperity of our stakeholders and have linked our Sustainability Policy to eight different SDGs.

| Evolution Policy | SDG number & name | Specific SDG |
|--|--|--|
| Foster a safe, diverse and inclusive workplace |  5 GENDER EQUALITY | Goal 5: Gender equality 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life |
| Demonstrate robust risk management and environmental stewardship |  15 LIFE ON LAND | Goal 15: Life on land 15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world |
| Are an employer of choice, attracting the most talented people |  8 DECENT WORK AND ECONOMIC GROWTH | Goal 8: Decent work and economic growth 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services |
| Contribute positively to local, regional and national sustainability efforts |  11 SUSTAINABLE CITIES AND COMMUNITIES | Goal 11: Sustainable cities and communities 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage |
| Protect and enhance our reputation as a trusted partner and provide sustainable community benefits |  12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Goal 12: Responsible consumption and production 12.B Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products |
| Advance outcomes for Indigenous peoples and protecting cultural heritage |  10 REDUCED INEQUALITIES | Goal 10: Reduced inequalities 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status |
| Respect the human rights of all our stakeholders |  8 DECENT WORK AND ECONOMIC GROWTH | Goal 8: Decent work and economic growth 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms |
| Be transparent at all levels of Corporate Governance and comply with applicable laws and regulations |  16 PEACE, JUSTICE AND STRONG INSTITUTIONS | Goal 16: Peace, justice and strong institutions 16.B Promote and enforce non-discriminatory laws and policies for sustainable development |
| Operate at the highest standards of financial and ethical behaviour |  16 PEACE, JUSTICE AND STRONG INSTITUTIONS | Goal 16: Peace, justice and strong institutions 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all |
| Foster an innovative culture relentlessly driving operational excellence |  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | Goal 9: Industry, innovation and infrastructure 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities |

Sustainability Report (continued)

Sustainability Performance Standards

In FY19 we developed a set of Sustainability Performance Standards that support Evolution's Sustainability Policy by prescribing the minimum requirements that every Evolution asset (operations, exploration projects and offices) must meet to manage threats associated with specific activities or tasks. Equally we seek to identify opportunities that have the potential to drive value creation for both Evolution and the communities in which we operate.

The standards prescribe 'what' each asset must do, then each asset will determine 'how' they will meet or exceed the standard. Each asset will be conducting a gap analysis over the first six months of FY20 and the expectation is that by the end of FY20 we will be 95% compliant with all Sustainability Standards. A monthly steering committee will review progress, raise any issues and highlight the wins along the way. The full standards can be found on our website in the Governance section: <https://evolutionmining.com.au/corporate-governance/>. We will report progress in our FY20 Sustainability Report.

Reporting what matters to our stakeholders

We believe that trusting and reciprocal relationships are the foundation for creating shared value outcomes and ensuring we consistently earn our social licence to operate.

Maintaining high quality stakeholder relationships ensures mutually beneficial outcomes are driven throughout all of our sustainability initiatives and minimises preventable costs and delays.

Every Evolution operation and exploration site has a targeted plan for partnering with local and regional stakeholders to generate shared value. Each plan is developed following a review of:

- Key social responsibility issues and opportunities
- Analysis of the local stakeholder context
- Support of strategic operational and exploration objectives for that site and for Evolution
- The life of mine
- What our stakeholders are telling us

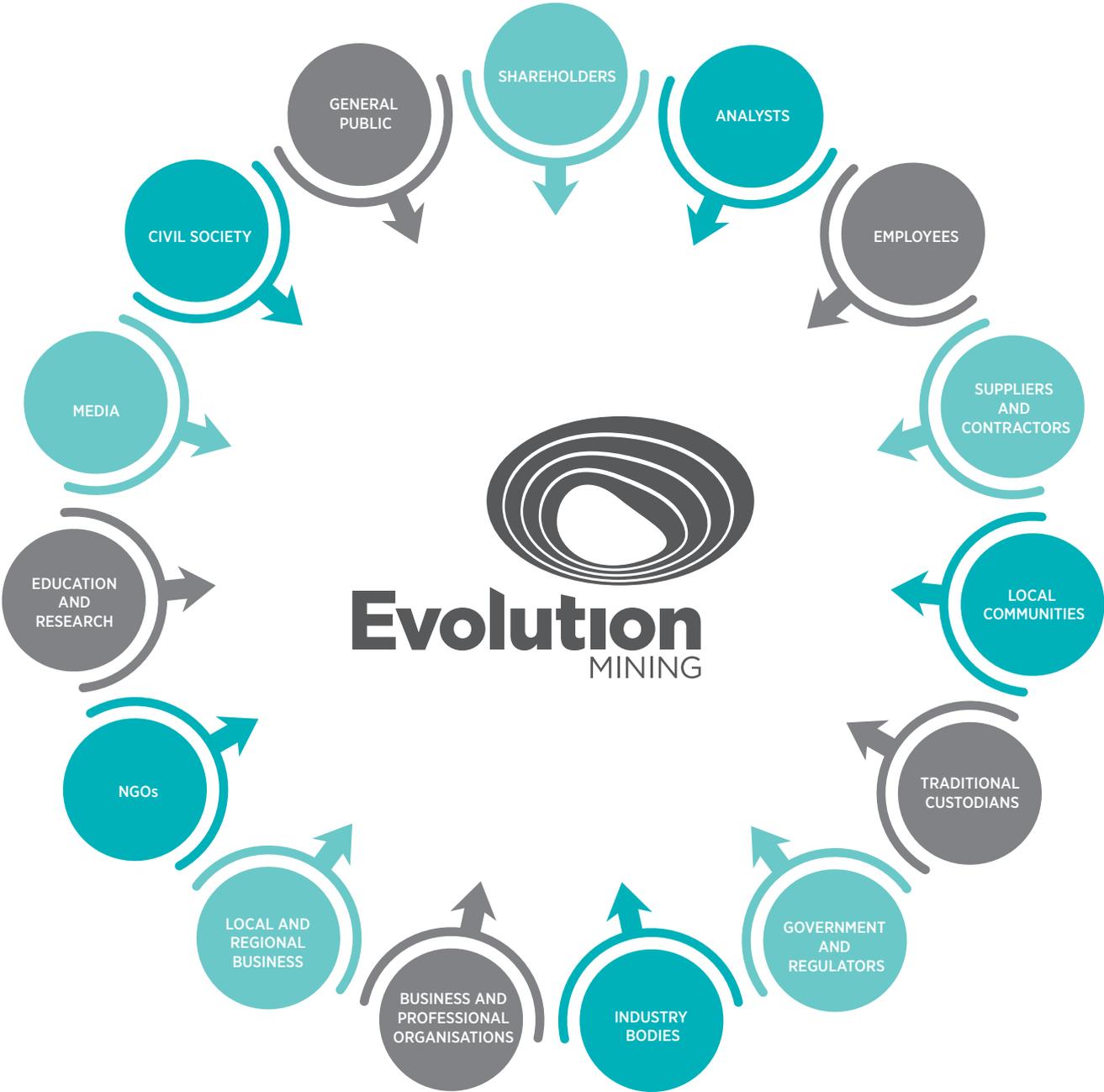
Our central method for collecting feedback from stakeholders is our biennial Stakeholder Perception Survey. To ensure this is a robust and comprehensive feedback mechanism, we partner with Deloitte to perform:

- 100 in-depth telephone interviews with stakeholders across our five mine sites
- 300 public opinion surveys conducted with 60 randomly selected residents in close proximity of our five operations



Sustainability Report (continued)

Evolution's stakeholder mix



Sustainability Report (continued)

This report is centred on economic, social and environmental topics that were identified as material to our stakeholders and business through a materiality workshop and builds on disclosures in our FY18 Sustainability Report. The material topics identified were:

| Material topics | Page Number(s) |
|---------------------------------|----------------|
| Health, safety and wellbeing | 13-15, 30 |
| Local communities | 25-28, 33 |
| Climate change | 19 |
| Traditional custodians | 28, 31 |
| Procurement practices | 3, 32-33 |
| Effluents and waste | 22, 32 |
| Economic performance | 26, 33 |
| Water | 19, 32 |
| Biodiversity | 21 |
| Energy use and emissions | 19, 31 |
| Mine closure and rehabilitation | 22 |
| Employment | 14-16, 30-31 |

Benchmarking and memberships

Evolution participates in benchmarking assessments including indices such as the Dow Jones Sustainability Index assessment and memberships with key bodies. Together with our commitments, partnerships and stakeholder feedback, these assessments and memberships allow us to track performance against relevant standards and peers to ensure continual improvement.

Corporate Governance

Evolution supports the intent of the ASX Corporate Governance Council's Principles and Recommendations (4th Edition) and meets specific requirements unless

disclosed otherwise. Our full Corporate Governance Statement is available in the Corporate Governance section of our website at <http://evolutionmining.com.au/corporate-governance>

Risk management

The Group manages risk through an established management framework which conforms to Australian and international standards and guidance. The Group's risk reporting and control mechanisms are designed to ensure strategic, operational, legal, financial, reputational and other risks are identified, assessed and appropriately managed. These are reviewed by the Risk & Sustainability Committee throughout the year.

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

The Group has policies in place to manage risk in the area of Sustainability.

The Leadership Team, the Risk Committee and the Board regularly review the risk portfolio of the business and the effectiveness of the Group's management of those risks.

Supporting documents:

Risk and Sustainability Committee Charter:

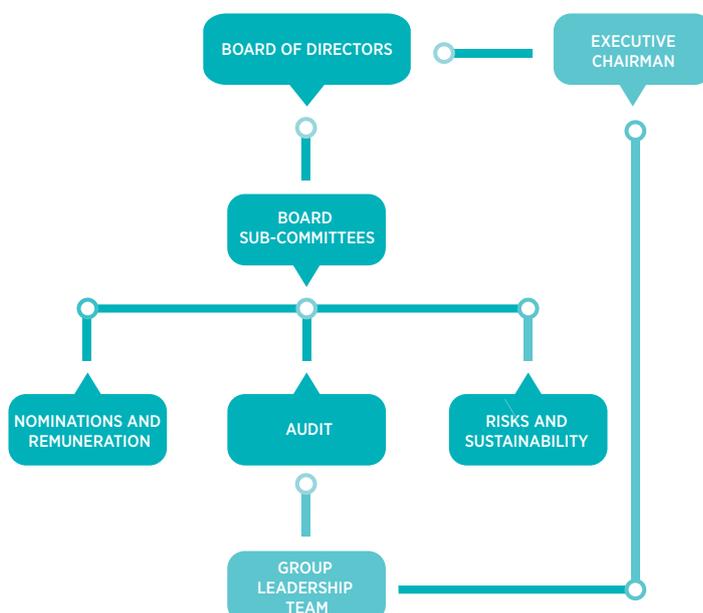
<https://evolutionmining.com.au/risk-sustain-charter/>

Risk Management Policy

<https://evolutionmining.com.au/risk-management-policy/>

Sustainability Performance Standards

<https://evolutionmining.com.au/wp-content/uploads/2019/08/20190715-GRP-STD-Sustainability-Performance-Standards.pdf>





Our People

Sustainability Report (continued)

Safety

Evolution is committed to providing a healthy and safe workplace and target an injury free work environment for all personnel.

Evolution is committed to high standards of safety leadership for employees, contractors and the communities in which we operate. Mining activities by their nature have the potential to impact the safety of people and all risks must be identified, evaluated and managed to mitigate all identified actual and potential adverse impacts so far as reasonably practical.

Our safety target is to achieve an injury and occupational disease-free workplace by ensuring hazards are identified and managed at the source, all safety incidents are thoroughly investigated, learnings shared, and corrective actions implemented.

The Safety Performance Standards support Evolution's Sustainability Policy by prescribing the minimum requirements for managing the risks associated with specific activities or tasks that have the potential to adversely affect the safety of employees, business partners and communities affected by business operations.

In FY19 the total recordable injury frequency (TRIF) was 8.31, above our target of 4.95. This is an increase from 5.49 in FY18 and against our trend of year on year improvement. We acknowledge this decline in our safety performance and all sites have refocused their efforts on embedding behavioural safety initiatives to drive improvements. We believe that every injury is preventable and that no task is so important that it cannot be done safely.

In FY19 two external critical control risk assurance audits were conducted at each site with results presented to the leadership team. At the end of the financial year all sites achieved a satisfactory rating. All priority one critical control audit actions were closed by their due date.

“We absolutely believe that every injury can be prevented and will use all resources at our disposal to make sure our people get home safely to their families” – Bob Fulker, Evolution COO

FY19 highlights

FY19 safety achievements

- 95 daily safety interactions
- 486 daily Take 5 pre-start safety checks
- Hosted our fifth Evolution Mine Rescue Challenge at Cracow involving the community and state emergency agencies
- Revision of our Health and Safety Performance Standards
- Facilitated Crisis Management and emergency exercises at site and in our group office
- First place award for Mungari team who won the breathing apparatus skills event at the Chamber of Minerals and Energy Underground Mine Rescue competition

FY20 focus

In FY20 we will continue with existing programs and commence new initiatives that will help drive our strategy and the achievement of our key goals. These will include:

- Total Recordable Injury Frequency less than 5.5
- All risk register actions completion for top five risks for each site

Supporting documents:

Sustainability Policy

<https://evolutionmining.com.au/env-sustain-policy/>

Safety Performance Standards

<https://evolutionmining.com.au/wp-content/uploads/2019/08/20190715-GRP-STD-Sustainability-Performance-Standards.pdf>

Sustainability Data

Safety data table p 37

Sustainability Report (continued)

Emergency response

We believe in always using our resources to support our communities through significant incidents or threatening situations.

Evolution continues to build mine rescue skills, capability and resources across the Group. We have five Emergency Response Teams (ERT) with a total of 132 members. Our teams have played an important role in supporting our operations and nearby communities.

Our Crisis Management Plan outlines the roles, responsibilities and processes our corporate crisis management team would follow in the event of a crisis. Each of our sites have Emergency Response Plans that outline the response to be initiated in the event of an onsite emergency.

Over the last 12 months, our ERT personnel were first responders to 14 offsite emergency incidents that occurred within our local communities. These incidents included

motor vehicle accidents, fires, farm incidents and medical emergencies. Evolution also provided a team to assist with flood recovery in Townsville in February 2019.

A Memorandum of Understanding between Evolution and the New South Wales State Emergency Service (SES) is in place which has assisted with flood rescue operations in the Sydney CBD and storms and flash flooding in Cootamundra.

Our teams attended the Victorian Mine Rescue Competition and W.A. Chamber of Minerals and Energy Underground Mine Rescue competition, placing first in the breathing apparatus skills event. We held our fifth Group Mine Rescue Challenge at Cracow in Queensland.



Sustainability Report (continued)

Health and wellbeing

We believe that our people's mental wellbeing is equally as important as their physical wellbeing. That's why we have a comprehensive health and wellbeing program to look after our people and promote positive mental health.

FY19 highlights

- 7,568 one-on-one confidential consultations with onsite physiologists to support our people proactively manage their health and wellbeing
- 1,355 participants have attended at least once, representing approximately 90% of employees. 1,030 have attended at least twice - representing approximately 70% of employees
- Key reasons for attending consults included
 - Weight loss
 - Preventative musculoskeletal management
 - Heart disease and diabetes prevention
 - Improving sleep
 - Managing fatigue

- Over the long term we have seen a reduction in individuals in high risk categories for a number of measures including:
 - Cholesterol - 79%
 - Blood glucose - 70%
 - Body mass index - 32%
 - Diastolic blood pressure - 76%
- Employee Assistance Program (EAP) available to all employees and immediate family members
- Business wide communications on R U OK?
- Additional onsite activities included 149 warm up for work sessions, 3,059 Epworth sleep assessments, 81 Fatigue and Manual Handling education sessions as well as 359 monthly health education at pre-starts and toolboxes

Supporting documents:

Sustainability Policy

<https://evolutionmining.com.au/env-sustain-policy/>

Health and Wellbeing Performance Standards

<https://evolutionmining.com.au/wp-content/uploads/2019/08/20190715-GRP-STD-Sustainability-Performance-Standards.pdf>

90% - Voluntary participation in health and wellbeing program



Sustainability Report (continued)

Highlight of our people's careers

We believe working at Evolution should be the highlight of our people's career and remain confident we have the right group of people with a strong sense of purpose who are focused on the continued delivery of our strategy.

We have continued to build a strong culture based on our values of Safety, Excellence, Accountability and Respect. Our values and supporting behaviours ensure we get the 'how' right and guide how we work together every day.

To understand how our culture is experienced by our people in real time, we have rolled out a monthly digital survey. This was launched across all sites and is accessible via any mobile device. 87% of our people have 'had their say' and initial feedback is very positive, with results highlighted below.

Growing our people

To promote a high achievement culture, we want to recognise our people's efforts and reward the outcomes they deliver. This is achieved by setting performance and development goals linked to our annual business plans. This enables our people to recognise their personal contribution to the success of our business.

We continued our commitment to developing our people and overdelivered on our 25% target by filling 33% of our internal vacancies from our existing workforce. This also ensures we retained skills, knowledge and expertise within our company.

Building talent

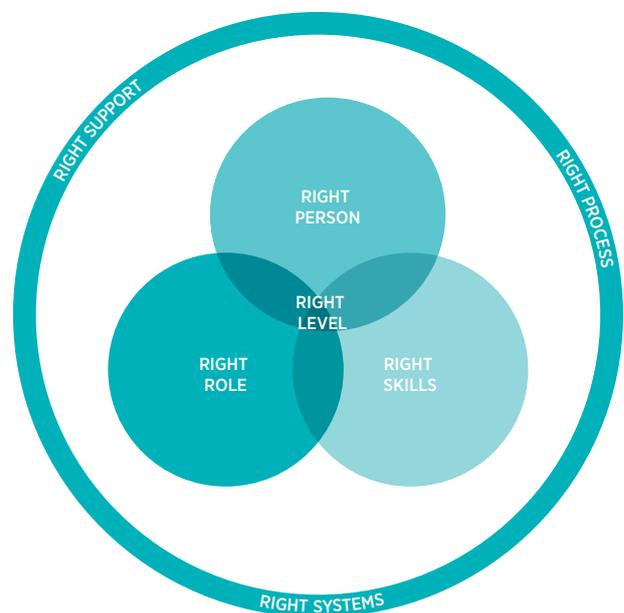
We developed independent Readiness and Development Centres for our senior leaders and held two Operational Management sessions focused on team purpose, unity and effectiveness. Our talent management strategy for the upcoming year is to increase the visibility of our high potential mid-level and frontline leader talent to strengthen our future pipeline for business-critical roles and continuity.

33% - of FY19 vacancies filled internally, a 65% increase from FY18

Focused leadership

A project is in place to ensure we have the right people with the right skills, in the right roles at the right time, with the right level of support, process and systems. This enables effective and timely decision-making at all levels of Evolution. Engaging more than 130 of our leaders, we have now defined at each site what working at the right level means for our leaders, across levels and functions.

Pulse survey feedback (as at 30 June 2019 - 575 people)



Sustainability Report (continued)

Aligned with Project Right Level, we also refreshed and simplified our leadership behaviours to increase clarity for easier engagement.

- Nine leadership behaviours reduced to five
- 54 leadership indicators reduced to 25

Evolution leadership behaviours



BE YOUR BEST



COMMUNICATE



COACH AND DEVELOP



COLLABORATE



DELIVER RESULTS

Developing our people

We held quarterly Leadership Group development sessions and our bespoke middle management leadership program 'Gold Plus' was upgraded to create a more focused learning experience. In five years, over 130 leaders have graduated to go on to lead more trusting, empowered and accountable teams.

Close to 60 of our frontline emerging leaders completed our 'Silver' program emphasising cross site and function participation. Participants are equipped to coach their teams to work effectively, safely and identify continuous improvement opportunities.

Our graduate program

We continued with our vacation and graduate programs to attract and develop mining talent. Across the two-year program we had 12 graduates across many disciplines who gained experience across multiple sites and worked with a variety of leaders.

FY20 focus

We are developing a new reporting system to give clarity on how many hours and how much value is being allocated to training our people and will report this in FY20.



Sustainability Report (continued)

Creating a diverse and inclusive workplace

We believe in growing a rich culture, diverse workforce and a work environment in which every employee is treated fairly, respected and has the opportunity to contribute to business success.

Across our 1,365 people, we continued to develop our approach to diversity and inclusion. In FY19 we increased our female workforce representation to 14.7% and our Indigenous workforce representation to 4.8%. To increase diversity in FY19 we:

- Focused on increasing female participation in our pipeline programs. 50% of our graduates were female (30% target). 39% of vacation students were female (25% target)
- Doubled the number of female mentee opportunities through Women in Mining partners
- Held inaugural Women in Mining forum for female employees to network and receive professional development on career mobility

FY20 focus

Working with our Board and Leadership Team to update our Corporate Governance Statement, Diversity Policy and Code of Conduct In FY20.

Return to work – flexible and local

To support work-life integration, we offer flexibility in how hours are worked with adjusted start and finish times, altered rosters and compressed working weeks. We also offer part time and job share structures, and work from home arrangements.

We are also piloting a local casual employment pool at our Mt Carlton operation to employ local residents in operator level roles. Employees are trained to step into leave replacements and vacancies to support site workforce planning, whilst providing employment opportunities for our local communities.

Recognising and rewarding our great people

Our 'Act Like an Owner' (ALO) program recognises people striving to go above and beyond in their job.

- This was our most successful year, with 131 new initiatives exceeding our target of 85
- Winners were recognised at an ALO awards event which will be expanded in FY20

We are proud that employees share in Evolution's success and have increased staff ownership by:

- Extending our Long Terms Incentive Plan (LTIP) to an additional 100 of our leaders
- Continuation of our Employee Share Scheme (ESS) into its fifth year and highest ever participation at 97%

Innovating for now and into the future

In FY19 we built new strategic partnerships to generate interest and enthusiasm for careers in Science, Technology, Engineering and Mathematics (STEM):

- Partnering with Queensland Minerals Energy Academy to lead hands-on careers workshops for school students. Six high school events were delivered reaching 78 students and 45 teachers
- Our inaugural Hackathon tackled site operational challenges. The winning team are now engaged as contractors to develop more solutions across our business

Supporting documents:

Sustainability Policy

<https://evolutionmining.com.au/env-sustain-policy/>

Diversity Policy

<https://evolutionmining.com.au/diversity-inc-policy/>

Sustainability Data

Diversity data table p 37-38

Workplace Gender Equality information

<https://evolutionmining.com.au/wp-content/uploads/2019/06/2019-WGEA-Public-Report.pdf>

50% - FY19 female graduates
(30% target)

39% - FY19 female summer
vacation interns (25% target)

Environment



Sustainability Report (continued)

We believe in leaving our environments in a better state than when we arrived and are committed to attaining an outstanding level of environmental performance in all our operations.

Evolution incorporates environmental considerations into all areas of our business to effectively manage environmental impacts and risks. We have a Sustainability Policy that we expect our people and contractors to adhere to.

We have a social responsibility to not only achieve all legislative compliance expectations but strive for leading practice and to meet the expectations of the communities we operate within and are part of. In FY19 we:

- Developed and implemented eight Environmental Performance Standards to lift us to a higher standard of environmental performance
- Instituted governance reviews for our Tailings Storage Facilities
- Developed and implemented quarterly environmental assurance reviews and integrating environmental considerations into our Life of Mine Plans across all sites
- Undertook periodic reviews to ensure that our environmental performance targets and objectives are being achieved

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. Our FY19 incidents can be found on page 30.

“We operate in some magnificent areas of natural beauty and work very hard to protect, and even enhance, these and nearby areas where we can.” **Simon Delander – Group General Manager - HSE and Risk**



MAJOR OR
CATASTROPHIC
INCIDENTS
FOR FY19



Environmental performance standards

Our Environmental Performance Standards consist of eight key business risk areas. All our sites and workplaces are required to meet the performance standards which are audited on a regular basis. Details of each performance standard are provided on our website <https://evolutionmining.com.au/environment/>

1. Air Quality
2. Biodiversity
3. Rehabilitation and Mine Closure
4. Resource Efficiency and Emission Reduction
5. Tailings Storage Facilities
6. Waste
7. Waste Rock and Ore
8. Water

Environmental data (water, air emissions and energy) reported from our operations is collated and verified by external environmental accountants Greenbase.

Supporting documents:

Sustainability Policy

<https://evolutionmining.com.au/env-sustain-policy/>

Tailings Storage Facility Governance Policy

<https://evolutionmining.com.au/tailings-gov-policy/>

Sustainability Performance Standards

<https://evolutionmining.com.au/wp-content/uploads/2019/08/20190715-GRP-STD-Sustainability-Performance-Standards.pdf>

Sustainability Data

Environmental data table p 38 - 39

Sustainability Report (continued)

Water management

We recognise the importance of water to our business and our communities. Evolution believes in taking a proactive approach to responsible water management. Our standards aspire to reduce the demand for new water and the overall requirement for water in our operations.

In FY19 our total water withdrawn increased by 6%. This increase was in line with the cumulative total dry tonnes milled which also rose by 1%.

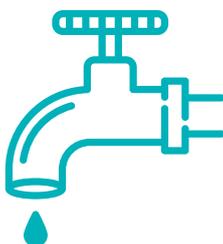
Total water recycled and reused increased by 21% between FY18 and FY19. We use recycled water primarily to process ore and in other activities such as paste fill, irrigation, dust suppression and construction.

Our water management performance standard ensures that our operations effectively manage water, including process water, stormwater, discharges and dewatering activities. As a minimum we comply with all relevant water licensing requirements set by Government and industry regulators.

We utilise probabilistic site water balance models to predict water flow and requirements during droughts and stormwater flows. Our operations prepare for seasonal variations in water flow and maintain routine dewatering activities to satisfy water licence conditions.

In addition, there are water management requirements associated with tailings and waste rock management designed to manage risks associated with unwanted events. Each of our operations separate clean water (rainfall runoff in non-disturbed areas) and potentially mine affected waters (rainfall runoff within the mining footprint). Waters which are captured within the mining footprint are reused in an effort to reduce the demand on our external supplies.

The various streams of water have specific water management requirements. The performance standard guides operations to ensure that clean water is kept separate from contaminated water (a similar management strategy is used for other waste by-product streams).



Climate related risk, emissions and energy

Evolution acknowledges that climate related risk has the potential to impact our business and communities.

Evolution is committed to understanding and proactively managing the impact of climate related risks to our business and our environment. This includes integrating financial, physical, regulatory, reputational, market, and climate related risks, as well as energy considerations, into our Life of Mine strategic planning and decision making.

We will work to build the climate related risk resilience of our assets, our communities and our environment.

We will implement sound risk management practices across all areas and activities in our business and apply Board level governance.

Our Sustainability Principles include improving the disclosure of, and actively managing, climate related risks and opportunities, improving energy efficiency and the responsible management of water usage. Climate related risks have been identified as key risks on the Evolution Mining Risk Register which are regularly reviewed and monitored by the Risk and Sustainability Committee.

We will transparently report emissions and energy consumption performance and disclose material climate related risks. The Company has completed a process to identify and assess climate related impacts to our business, with the main areas of focus in the near term to be improving energy efficiency and responsibly managing water use.



Sustainability Report (continued)

During 2018, Evolution commissioned a report covering its power procurement and the potential integration of renewable power options. This report was completed in early 2019 and we are currently reviewing localised solar options and large-scale project partnering opportunities. None of these projects are currently at formal agreement. As part of the process in assessing power requirements for new projects, the opportunities to incorporate renewable power options are undertaken.

Each year we create and submit annual reports for the National Pollutant Inventory (NPI) and the National Greenhouse and Energy Reporting Act (NGER) to estimate greenhouse gas (GHG) emissions and energy use and we provide this information on our company website www.evolutionmining.com.au/environment.

In FY19, Scope 1 emissions decreased by 2% and Scope 2 emissions decreased by 3%. Overall energy consumption decreased by 2% compared to FY18. The decreases in emissions and energy are largely due to a decrease in activity recorded at Cowal, Mt Rawdon and Mungari. We will be investigating opportunities to further reduce in FY20. See page 31 for emissions data.

Air quality

Our operations develop, implement, communicate and adhere to their air quality management plan. This includes developing and implementing strategies, operational

controls, management practices and monitoring/inspections programs to verify that air emission controls are operating properly and to provide relevant, traceable data for internal and external reporting. We manage point and non-point source air emissions to ensure we are protective of human health and the environment.

Ambient dust, noise, odour, and spill light impacts on our surrounds and are closely monitored at our operations. Protection of our local communities means that we operate above compliance in these areas within our community surroundings. We report our air emissions as per our legal and other requirements then communicate the outcomes in the various consultative forums for our operations.

FY20 focus

In FY20 Evolution will be trialling a new air quality measurement program with enhanced technology at our Cowal site to monitor particulate matter in real-time.



Sustainability Report (continued)



Biodiversity

We acknowledge that the nature of our operations can have significant environmental impacts on the flora and fauna that we share the landscape with. We believe that we all have a role in demonstrating our environmental responsibility by minimising impacts and contributing to enduring environmental benefits through every stage of our operations.

We have developed land and biodiversity management plans at each of our operations. These plans are risk-based. The Management Plan for our Cowal site can be viewed on our website at <https://evolutionmining.com.au/cowal/> under Environmental Management Plans.

Adaptive strategies include the voluntary and prescribed biodiversity offset areas that are actively maintained for fire, pest and weed control at our operations.

Tailings management

Tailings are the fine waste slurry residue of the crushed solid mineral ore that is fed into the process plant grinding mills. Tailings Storage Facilities need to be operated and rehabilitated with due care for a range of potential issues.

Our performance standards and governance process incorporate the International Council on Mining and Metals (ICMM) six key components of the Tailings Governance Framework.

- Accountabilities, Responsibilities and Competency; all sites are now equipped with a responsibility matrix
- Planning and Resourcing; Tailings life of mine project teams are in place at each level of the organisation
- Risk Management; considered a high priority risk for the organisation all sites have completed Principal Hazard Management Plans, Bowtie risk assessment and Critical Control Plans for each facility
- Emergency Preparedness and Response; Dam break studies have been completed for all active Tailings Storage Facilities
- Review and Assurance; tailings governance assurance meetings have been formally introduced during FY19 and will continue at each level of the organisation

Regular inspections and audits ensure that operations meet the requirements for the characterisation of tailings, protection of wildlife, protection of groundwater, prevention of uncontrolled releases to the environment, management of process fluids and the closure and rehabilitation of Tailing Storage Facilities.

Sustainability Report (continued)

Ongoing efficient recovery of tailings decant water back to the processing plant water supply is essential to manage the water balance and minimise new water intake to operations.

Management of wildlife access and safe egress from tailings storage facilities is a key business imperative for our operations. Our fresh water-based operations have cyanide destruction and slurry dilution to reduce weak acid dissociable (WAD) cyanide levels to safe levels for avifauna and terrestrial animals. Fencing, bird deterrent systems and regular monitoring and perimeter patrols provide early warning of such issues.

FY19 Ore processed: 14,221kt (dry tonnes) to produce 654,312oz Au, excluding Ernest Henry.

Supporting documents

Tailings Storage Facility Governance Policy

<https://evolutionmining.com.au/tailings-gov-policy/>

Sustainability Performance Standards

<https://evolutionmining.com.au/wp-content/uploads/2019/08/20190715-GRP-STD-Sustainability-Performance-Standards.pdf>

Waste rock management

Waste rock is identified as the extracted mineral bearing ore that does not meet a site's minimum concentration of mineral. This performance standard addresses the characterisation of waste rock, design and construction of waste rock disposal facilities, potential acid generation, storm-water controls, monitoring, rehabilitation and closure.

The performance standard is applied as required based on each ore body and the surrounding waste rock. Each operation is generally quite different in terms of potential for acid mine drainage (AMD) and salinity impact on the surrounding environment. Operations maintain material balances for topsoil, waste rock types throughout the lifecycle of operations for rehabilitation closure criteria requirements.

Where Potentially Acid Forming (PAF) waste rock is suspected or known to occur, the operation will place it inside and under Non-Acid Forming (NAF) covers.

Progressive rehabilitation activities are conducted as areas of the waste disposal facility become available. Full rehabilitation of these areas is conducted as soon as practicable.

FY19 waste rock produced: 37,501kt representing an 6% reduction on waste rock produced in FY18 (39,905kt).

Waste management

Our waste goals aim to reduce, recycle and reuse our resources occurring in our normal site waste management practices.

The on-site management of organic and industrial/inorganic waste streams has progressed to a stage where bioremediation and general landfill facilities and management practices are now relieving pressure on local government authority facilities. Generally septic waste solids are transported to local government authority facilities.

Our operations use specialist, government approved waste management service providers and tracking arrangements for the approved, safe disposal of transfers of obsolete or used hazardous material waste/dangerous goods substances. Generally, chemicals are consumed in process. Hydrocarbons in the form of dirty rags, crushed oil filters, used engine coolants or used bulk lubes are transferred off-site for industrial re-refining (for re-use) or conversion into energy.

A site resource recovery strategy has been implemented at our Cracow project in central Queensland to reduce waste to landfill and enhance our custodianship of the environment. Effectiveness of the strategy is monitored using our environmental database system to capture and analyse the data collected. Initial data will be shared in FY20.

Rehabilitation and closure management

We acknowledge that we are only visitors in our communities and mining is a short-term land use. Our project planning cycle begins with ensuring our minimum disturbance of ground during the exploration drilling phase (10 to 30 years) and needs to look forward to what the operation's future land uses will be and what the site should look like when the operational areas are ready for relinquishment.

Each of our sites has a closure plan in place which outlines the process to rehabilitate the site and performance criteria required before a tenement can be handed over to Government. These plans take into consideration both environmental and social impacts. Rehabilitation and land use management plans for our Cowal site can be found at <https://evolutionmining.com.au/compliance/#cowalpart>

In addition to the post mining plans Evolution are actively seeking ways to ensure the land is economically, socially and environmentally sustainable at relinquishment in preparation for future land use. Initiatives include:

- Partnering with six other operators in the Kalgoorlie-Boulder region to support regional development including recreational and tourism. The project aims to add economic and environmental value and is then transferred to an external entity and ultimate relinquishment of mining tenure
- Our Mt Rawdon site is working closely with CSIRO to develop a wetland project to provide a natural treatment of mine affected water that could be reused

Sustainability Report (continued)

for irrigation purposes or released back to the natural environment. The CSIRO has developed a synthetic clay called 'Virtual Curtain' that reduces the number of contaminants in the water column by binding to the sediment, thus making it non-toxic

- Our Mt Carlton team has partnered with environmental specialists in refining quality control in the placement of waste rock as a final landform to ensure potentially problematic material is encapsulated in the most efficient manner for future land use
- At Cowal we rehabilitated 18.2 hectares of land in FY19. Rehabilitation was complete for waste rock emplacement which stabilised batter slopes with rock armour and provided a stable layer able to support long-term vegetation growth

Environmental enhancement projects

We believe in the power of partnerships, that's why we like to contribute to projects that are relevant to our communities and leave a positive environmental impact.

In FY19 we continued our program of implementing Environmental Enhancement projects with a primary purpose of improving or enhancing environmental values onsite or in nearby communities. We have eight Environmental Enhancement projects currently under way. The full list of detailed summaries and progress can be found on our website. We commenced a new partnership with NQ Dry Tropics to help threatened beach scrub communities inland from the Great Barrier Reef between Crystal Creek and Bowen. Key activities include removal of weeds, management of fuel loads, traditional owner engagement and community education.

20 Environmental Assurance Audits are carried throughout the year across our five sites

12 monthly Environmental Professional Network teleconference calls

Environmental assurance

The Evolution Environmental Assurance Audit Program is undertaken by our corporate office and reviews different risk areas and aspects from the site operating licence each quarter. This assurance program assists in the effective management and monitoring of environmental risk across the organisation.

Quarterly assurance visits to our operations focused on hydrocarbon and chemical management. Small leaks and spill volumes have been focused on to ensure that incidents are being reported and the causes are promptly addressed.

Rehabilitation success and failures are reviewed so learnings can be shared across sites during site visits, during our monthly Environmental Professional Network teleconferences or our annual face-to-face gathering.

Assurance visit and audit recommendations are tracked and followed up via our company incident management system.

Environmental compliance

As part of our environmental management, Evolution's activities are governed by conditions detailed in mining approvals, lease conditions and licences set out by regulatory authorities.

Periodic voluntary independent environmental performance audits are also conducted.





Social Responsibility

Sustainability Report (continued)

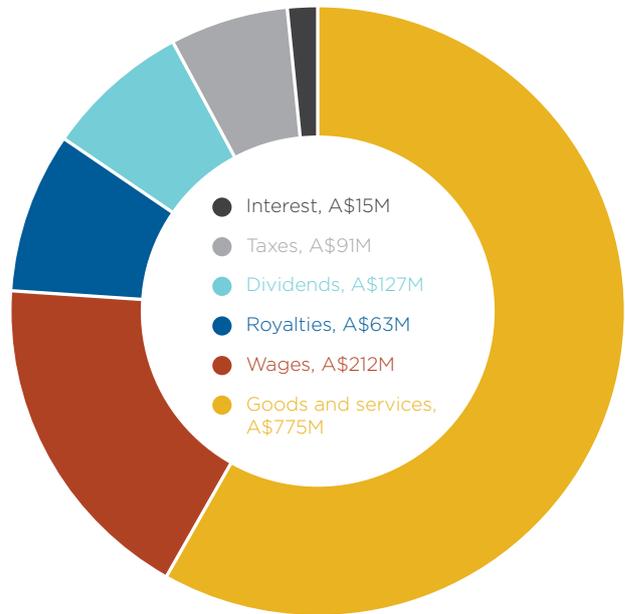
We believe we have an obligation to create shared value for all our stakeholders. This is measured as much by the superior returns we deliver to our shareholders as by the positive legacies we leave in our communities and the people whose lives we enrich.

Evolution seeks to deliver long-term benefits to local communities and other stakeholders through engagement and collaboration, and by understanding the social impacts of our activities, mitigating negative effects and achieving outcomes of mutual benefit.

Building and maintaining strong, supportive relationships and partnerships with local people in the areas where we operate drives value creation for both Evolution and the community.

Detailed highlights from our community initiatives as well as our Community Principles are detailed in our Annual Community Report which can be found on our website: https://evolutionmining.com.au/wp-content/uploads/2019/04/Evolution-Community-Report-2018_FINAL.pdf

Economic contribution FY19 (A\$M)



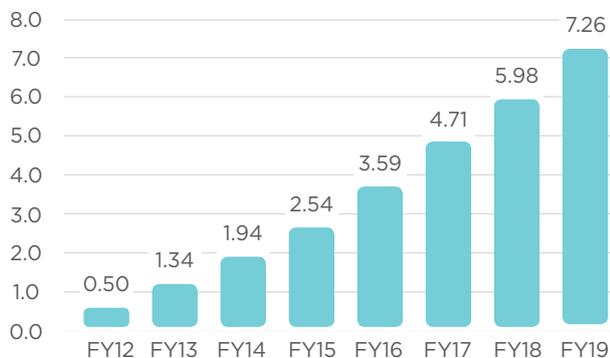
Our Socioeconomic contribution

We make significant contribution to local, regional and national economies directly through the payment of taxes and royalties to governments, as well as to our workforce and suppliers. In FY19 we contributed A\$1.28B to the Australian economy and approximately A\$7.26B since Evolution formed in 2011.

CONTRIBUTED INTO AUSTRALIAN ECONOMY

A\$1.28B

Evolution economic contribution since inception (A\$B)



ECONOMIC CONTRIBUTION SINCE INCEPTION

A\$7.26B

DIRECT SPEND WITH LOCAL ORGANISATIONS

A\$92.3M

“Building trusting relationships is important to us and we are committed to regularly listening to and engaging with our local communities in an honest, timely and transparent manner.” Anika McManus, Group Manager – External and Indigenous Relations

Sustainability Report (continued)

Community investment

We prioritise local procurement and local employment wherever possible, particularly for our local Indigenous communities. We are committed to sharing the economic benefits by investing in our communities and partnering to achieve meaningful outcomes that generate shared value.

In addition to local sponsorships and donations, we collaborate on sustainable development projects that will continue to benefit the community long beyond the life of the mine. This was highlighted by our stakeholders as a high priority.

Sustainability Projects go through a rigorous development and approval process. Each project is developed in partnership to ensure it delivers broad community benefits, addresses a specific community need, and is self-sustaining, i.e. it will continue to sustainably deliver benefits when Evolution steps away from supporting it. We also assess the project against a range of business and community value drivers and shape the project to enhance these outcomes.

The value drivers were developed by Evolution’s Leadership Team, site General Managers and Group Community Relations. The project does not have to deliver all of these however, the more it delivers, the better.

| Sustainability Project Value Drivers | | |
|--|--|---------------------------|
| Alignment with Evolution strategy and planning | Health and safety outcomes | Scalability |
| Use of internal skills/assets | Talent attraction, development and retention | Long-term viability |
| Reputation and social licence | Compliance or stakeholder commitments | Educational outcomes |
| Stakeholder trust and support | Community-led impact | Local economic outcomes |
| Innovation | Alignment with government or strategic drivers | Environmental outcomes |
| Employee engagement | Local capacity and partnerships | Community resilience |
| Costs, efficiencies or ROI | Mine dependency | Infrastructure capability |

Human rights

Evolution is committed to respecting the human rights of all our stakeholders. This means we engage with employees, business partners, community groups and all other stakeholders in a manner that protects the basic rights and fundamental freedoms to which all human beings are entitled. It also means we must conduct appropriate risk-based due diligence on all relevant business partners in our supply chain to ensure those rights and freedoms are protected.

In FY19 the Australian Government enacted the Modern Slavery Act 2018 under which Evolution will be reporting annually on the risks of modern slavery in our operations and supply chains. It also requires reporting on the action we have taken to assess and address those risks, and the effectiveness of our response. The term ‘modern slavery’ refers to the worst forms of exploitation.

Our inaugural Modern Slavery Statement, approved by our Board of Directors, will be published in H1 of FY21, reporting on the FY20 year. The steps we took in FY19 to prepare for the Modern Slavery legislation include:

- Established a cross-functional working group for planning, strategy and execution

- Including Modern Slavery within the Human Rights Social Responsibility Standard
- Ensuring Vendor compliance:
 1. Discussed Modern Slavery expectations with prospective and current vendors
 2. Updated standard contract clause to address Modern Slavery
 3. Commenced development of a risk assessment to prioritise highest risk vendors
 4. Commenced development of an assurance process for onshore and offshore vendors
 5. Commenced development of vendor communication pack
 6. Commenced development of pre-qualification of non-contract vendors (FY20 completion)
- Developed an education/communication pack to be rolled out across all Evolution assets and more broadly across wider stakeholder group (FY20 completion)
- Discussed development of a remediation plan (FY20 completion)

“Evolution welcomes this legislation and the difference this can make towards addressing global slavery. We look forward to sharing our progress in FY20.” Gary Ward - Group Manager, Supply

Sustainability Report (continued)

FY19: Sustainability Project highlights:

UQ research partnership | Using gold for early cancer diagnosis

Gold has a rich history in Australia and it also has a bright future. Researchers from the University of Queensland (UQ) have developed a breakthrough test using gold nanoparticles that can detect the presence of cancer cells anywhere in the human body. Evolution has committed to supporting this research through a three-year partnership and an offer to provide gold samples.

This research will potentially enable early diagnosis for all cancer types. If cancer is caught early, survival rates can improve by up to 98 percent.

Goldfields childcare centre | Out of school hours care

Lack of affordable childcare is an ongoing issue in the W.A. Goldfields region. Reliable childcare is an essential service to encourage families to live in the region. It is also important for attracting and retaining Mungari's 94% local employees. The City of Kalgoorlie-Boulder and the Chamber of Commerce and Industry identified childcare shortages as a key driver of the current labour shortage.

When the Goldfields Childcare Centre received notice to vacate their rented premises, Evolution and other funding partners stepped in to support the opening of a new centre to enable them to continue their after school hours care program for 20 children (46 families) and expand their services by a further 20 places, enabling families on the waiting list to benefit.

Indigenous business development

Evolution has provided funding for an expert feasibility study of a potential business opportunity for Wiradjuri Condobolin Corporation (WCC) to develop a commercial plantation of native foods. This study will inform the feasibility of establishing the business and detail a plan to take the project forward. Australian Native Food and Botanicals (ANFAB) proposed the project and if the study shows the venture is viable, Evolution will continue to work with ANFAB, WCC and other potential stakeholders through the start-up phase of the business.

2019 North Queensland floods

In February 2019 North Queensland experienced severe flooding and was declared a natural disaster zone. Evolution ERT personnel assisted affected employees and their many fellow community members whose homes and businesses had been damaged or destroyed.

In addition to helping clean-up efforts, Evolution donated A\$100,000 to GIVIT who support people impacted by natural disasters.



Mt Perry tram car



2019 North Queensland floods



UQ research partnership

Sustainability Report (continued)

Local economic development projects

Supporting the economic development of our local communities is a priority for Evolution and a key focus with our sustainability projects.

Coolgardie's Ben Prior Park and open-air mining museum

In the centre of Coolgardie, on the main road, is an open-air living history collection with old gold mining equipment such as shaft winder wheels and a drilling rig used by early gold miners. It is a visible and convenient place to stop for the 400,000 vehicles that travel through Coolgardie every year. Evolution has partnered with the Shire of Coolgardie, the Kambalda Men's Shed and Coolgardie Men's Shed to upgrade this tourism rest stop and local park to encourage tourists to stay and contribute to the Coolgardie economy.

Mt Perry tram car

Evolution has partnered with the Mt Perry Community Development Board (MPCDB) and have purchased a Melbourne Tram Car to be restored and displayed as a tourist attraction in Mt Perry. The tram is now being refurbished at the Mt Perry Men's Shed in partnership with local Gidarjil Indigenous trainees. Once refurbishment is completed, the tram will become a mining museum and coffee shop. The tram represents the connection between Mt Perry, Evolution and Melbourne following the use of gold from Mt Rawdon to make the 2018 Melbourne Cup Trophy.

Indigenous development projects

We value the partnerships we have built with the traditional custodians of the lands on which we operate. We take our obligation to protect and manage cultural heritage extremely seriously and we are committed to supporting initiatives that advance the outcomes for Indigenous people. In FY19 we:

- Continued with various education and training initiatives including secondary and tertiary student scholarships, traineeships, apprenticeships and direct and indirect employment
- Enhanced the ability of our people to effectively operate within different cultural contexts through cultural competency training to be launched in FY20
- Cultural competency training complements awareness training that is conducted by the local traditional custodians

Indigenous training

The Mt Perry community, supported by a number of partners including Evolution, undertook a Beautification Project to refresh their picturesque community. Gidarjil trainees were engaged to undertake a large component of the project, including landscaping works around the Men's' Shed and establishing a native bush tucker garden. The trainees developed skills to support the completion of their Certificate I in Conservation and Land Management, opening pathways to employment in the region. Evolution contributed to the purchase of a new bus for the Gidarjil trainees to move around the region for this project and other initiatives that enhance their traineeship outcomes.



"The trainees should be very proud of the quality of the work they have undertaken and their contribution to the Mt Perry township." Jamie Coad, Mt Rawdon General Manager



Sustainability Performance Data

Sustainability Report (continued)

Safety

| Safety performance | | | | | |
|--|-------|------|------|------|--------------------|
| | FY19 | FY18 | FY17 | FY16 | FY15 |
| Employee fatalities | 0 | 0 | 0 | 0 | 0 |
| Contractor fatalities | 0 | 0 | 0 | 0 | 0 |
| Total Recordable Incident Frequency (TRIF) | 8.31 | 5.49 | 7.96 | 9.7 | 9.6 |
| Lost Time Injury Frequency (LTIF) | 1.75 | 0.5 | 0.4 | 1.8 | 1 |
| Vehicle Incidents | 65 | 34 | 62 | 102 | 136 |
| Significant Safety Occurrence Frequency (SSOF) | n/a | 3.2 | 4.95 | 5.9 | 11.61 [^] |
| Safety Incident Frequency (SIF)* | 15.97 | | | | |

All classifications above include contractors.

*In FY19 Evolution changed the definition of significant safety occurrence and renamed to significant incidents. The definition change has resulted in more incidents being classified as significant incidents.

[^]FY15 figures are for Evolution operated assets. In the FY16 annual report Mungari and Cowal FY15 figures had been added for comparative purposes (operated by previous owner).

| Emergency Rescue Teams (ERT) | | | |
|------------------------------|-----------------------|---------------------|---------------------------------|
| | Number of ERT members | Community responses | State Emergency Service support |
| Cowal | 26 | 1 | 3 |
| Cracow | 26 | 4 | |
| Mt Carlton | 26 | 3 | |
| Mungari | 31 | 3 | |
| Mt Rawdon | 23 | 0 | |
| Total | 132 | 11 | 3 |

People

| Diversity | | | | | | | | | | | |
|--------------------|---------------|-----|-----------------|----|---------------|----|--------|----|-----------|-------------|-----------|
| Profile FY19 | Full time | | Part time | | Fixed term | | Casual | | Employees | Contractors | Workforce |
| | M | F | M | F | M | F | M | F | | | |
| | 1,101 | 166 | 1 | 11 | 30 | 11 | 12 | 10 | 1,342 | 576 | 1,918 |
| New Employees FY19 | Age group <36 | | Age group 36-55 | | Age group >55 | | Total | | | | |
| | M | F | M | F | M | F | Total | | | | |
| | 158 | 64 | 117 | 23 | 24 | 6 | 392 | | | | |
| Turnover FY19 | Age group <36 | | Age group 36-55 | | Age group >55 | | Total | | | | |
| | M | F | M | F | M | F | Total | | | | |
| | 33% | 6% | 42% | 7% | 10% | 1% | 18% | | | | |

Turnover result for EVN total is voluntary permanent only 12 month moving average result. The split by age bracket and gender is the % of all terminations (summing up to 100%), rather than turnover rates for each grouping.

Sustainability Report (continued)

People (continued)

| Diversity | | | | | | | | | | | | | | |
|-------------------|-----------|----|-------|----|---------|----|------------|----|-----------|----|--------|-------|-----|-------|
| Site profile FY19 | Corporate | | Cowal | | Mungari | | Mt Carlton | | Mt Rawdon | | Cracow | Total | | |
| | M | F | M | F | M | F | M | F | M | F | M | M | F | All |
| | 81 | 41 | 342 | 53 | 205 | 51 | 142 | 12 | 172 | 22 | 202 | 1,144 | 198 | 1,342 |

| State profile FY19 | NSW | | WA | | QLD | |
|--------------------|-----|----|-----|----|-----|----|
| | M | F | M | F | M | F |
| | 423 | 94 | 205 | 51 | 516 | 53 |

| Developing our approach to diversity and inclusion | FY19 target | FY19 actual |
|--|-------------|-------------|
| Female graduate participation | 30% | 50% |
| Female summer vacation interns | 25% | 39% |
| Aboriginal or Torres Strait Islander employee | | 4.8% |

Environment

| Environmental incidents | | | |
|-------------------------|------|------|------|
| Incident level | 2019 | 2018 | 2017 |
| Catastrophic | 0 | 0 | 0 |
| Major | 0 | 0 | 0 |
| Moderate | 9 | 7 | 9 |

| Energy | | | | |
|---|------------------|-----------|-----------|-----------|
| Energy consumption (GJ) | FY19 | FY18 | FY17 | FY16 |
| Total | 3,986,905 | 4,075,493 | 4,402,695 | 4,415,040 |
| Energy intensity (ore processed - GJ/tonne) | FY19 | FY18 | FY17 | FY16 |
| Total | 0.28 | 0.291 | 0.272 | 0.273 |

Ore processed does not include our financial stake in Ernest Henry.

| Emissions | | | | |
|--|-----------|-----------|-----------|-----------|
| Total direct and indirect emissions | FY19 | FY18 | FY17 | FY16 |
| Greenhouse gas emissions Scope 1 (t CO ₂ -e) ⁽¹⁾ | 155,085 | 159,061 | 167,734 | 157,584 |
| Greenhouse gas emissions Scope 2 (t CO ₂ -e) ⁽²⁾ | 383,449 | 394,144 | 430,993 | 472,257 |
| Total of Scope 1 and Scope 2 (t CO ₂ -e) | 538,533 | 553,205 | 598,727 | 629,841 |
| Sulphur oxide SO _x (kg) | 916 | 926 | 1,002 | 936 |
| Nitrous oxide NO _x (kg) | 1,397,676 | 1,395,277 | 1,521,718 | 1,627,006 |
| Carbon Monoxide (CO) (kg) | 719,005 | 701,930 | 886,918 | 788,636 |
| Particulate matter < 10 um (kg) | 4,260,114 | 4,323,757 | 5,163,574 | 5,585,918 |
| Particulate matter < 2.5 um (kg) | 88,471 | 86,683 | 95,254 | 104,208 |
| Total volatile organic compounds (VOC) (kg) | 90,036 | 86,380 | 97,958 | 110,103 |

The energy and emissions boundary is based on operational control as defined by the National Greenhouse and Energy Reporting (NGER) Act 2007. The applied global warming potential (GWP) rates and emission factors are based on the NGER Act (2007) and the National Pollutant Inventory.

- Scope 1 refers to emissions produced directly by operations, primarily resulting from combustion of various fuels and includes CO₂-equivalent values for greenhouse gases such as CH₄, N₂O and SF₆.
- Scope 2 refers to indirect emissions resulting from the import of electricity from external parties; commonly the electricity grid.

Sustainability Report (continued)

| Water withdrawal | | | |
|---|--------------|-------------|--------------|
| Water withdrawal Surface (ML) water | FY19 | FY19 change | FY18 |
| Surface water (ML) | 3,506 | 69% | 2,077 |
| Groundwater - mine dewatering (ML) | 3,034 | -6% | 3,212 |
| Groundwater - borefields (ML) | 1,589 | 8% | 1,476 |
| Rainwater (ML) | 1,000 | -46% | 1,856 |
| Municipal water (ML) | 66 | 12% | 59 |
| Total water withdrawal | 9,194 | 6% | 8,680 |
| Reused (ML) | 8,545 | 22% | 7,018 |
| % Total reused | 93% | 15% | 81% |
| Water intensity (ore processed-kL/tonne) | 0.65 | 5% | 0.62 |

| Water discharge | | | | | | | |
|----------------------|---------------|---------------------------|-------------------------|-------------------|-------------|--------------------|-------|
| Water discharge (ML) | Surface water | Sewers that lead to water | Land - Dust suppression | Land - Irrigation | Groundwater | Treatment Facility | Total |
| Total | 1,552 | 0 | 1,074 | 12.7 | 0 | 454 | 3,093 |

| Waste | | | | | |
|---------------|---------------------------|-------------------------|--------------------------|----------------------------------|-----------------|
| Mineral waste | Waste material mined (kt) | Solids in tailings (kt) | Total ore processed (kt) | Waste oil/grease - recycled (kL) | Explosives (t)* |
| Total | 37,708 | 14,162 | 14,221 | 73 | 12,505 |

* The reporting period for liquid fossil fuels, lubricants and explosives is July 2018 to June 2019 and reported as part of the National Pollutant Inventory.

| Non-mineral waste | | | | | | |
|-------------------|-------------------|------------------|--------------------|---------------------------|------------------|--------------------|
| Tonnes | Off-site landfill | On-site landfill | Off-site recycling | Tyres disposed of on-site | Steel - recycled | Plastic - recycled |
| Total | 7,207 | 1,792 | 456 | 10 | 47 | 20 |

| Rehabilitation and closure | | |
|----------------------------|----------------|--------------------|
| Land management (ha) | Land disturbed | Land rehabilitated |
| Total | 2,984 | 18.2 |

| Environmental compliance | |
|------------------------------------|----------|
| Total volume of significant spills | 232L oil |

Sustainability Report (continued)

Social responsibility

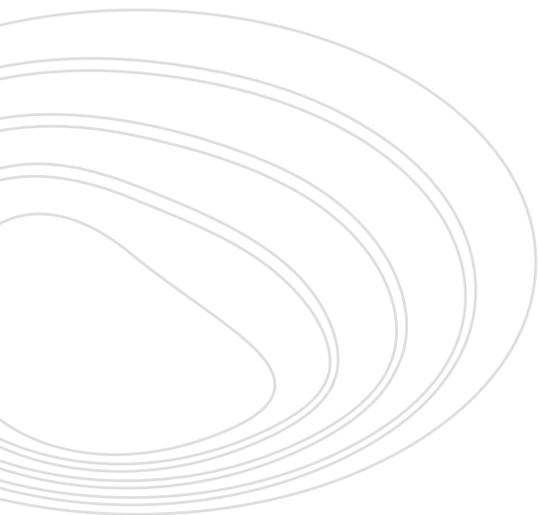
| Socioeconomic contribution | | | | | | | |
|----------------------------|--|------------|-----------------------------------|-----------------------|------------------------|-----------|--------------------|
| (A\$) million | Operations | Employees | Payments to providers of capital | Payments to financial | Payments to government | | Total contribution |
| Type | Supplier payments (Goods and services) | Wages | Dividend payments to shareholders | Interest | Taxes | Royalties | |
| Total | 775 | 212 | 127 | 15 | 91 | 63 | 1,283 |

| Economic contribution | | | | | | | | | | |
|---|-------------|------|------|------|------|------|------|------|-------------|--|
| | FY19 | FY18 | FY17 | FY16 | FY15 | FY14 | FY13 | FY12 | Total | |
| Contributed into Australian Economy (A\$) billion | 1.28 | 1.26 | 1.12 | 1.05 | 0.60 | 0.60 | 0.84 | 0.50 | 7.26 | |
| Direct spend with local organisations (A\$) million | 92.3 | 80 | | | | | | | | |

| Reconciliation to income tax payable* | | FY19 |
|--|--|---------------|
| | | (A\$) million |
| Profit before income tax expense | | 314.8 |
| Permanent differences | | 10.9 |
| Temporary differences: | | |
| - Accounting and tax depreciation differences | | 78.4 |
| - Mine development | | -168.8 |
| - Exploration and evaluation expenditure | | -60.7 |
| - Provisions | | 2.0 |
| - Other | | -3.0 |
| Taxable income before utilisation of carried forward restricted tax losses | | 173.6 |
| Australian income tax payable | | 52.1 |
| Corporate income tax paid during the year ended June 2019 | | -43.9 |
| Utilisation of carried forward restricted tax losses | | -8.5 |
| FY18 R&D refund expected | | -1.2 |
| Net income tax payable/(receivable) | | -1.5 |



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