



**SUSTAINABILITY
REPORT
2020**

Sustainability Report



Our company tagline - Expect More - captures what sustainability means to us. At Perenti, we recognise that societal expectations, and therefore those of financial markets, governments, clients and communities, frame the boundaries in which we and the rest of the mining industry operates.

For Perenti, demonstrating our genuine commitment to social, environmental, ethical and economic matters is essential if we are to achieve our aspiration to be the indispensable mining services company and to fulfil our purpose of creating enduring value and certainty.

Perenti aims to become a leader in sustainability and realise value by:

No shortcuts – never compromising our ethics, health and safety standards and our commitment to human rights.

Never wasteful – caring for the environment and actively seeking ways to reduce our footprint.

Smarter together – working as one team and focussing on the issues that matter to our people.

Walk in their shoes – actively listening to our clients and host communities, seeking to create local jobs and opportunities that deliver local benefit.

Enable tomorrow – through living our principles and integrating sustainability within our organisation and operations.

Our sustainability framework and this report are structured around our principles. They are meaningful to our employees, actively supported by our leaders and cover a broad suite of sustainability issues that are relevant to the business. Each of the principles are interconnected and self-supporting, rather than being standalone. Therefore, while sustainability areas of focus have been allocated to a single principle, they have relevance to each of the other principles as well.

OUR SUSTAINABILITY FRAMEWORK

 NO SHORTCUTS	 NEVER WASTEFUL	 SMARTER TOGETHER	 WALK IN THEIR SHOES	 ENABLE TOMORROW
Ethics & Governance, Human Rights, Health & Safety	Environment	Our People	Our Clients and Local Communities	Living our Principles
<p>We never compromise our standards and always respect and protect human rights.</p> <p>We continue to raise the bar in safety, performance and transparency.</p> <p>Everyone is empowered to speak-up if something is not right.</p> <p>We act when we see a hazard and always have each other's back.</p>	<p>We care about the environment and actively seek ways to reduce our environmental footprint.</p> <p>We acknowledge the urgency to act on climate change and are committed to play our part.</p> <p>We operate as efficiently as possible, striving to reduce greenhouse gas emissions, energy and water use and waste where possible.</p>	<p>We work together as one team.</p> <p>We listen and prioritise our focus on the issues that matter to our people.</p> <p>We value employee wellbeing, inclusion and diversity and the benefits they bring.</p> <p>We aspire to grow our own leaders by encouraging and supporting people achieve their best.</p> <p>We are smarter together and safer together.</p>	<p>We acknowledge and respect that we are guests in the communities we work.</p> <p>We listen and genuinely engage with our clients and local communities to understand the issues that matter.</p> <p>We strive to create local jobs and where possible use local goods and services.</p> <p>We aim to support programs that benefit local people.</p>	<p>We recognise and celebrate our people that live our principles.</p> <p>We actively embrace change, enabling new technologies and smarter ways of working.</p> <p>We manage both the urgent and important.</p> <p>We integrate sustainability considerations into business processes and our operations.</p>

Sustainability Report



As a recently integrated group of companies, we are relatively early in our sustainability journey with this being our first external sustainability report. We are committed to improving our sustainability performance and disclosure in future years and driving sustainability initiatives across our businesses.



**Smarter Together
Safer Together**

STRUCTURE AND SCOPE OF THE REPORT

This report is for the 2020 financial year and it covers Perenti and its Industry Sector Group's (ISGs):

 Surface Mining	African Mining Services, Ausdrill
 Underground Mining	Barmenco, African Underground Mining Services
 Investments	BTP, MinAnalytical, Supply Direct, Logistics Direct, Well Control Solutions

The report is structured around Perenti's sustainability framework, with the associated performance metrics aligned with the Global Reporting Initiative (GRI) and other recognised industry and international reporting standards.

The intention is to report against additional performance metrics over the coming years. Case examples from across our ISGs and our geographic footprint are used to illustrate our sustainability approach in practice.

MATERIAL ISSUES

To ensure Perenti's sustainability framework and reporting is holistic and robust, an internal analysis was undertaken in the 2020 financial year of our sustainability related risks. Priority issues were identified through conducting interviews with relevant functional heads, review of the Perenti material risk register, investor information requests, analysis of client and competitor disclosures and external expertise.

In future years we plan to undertake materiality assessments involving internal and external stakeholders.

SUMMARY OF OUR PERFORMANCE

	Metric	2020	2019
No shortcuts			
Ethics and governance			
Compliance with Code of Conduct	# breaches	0	1
Compliance with Continuous Disclosure	# breaches	0	0
Safety and health			
Total Fatalities	#	1	0
Lost Time Injury Frequency Rate (LTIFR)	# incidents per million hrs worked	0.3 (0.30)	0.3 (0.25)
Total Recordable Injury Frequency Rate (TRIFR)	# incidents per million hrs worked	4.9	4.5
All Injury Frequency Rate (AIFR)	# incidents per million hrs worked	26.2	27.0
Fines and Prosecutions	#	0	0
Never wasteful			
Environment			
Greenhouse gas emissions – scope 1	tonnes CO2-e	6,456	-
Greenhouse gas emissions – scope 2	tonnes CO2-e	5,546	-
Energy consumed	gigajoules	125,424	-
Total significant environmental incidents	#	0	0
Fines and prosecutions	#	0	0
Smarter together			
Our People			
Total workforce	#	7,729	8,270
Employees by region:			
• Australia	%	37.1	32.4
• Africa	%	62.7	65.8
• United Kingdom	%	<1.0	<1.0
• Asia	%	0	1.8
• North America	%	<1.0	0
Total Voluntary Turnover Rate	%	14.7	20.3
Females on the Board	# / %	2 / 29	1 / 14
Females in senior management	%	16.2	11.1
Females in the workforce	%	8.6	7.4
Local participation in international workforce	%	88.2	90.0

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NO SHORTCUTS

Ethics and governance

Perenti is committed to the highest standards of corporate governance. The Board has established a governance framework consistent with the ASX Corporate Governance Council's Governance Principles and Recommendations. We value integrity, ethical behaviour, accountability, transparency, and respect for others. We believe that these are essential for the long-term performance and sustainability of the business and to protect and enhance the interests of shareholders and other stakeholders. The Group Executive and Senior Management have key performance indicators that include the health and wellbeing of our people as well as embedding the Perenti principles that underpin workplace behaviour.

Code of Conduct

Perenti's commitment to good corporate governance and responsible business practice is outlined within our Code of Conduct, which was approved by the Board in January 2020. The code, which is underpinned by our principles, sets out the standards of behaviour expected of our directors, employees, consultants, contractors and suppliers. The standards of behaviour are further detailed in our Code of Conduct booklet which is provided to all employees and is made available on the Company's intranet and website.

In FY21 a revised training module covering the Code of Conduct is to be launched for all employees with expectations that refresher training is completed a minimum of every two years.

Supporting a culture that 'Speaks Up'

Individuals are encouraged to report without reprisal any concerns about wrongdoing and unethical practices. Our Speak Up Policy, approved by the Board in December 2019, sets out the expectations that all employees have a responsibility to help detect, prevent and report immediately instances of misconduct. Individuals have several options available to them to disclose concerns anonymously and confidentially including an independently managed ethics line called 'FairCall'. In the 2020 financial year no material breaches of the Code of Conduct were reported.

In FY21, we will be customising the Speak Up Policy and Speak Up Standard for all overseas jurisdictions in which Perenti operates.

Anti-bribery and anti-corruption

Honesty and integrity are integral to our principles and the way we conduct business. In January 2020, the Board approved the Anti-Bribery and Anti-Corruption Policy and Standard, which among other things, explicitly prohibits political donations and facilitation payments regardless if it is legal in a country to do so and requires employees to declare offers of gifts and hospitality.

Our anti-bribery and anti-corruption standards and expectations are addressed in our employee induction program, with associated provisions included within Group supplier agreements and master goods and service contracts. Employees are encouraged to raise any concerns with their manager or through our FairCall service.

In FY21 we will:

- ✓ Deliver tailored anti-corruption and anti-bribery training to high risk roles across the Group.

Cyber and information security

We recognise that the potential for cyber-attack and loss, misuse or release of critical information is a real risk for the organisation. Perenti's Chief Information Officer has overall responsibility for information management and cyber security including the communication of progress on related controls to the Board. We have a dedicated work program and budget for cyber and information security, with employees receiving regular communications on what they should do to manage potential threats. In FY20 we engaged a third party to undertake a security assessment of critical business-related information against relevant external standards to help inform priority areas for investment.

In FY21 we will:

- ✓ Finalise an information management security framework and a three-year cybersecurity plan
- ✓ Develop and roll-out a data protection standard for the Group
- ✓ Undertake a cybersecurity incident training response exercise.

Timely and transparent disclosures

We are committed to providing our shareholders and the market with full and timely information about our activities

in compliance with our continuous disclosure obligations. In January 2020, the Board approved our Market Disclosure and Communication Policy. Our Disclosure Committee is chaired by the Group General Counsel and provides updates to the Board as required. In the last financial year, we made 123 announcements and disclosures via the ASX with no breaches of continuous disclosure.

Industry association membership

Perenti, or its operating businesses, is a member of peak industry bodies and organisations including:

- Australia-Africa Minerals & Energy Group (AAMEG)
- Association of Mining and Exploration Companies (AMEC)
- Chamber of Minerals and Energy of Western Australia (CMEWA)
- Gold Industry Group
- Ghana Chamber of Mines.

These organisations provide Perenti with the opportunity to network as well as to influence sustainability policies and standards across the industry. Membership of these organisations is signed off by the responsible Chief Executive Officer of the ISG with engagement consistent with our Code of Conduct.



WALK IN THEIR SHOES



We work for a range of clients that have varying needs. For me, walk in their shoes means understanding what problems our clients have and how we can apply innovation or technology to solve those problems providing them with a solution that best meets their needs.

CLINT RICETTI
Innovation and Technology Manager – Ausdrill



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Human rights and modern slavery

Respect for human rights is an important baseline expectation for all businesses. We acknowledge that the nature of the mining industry means companies in the sector are particularly exposed to human rights related risks. We are committed to always respecting and protecting human rights, including those relating to just, safe and fair conditions of work; right to health; right to life and security of person; and freedom of association, freedom from slavery, forced and child labour. The expectations of our employees relating to human rights are set out within our Code of Conduct.

Security

Perenti is committed to ensuring that we are prepared to prevent, respond and recover from security risks which may impact our people, the environment, assets, business operations or reputation consistent with the Voluntary Principles on Security and Human Rights.

The Group has adopted an intelligence led (acquired and predictive) risk-based approach to security planning and management. This approach includes undertaking an assessment of security related risks prior to entering a new country as part of the contract tender review process. In FY20, Group and Operational level Security Management Standards and a suite of supporting guidelines and tools were developed and implemented across the Group.

Following the tragic security incident that occurred close to the Boungou mine site in Burkina Faso on 6 November 2019, and as discussed in the Chairman’s and Managing Director’s reports (pages 4 and 6), Perenti ceased operations in Burkina Faso’s higher risk locations.

Modern slavery

In line with the *Modern Slavery Act 2018* (Commonwealth) requirements, Perenti will be submitting to the Minister for Home Affairs a ‘modern slavery statement’ that will set out our actions to assess and address modern slavery risks in our global operations and supply chains.

Our future focus

In FY21 we will:

- ✓ Publicly disclose our policy commitment to human rights including publishing our Modern Slavery Statement online
- ✓ Identify significant human rights related risks across the business
- ✓ Further strengthen the security, emergency, and crisis management capability for the Group through the development/ review of ISG Emergency Management Plans and the roll out of associated training
- ✓ Ensure human rights related provisions within contracts and service agreements are applied consistently across the Group.

Safety and health

At Perenti, the health and safety of our people is central to everything we do. We believe that every person should be able to work and go home safe and healthy, and that no one should be harmed in any way while undertaking work for the Group. Our five-year strategic plan for health and safety further defines the areas of focus including: management system implementation and assurance; critical risk management; developing a leader-led culture for safety; health and wellness, and; health, safety and environment data systems and reporting.

Health, Safety and Environment (HSE) Management System

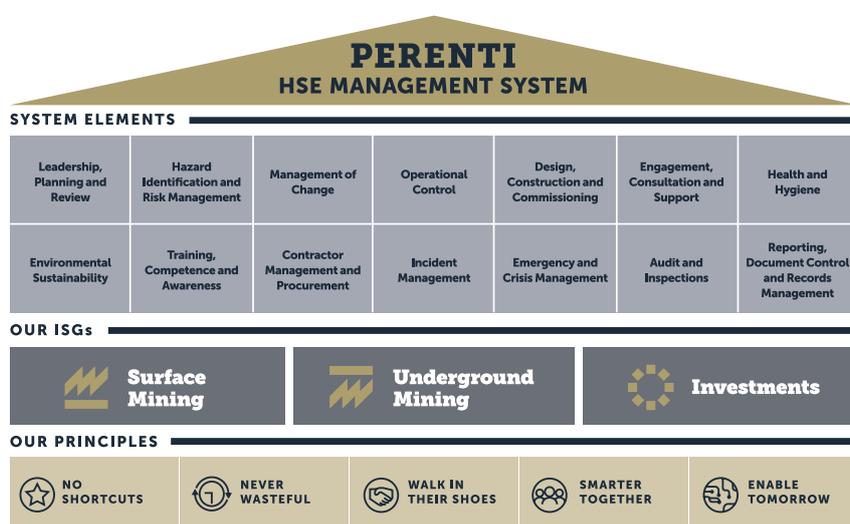
Launched in June 2020, Perenti’s HSE Management System was developed collaboratively with all areas of the business. While each operating business has its own underlying systems and processes, our overarching management system provides a consistent approach to managing health and safety across the Group. The management system is comprised of 14 elements as shown in the figure below. Our African Underground Mining Services, Barmenco, Ausdrill, BTP, MinAnalytical and WCS safety management systems are certified to recognised Australian or international standards.

In FY21, we commit to the following actions to support the implementation of the HSE Management System across the Group:

- Establishment and commencement of the implementation of an assurance framework
- Development of a safety leadership program structured to support the culture and behaviours critical to achieving our safety related goals.

Critical Risk Management Program

Critical risks are where there is the potential for loss of life or a life-changing injury to occur. A critical risk management approach focuses on the controls that are most critical to prevent fatal and catastrophic events. In the financial year 2020, we launched the Perenti Critical Risk Management Program which is consistent with recognised international and industry approaches including the International Council of Mining and Metals (ICMM) guidance. Comprised of 12 Critical Risk Standards, the program consists of three levels of verification (systems, field, operator) to ensure its effective implementation.



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In FY21, we will improve the tools for frontline and senior leaders as well as operator and maintenance personnel to verify the presence and effectiveness of critical controls.

Tailings management

Perenti does not design, build, maintain or operate tailings dams for our clients. We recognise the potentially significant risk tailings storage facilities pose to the safety and health of people, infrastructure, and the environment, if not effectively managed and governed. We are also aware of the current and emerging leading practice standards and initiatives on tailings, such as those defined by the ICMM.

Mental health

We recognise the importance of the mental health and wellbeing for our workforce, the industry and the broader community.

Perenti supports the proactive management of mental wellbeing through:

- Providing our people access to an Employee Assistance Programs (EAP) which offers professional coaching, advice and support on managing their own wellbeing
- Organising mental health awareness campaigns and events at operations
- Engaging with the 'Working from Home; Working Alone' program,

which has been designed to address the specific challenges of working remotely or alone during COVID-19

- Conducting mental health risk assessments of our businesses and their operations.

COVID-19

Like most organisations throughout the world, the COVID-19 pandemic continues to affect the way we operate at Perenti. Early on Perenti recognised this risk and formed a COVID-19 taskforce focused on supporting employee health and wellbeing, workforce planning and people logistics, operational management and commercial resilience. We also continue to partner with our clients and support providers to ensure the health and wellbeing of our people is being carefully managed. Other initiatives we have deployed to help minimise the threat and impacts of COVID-19 include:

- Engaging our EAP provider to ensure additional assistance is available for those on rostered work
- Delivering targeted training for leaders and awareness programs for the workforce
- Establishing a dashboard to track, report and communicate complete case figures across all areas of Perenti so that leaders and employees can make informed decisions
- Regular employee briefings by senior leaders.

Our safety performance

Tragically, and as referred to in the Chairman's and Managing Director's Reports on pages 4 and 6, one of our extended Perenti family members, Justice Sarkodie, lost his life during a workplace incident at the Obuasi mine in Ghana on 10 June 2020. He is survived by his wife and four children. We are devastated by this incident. Any life-changing event or loss of life is one too many, with the number of people being killed in the mining industry globally remaining at similar levels for nearly two decades. This must change, and Perenti is committed to being part of the solution to ensure every person goes home safely every day. Within our strategy, Perenti is addressing this primarily through our focus on leadership and culture and implementing our Critical Risk Standards and Critical Risk Monitoring program.

The Total Recordable Injury Frequency Rate (TRIFR) increased during the past financial year from 4.5 injuries per million hours worked in FY19 to 4.9 in FY20. This is a disappointing result against a target TRIFR of 4.1 and reinforces Perenti's drive to progressing our safety improvement strategy. The Lost Time Injury Frequency Rate (LTIFR) also increased from 0.25 per million hours worked in FY19 to 0.30 in FY20. Comparing regions, in FY20 the Australia region TRIFR was 10.3, and Africa 2.9. The LTIFR for the Australia region was 0.2 and Africa region was 0.4. The All Injury Frequency Rate (AIFR) improved from 27.0 per million hours worked in FY19 to 26.2 in FY20.

CASE STUDY

COVID-19 – "Act like you have it"

As a member of the BTP Western Australian Operations COVID-19 response team, Danny Greening volunteered to share his insights and experiences from working in Africa when the Ebola pandemic hit the continent. A memorable part of Danny's safety share across all BTP workshops was for everyone to "act like you have it" to help prevent the spread of the virus. This message combined with our focus on personal hygiene had an immediate and positive impact on the workplace to help support our COVID-19 response.



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Perenti recognises that the existing lagging indicators for performance tell a limited aspect of the performance profile and risk not having visibility over all aspects of injury performance. Consequently, from FY21 onwards we are changing our internal measures to report not only on TRIFR but will also have targets for and report against the All Injury Frequency Rate (AIFR) which is a measure of all occupational injuries. This will enable increased visibility over the rates of injuries to employees, improved understanding of the causes of all injuries and importantly provide greater focus on learning lessons and implementing controls to prevent reoccurrence.

In FY21 we commit to:

- ✔ Establishing targets for All Injury Frequency Rates
- ✔ Developing appropriate lead indicators to measure across the business.

NEVER WASTEFUL

Environment

Perenti believes that the responsible management of the environment is not only essential for the longevity of our industry, but more importantly it is also the right thing to do for current and future generations.

We care about the environment and actively seek ways to reduce our environmental impact, including through investing in new technologies that enable us to operate more efficiently and generate lower emissions and waste. Similar to the Group-wide approach we have taken for health and safety over the past financial year, in FY21 we intend to develop an overarching plan for environmental management. This work will enable us to more holistically progress our focus on issues such as climate change, water and waste management and enable us to develop clear and appropriate commitments in these areas.

Environment Management System

As detailed on page 35 of this report, Perenti has an overarching HSE Management System which is aligned with the requirements of ISO 14001. Each ISG implements its own management system which is aligned with the Group approach. Further, our Ausdrill and Barmenco business have systems certified to ISO 14001.

In FY21 we will:

- ✔ Develop an overarching Group-wide plan for the environment that identifies priority actions to continuously improve our environmental performance.

Climate change

Climate change is one of the most significant challenges facing the world today, and as a mining services provider we acknowledge that we have an important role to play. While mining will be required to supply the minerals and metals critical for the low carbon technologies, we also recognise that the sector needs to decarbonise over time. Financial year 2020 marks our first disclosure of Scope 1 and 2 greenhouse gas emissions and energy usage for sites where we have operational control, as defined under Australian legislation. These sites are typically those that Perenti either owns or leases and includes our offices and workshops that are located outside of our client's mining leases. Our scope 1 greenhouse emissions are largely attributed to diesel use, while our scope 2 greenhouse gas emissions are attributable to purchased electricity.

In managing our climate-related risks and opportunities, in FY21 we will:

- ✔ Include climate change as an agenda item for discussion in senior executive leadership meetings and workshops
- ✔ Identify options to improve energy efficiency and reduce greenhouse gas emissions within the business
- ✔ Assess climate change related risks and opportunities over different time horizons.

CASE STUDY

Ausdrill's automatic sampling drill rig – towards eliminating manual handling risks

Ausdrill has developed and built a specialist auto sampler system for its iconic Rock Commander drill rig. In collaboration with our client BHP, the innovative system is in full-time operation at one of BHP's sites in the Pilbara. Used in combination with a partner's auto-tagging and locating technology, the machine enables a drill sample to be collected and bagged without manual handling. It allows a safer, more productive grade control outcome for the client. In recognition, the technological innovation was recently announced as a finalist for the BHP Minerals Australia HSEC award in the safety category.



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CASE STUDY

Electric vehicle trial success at IGO Limited's Nova mine

Barminco has undertaken a successful trial of an electric vehicle at the Nova underground project for IGO Limited in the WA Goldfields. Safescape's Bortana BELV (battery electric light vehicle) is designed specifically for underground use, and its capabilities impressed both companies. Replacing diesel vehicles with electric vehicles introduces improvements to safety, environment and efficiency when operating underground. Electric vehicles produce zero emissions (including greenhouse gases) and less heat, providing a safer and cleaner environment for our underground operators. It seems fitting that IGO Limited's Nova mine is one of the leading producers of high-quality battery grade nickel that will be used to create sustainable solutions such as the BELV in the future. We are proud to be involved in this innovative project and look forward to supporting the next developments for electric vehicles in underground mining.



Water

Water is a critical input for all mining operations as well as a valued resource for other water users in the regions in which Perenti operates. Access to and monitoring of water use is typically provided by Perenti's clients.

In recognition of water being a shared and precious resource, in FY21 we will:

- ✓ Undertake an assessment of water risk across all Perenti operations to identify areas of high-water risk
- ✓ For high water risk sites identify opportunities for water savings.

Environmental Incidents

Environmental incidents are classified on a scale of one to five with four and five resulting in serious impact to the environment and regulatory action. Over the past two years we have not had any level four or five incidents.



In FY21 we will see a significant people focused agenda as we invest in growing our capability across the business.



SMARTER TOGETHER

Our People

Our people are the core of our business and we recognise that our performance and success is attributed to every member of our team. Over the past 12 months the organisation has embraced the Perenti principles as the guiding behaviours for all of our actions. We remain committed to making improvements with a focus on standardising expectations and programs across the Group that leverage leading practice within and external to the business. In FY21 we will see a significant people focused agenda as we invest in growing our capability across the business. This focus includes the introduction of a company-wide People Information and Data Management System.

Our Workforce

We employ more than 7,700 people on four continents across the globe, with 63 per cent and 37 per cent of the workforce being based in Africa and Australia respectively. The remainder of the workforce (<1 per cent) are based in the United Kingdom and North America. Further, almost 90 per cent of the workforce outside of Australia is comprised of local employees. Of our Australian workforce, greater than 70 per cent are covered by collective agreements. Perenti's operations in Africa provide employment through Collective Agreements or Common Law Agreements which are validated in accordance with the relevant labour conditions and market data.

Inclusion and Diversity

We recognise that a diverse, inclusive and talented workforce is key to our aspiration of becoming the indispensable mining services company. We are committed to developing a workplace culture where people with diverse backgrounds, experiences and perspectives are respected and valued for their unique contributions.

Some highlights during the past financial year which demonstrate our commitment to enhancing workplace inclusiveness and diversity include:

- Revising our Inclusion and Diversity Policy to better align the associated Ausdrill and Barminco policies under a standard Perenti policy
- Improved female representation on the Board (14 per cent to 29 per cent), and in senior management roles (11 per cent to 16 per cent) which included the appointment of a female to the Perenti Group Executive.
- Ongoing sponsorships as part of our commitment to increase awareness among women and girls that mining is an attractive and rewarding career path and to increase the opportunities for, and the number of, women participating in the industry.
- Celebrated the eighth year of our Ausdrill subsidiary's partnership with Australia's national women's hockey team, the Hockeyroos, which included a work experience program for their players.
- Partnered with the West Coast Eagles inaugural women's AFLW team through our Barminco business.

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Looking forward, in FY21 we commit to:

- ✔ Publish and support the implementation of a Paid Parental Leave Policy
- ✔ Roll out a Flexible Work Practice Standard across the Group.

Leadership and capability development

During the last financial year, a thorough review and assessment of our leadership talent pipeline was undertaken, which resulted in clear succession plans for executive and business critical roles. We also continued our focus on developing leaders for the future with an expanded rollout of the frontline leadership development program across the Group with 73 employees completing the program in the year.

This builds on the enviable training and development record Perenti has in Africa having trained more than 25,000 local citizens through our AMS, AUMS and Barminco businesses in our 30-year history, investing millions of dollars to upskill local workforces in the communities we operate in.

Perenti is leveraging technology in the development of our workforce. Using virtual reality and our state-of-the-art underground mine simulators in Western Australia and Botswana, we are able to recreate life-like scenarios for different

underground jobs in induction and training environments. In recognition of the Underground ISG's focus on upskilling employees Barminco was named Australia's Large Employer of the Year in the 2019 Australian Training Awards (see page 19).

In FY21 we will:

- ✔ Roll out a bespoke leadership development program across the Group
- ✔ Launch the leader's essential portal which is a technology enabled platform that gives our global leadership team access to both industry leading and Perenti specific leadership tools, frameworks and support
- ✔ Expand our leadership pipeline assessment process to focus on identification of high potential employees and their unique development opportunities.

Cultural Engagement

Perenti is committed to respecting the cultures, customs and norms of the communities and countries we operate in. We will continue to seek opportunities to strengthen our relationships with first nations and traditional custodians of the lands we operate on, to better understand and embrace their culture, norms and practices.

Some examples of this commitment include:

- Delivery of cultural awareness training to all employees mobilising to our new project Zone 5 in Botswana. This training provides employees with an insight into the significance of certain local customs and behaviours and supports their integration with the national workforce
- Barminco's Indigenous Engagement Plan that articulates the various levels of support we offer Aboriginal communities in Western Australia and Queensland, including employment opportunities, training and apprenticeships
- Continued funding of the Dandjoo Darbalung program, an initiative championed by Barminco along with IGO Limited and AngloGold Ashanti, that seeks to support Aboriginal students in succeeding with tertiary and undergraduate studies across all five universities in Western Australia.

Remuneration

In FY20 the Remuneration Committee evolved to the People and Remuneration Committee, with a revised charter to incorporate inclusion and diversity, leadership programs, succession planning, and culture. This change recognised the importance, commitment, and interest of the committee to understand a wider range of people related matters.

CASE STUDY

Implementing an innovative, chemical free metal assay process

Traditional fire assay processes for the analysis of gold and other precious metals have largely remained unchanged for hundreds of years. These processes require the use and disposal of lead, a potentially harmful material for people and the environment. Perenti's MinAnalytical business has partnered with Chrysos Corporation to install innovative PhotonAssay technology at our laboratories in Perth and Kalgoorlie. This technology enables gold samples to be processed free of chemicals and other toxic agents, eliminating exposure risks for technicians and the environment. In addition to the health, safety and environmental benefits of the PhotonAssay technology, deploying this technology has improved laboratory productivity, sample integrity and throughput rates.



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Perenti is committed to providing competitive remuneration to attract, retain and reward our people for their performance, their commitment to our principles and contribution towards our strategic growth plan. Following the Barmingo acquisition in FY19, a comprehensive review of Perenti's remuneration framework was undertaken. The review identified inconsistent remuneration practices across the business that did not align to a 'pay for performance' culture or position the company for future growth.

Since the implementation of the review outcomes, we have continued to mature our remuneration practices, to ensure we remain market competitive, attract and retain diverse talent, pay for performance, and have practices that are aligned to shareholder expectations. For example, we now undertake an annual gender pay gap review, the outcomes of which are reported to the People and Remuneration Committee of the Board. We have also taken steps to reduce any potential bias in setting remuneration by developing a framework that guides objective decision making by leaders.

In our African workforce, employees are remunerated based on classifications which are directly linked to verified skill, knowledge and experience. Rates offered are over and above the

minimum requirement set out by the countries' labour laws. There are annual remuneration reviews to ensure remuneration is appropriate for the performance and role performed.



WALK IN THEIR SHOES

Our local communities

Operating in 11 countries, we are committed to establishing and maintaining lasting and positive relationships with the communities we work in. We respect that we are guests in these communities and we actively seek to understand and celebrate local cultures and customs. Perenti strives to purchase local goods and services and employ local people, with almost 90 per cent of the workforce outside of Australia being comprised of local employees. The state-of-the-art training centre recently built by Barmingo in Maun, Botswana, where we plan to train 500 local people to be an integral part of our operations, is another example of our commitment to training local citizens and leaving a lasting legacy in the communities we operate in. We also collaborate with each community to identify appropriate organisations to support. For example, In Ghana over the last five years AUIMS has contributed more than \$400,000 in community donations and support.

In FY21 we commit to disclosing our:

- ✓ Local spend (goods & services)
- ✓ Community donations and investments.

Other examples of community projects we supported across the Group over the past financial year are as follows.

Surface Mining

The AMS team at the Mako Mine in Senegal support a number of community focused projects and initiatives including Women's Day Celebrations, community sporting tournaments and theatrical groups.

Following a large storm that caused significant damage to local villages in the Yanfolila area in Mali, the team also funded local builders and labourers to reroof houses and remove scrap roofing material that was scattered throughout the villages.

Underground Mining

At Obuasi, UMA, the joint venture between AUMS and Ghanaian contracting company Rocksure International, together with our client AngloGold Ashanti, purchased and donated to the local hospital a new ICU ventilator, which is critical to saving lives during the COVID-19 pandemic. AUMS also procured and distributed safety

CASE STUDY

BTP apprentices

BTP is doing its part to boost the level of skilled workers in the industry with a successful heavy diesel upgrade program for apprentices.

Under the scheme, qualified light vehicle (LV) mechanics are taken on for a two-year apprenticeship to fully equip themselves with the skills to thrive as heavy duty mechanics in the mining industry. The upgrade program had a significant boost in the 2020 financial year, with a dedicated coordinator helping double the number of participants from seven on 30 June 2019 to 14 on 30 June 2020, among a group of almost 50 apprentices in total. Another five LV apprentices were due to begin early in the 2021 financial year. The program has a strong retention rate, partly because of the diverse range of opportunities it provides trainees to work across the industry in rebuilding engines, transmissions and components in our offices or in the field. BTP is pleased with the quality of the apprentices in the scheme and looks forward to seeing them remain with the Group and emerge as our future leaders.



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equipment such as sanitisers, gloves and masks for communities in Burkina Faso to support local people to tackle the pandemic.

Investments

The Investments business continue to support a number of community organisations and initiatives in the regions they operate including:

- BTP raised funds and participated in the charity Ride for Youth (Western Australia) to support programs focused on youth suicide and promoting mental wellbeing
- BTP sponsored the 2019 Mackay Relay for Life, benefitting the Cancer Council of Queensland, which in total raised over \$44,000
- Well Control Solutions sponsored 21 special needs and disadvantaged children in Queensland within the Closeburn and Golden Valley communities
- Supply Direct sponsored a number of local initiatives focused on supporting communities impacted by COVID-19.



ENABLE TOMORROW



Understanding that resources are precious and limited, hence the need to plan effectively and operate efficiently without excess misuse and wastage.

STEPHANIE LAW
QC Chemist –
MinAnalytical



AUMS staff support the Burkina Faso community by distributing essential COVID-19 PPE supplies.



Ausdrill has continued its relationship with the Hockeyroos while also supporting a range of local community initiatives and groups in the regions in which we operate.



Barmingo stepped up as a major sponsor of the West Coast Eagles women's team in their first year in the AFLW.