



Sustainability Report 2022



Our purpose remains clear and guides Regis' sustainability journey:

creating value for our people, our communities and our shareholders by mining safely and responsibly.



ACKNOWLEDGEMENT OF COUNTRY

The Board, Executive and Team at Regis Resources acknowledges the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales as the Traditional Owners of the lands on which our Company currently operates and plans to develop new operations. We recognise their ongoing connections with land, waters and community, and pay our respects to elders past and present.

About Regis Resources

Regis Resources is an ASX-listed, high-margin gold producer and explorer in Australia with over a decade of consistent production and reserve growth, underpinned by continued exploration success and targeted acquisitions of value accretive assets.

Regis operates two main open pits, two underground mines and additional satellite pits within the Duketon Project Area which covers approximately 3,000km² in the north-eastern Goldfields of Western Australia. Within the Duketon Area, Regis is also carrying out broad ranging exploration activities.

In May 2021, Regis acquired a 30% interest in the Tropicana Gold Mine, operated by joint venture partner AngloGold Ashanti Australia. Tropicana is an open pit and underground gold mine located in the Albany-Fraser Belt on the western edge of the Great Victoria Desert, in Western Australia.

Regis is also progressing the McPhillamys Gold Project in the Central Western region of New South Wales, a proposed large-scale open pit gold mine within a highly prospective land package.

With robust operations and a strong pipeline of potential growth opportunities, the team at Regis looks forward to delivering on its strategic growth objectives while continuing to generate significant value for all stakeholders.

Regis completed the 2021-22 financial year in a sound position and poised for growth.

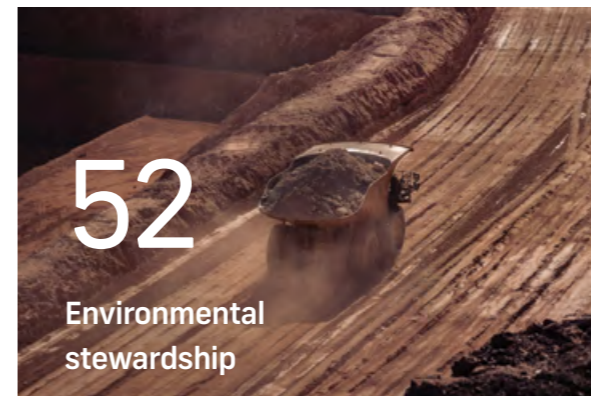
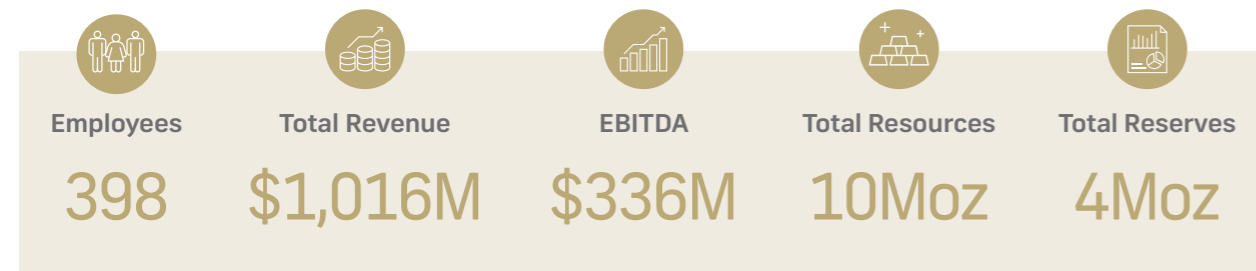


Photo: Lauren Booth (Mine Technician) on the radio in the open pit

Contents

1. Purpose and Values	4	10. Creating economic benefit in Australia	46
2. Message from the Chairman & CEO	6	11. Environmental stewardship	52
3. Sustainability performance snapshot	8	12. Climate change and carbon reduction	68
4. Our operating assets	12	13. Governance	76
5. Growth projects	14	14. Tropicana Joint Venture	84
6. About this report	16	15. Easy access scorecard	90
7. Safety, health and wellbeing	24	16. SASB Metals and Mining Standard	96
8. People, diversity and inclusion	32	17. 2023 Objectives	98
9. Shared value with host communities	40	18. Glossary	100

1. Purpose and values

Our purpose remains clear and guides Regis' sustainability journey:

creating value for our people, our communities and our shareholders by mining safely and responsibly.

As Regis continues to realise success from its efforts in exploration, project development and growth of its operations, the innovation, collaboration and cooperation within the team is key to continuing to build as a profitable and sustainable gold company.

Our values provide the Board, employees and contractors with clear guidance on the way we work, the way we treat each other and the standards we uphold to achieve the Company's purpose.

Respect

- Demonstrate a genuine care for self and others,
- Show humility – no hubris,
- Be approachable and open to other points of view,
- Treat others as you would expect to be treated,
- Encourage and develop people

Courage

- Take and give constructive feedback
- Be prepared to admit being wrong
- Challenge the norm constructively
- Make the hard calls
- Take carefully calculated risks and own the outcome

Teamwork

- We work together
- We are inclusive and diverse
- Be clear on how our work contributes

Integrity

- Do what you say you will do
- Do the right thing, even when no one is looking
- Walk the talk

Ownership

- Act and think like an owner
- Make sure we understand what is important
- Focus on what matters most



2. Message from the Chairman & CEO



James Mactier
Non-Executive Chairman



Jim Beyer
Chief Executive Officer

The Board of Directors, executive leadership and entire Regis team are proud to present the Company's Sustainability Report for the year ended 30 June 2022.

Our Sustainability Report provides our stakeholders with insight into Regis' journey to define and embed good practice in all aspects of our Environmental, Social and Governance (ESG) performance. It includes information on our new ESG targets and areas we are aiming to improve in the future, as well as performance results for our 30% share of operations at the Tropicana Joint Venture located in the Goldfields region of Western Australia and managed by AngloGold Ashanti.

Despite some operational challenges during the 2021-22 year, we have continued our focus on efficient and low cost gold production alongside the elevation of our sustainability priorities. Regis continues to maintain a strong financial position and better than industry average safety performance, operating exclusively in Australia. During the year we produced 437 koz of gold and generated EBITDA of \$336m.

The Regis team of nearly 400 employees, together with our contractors and suppliers, has worked conscientiously and safely to achieve this strong result for the Company. We have experienced impacts of COVID 19 through increased absenteeism, higher turnover and longer recruitment times, however, the team has been able to continue operations without interruption.

Our workforce is to be commended on achieving a very low Lost Time Injury Frequency Rate (LTIFR) of 1.25 per million hours worked for Regis-managed operations and 1.1 across the Group. This safety result is more than 40% lower than the WA gold mining industry average, as published by the WA Department of Mines, Industry Regulation and Safety for 2020-21.

Unfortunately, our Total Recordable Injury Frequency Rate (TRIFR) increased to 7.8 per million hours worked, up from 5.6 last year, and indicates there is room for improvement.

The ongoing training and safety leadership initiatives implemented Company-wide during the year form part of our unwavering commitment to creating a safe place to work for everyone, every day. The team's efforts to report all safety incidents no matter how minor, allows us to learn from such events and continue improvement along our safety journey.

Regis remains dedicated to fostering an inclusive, diverse and safe workplace. We know that our team thrives when the workplace culture is positive and respectful. We have been working proactively on this pathway of ensuring a strong and healthy working environment.

This year, women held nearly 22% of roles in our workforce, including 20% of management and executive positions, and 40% of our Board positions. Increasingly, the benefits of a diverse and inclusive workplace and Company culture are being realised.

Regis is deeply concerned by the findings of the WA Government's inquiry and the *Enough is Enough* report, released in June 2022, which highlights unacceptable behaviours and alarming experiences from across the mining industry in WA, specifically relating to sexual harassment and assault experienced by women in FIFO settings. Regis does not tolerate such behaviour in our workplaces. As a member of the Chamber of Minerals and Energy in Western Australia (CME), we are fully committed to supporting initiatives from CME's Safe and Respectful Behaviours Working Group, which continues to review the recommendations of this report. While this will be a work in progress for the sector, Regis' initial actions are well on the way.

Through our Culture and Engagement survey this year, our employees again reported strong personal alignment with Regis' Company values and a clear understanding of how their role contributes to the Company's objectives. The result of this alignment can be seen in the critical contribution our workforce makes to our success, to identifying and solving challenges, and to ensuring Regis operates in a safe and responsible manner.

Gold mining and processing are inherently energy and emissions intensive. Regis continues to explore opportunities for use of renewable energy sources and to improve operational efficiencies that reduce our overall greenhouse gas emissions. This includes a commitment to the installation of a 9MW solar plant at Duketon commencing in 2022-23.

Creating value for our people, our communities and our shareholders by mining safely and responsibly.

During the year, we spent time investigating further decarbonisation options and aligning these with current and potential life of mine plans. Regis has set a carbon emissions target of net zero by 2050, but importantly will develop interim targets and an associated roadmap in 2022-23 to ensure shorter-term step changes are delivered as tangible progress towards achieving the longer term net zero goal.

Regis recognises water as a precious resource that is critical to maintaining the health and sustainability of the ecosystems, communities and agricultural enterprises surrounding our existing and proposed mining operations. In line with the International Council on Mining and Metals' Water Stewardship Framework, we routinely investigate more sustainable water management opportunities for our operations.

At Duketon, further improvements in water use efficiency were achieved with the overall volume of bore water abstraction significantly reduced to 2.7GL, down from 4.2GL in the previous year, as a result of increased water recycling and reuse.

In June 2022, Regis submitted a second Amendment Report for the McPhillamys Gold Project in central New South Wales to the State government for review and we continue to assist the Department of Planning and Environment on their deliberations of the project. Subject to what Regis expects to be a supportive determination, we have begun preparing for the Independent Planning Commission review and assessment, expected in late 2022 to early 2023, which is the final step in the government's assessment process. Following this, Regis will be in a position to finalise the Definitive Feasibility Study for consideration by the Board of Directors.

Regis acknowledges the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales as the First Nations people of the lands in which we currently operate or plan to develop projects. We value the strong relationships we hold with our host communities, landowners, pastoralists and near neighbours. Their continued interest and support for our work is vitally important to our business and informs our operations, land management and rehabilitation programs.

We are constantly enhancing our understanding of the local contexts in our host communities and are now working more collaboratively with stakeholders towards structured arrangements for sharing the value from mining. During the year we supported causes and organisations recognised as being important to our host communities and workforce, including providing \$60,000 towards the fundraising efforts of our team to see over \$100,000 raised for the MACA Cancer 200 Ride for Research which supports the Harry Perkins Institute of Medical Research.

Over the period, Regis contributed significantly to the Australian economy with over \$1,126m in payments to suppliers and nearly \$29m in corporate tax and State royalties across the Group including the Tropicana Joint Venture. We continued our commitment to source locally, with most of our goods and services purchased from within Australia.

This year has seen a consolidation of detailed studies, investigations and reviews of current and planned projects to ensure a purposeful positioning of Regis for future disciplined growth.

As we continue our sustainability journey, Regis is taking a progressive and measured approach to ESG commitments including reframing our strategy to better understand the options available to the business to improve performance. This work has included setting targets for the year ahead and clearly charting our course to ensure the Company can respond and adapt to a changing climate, improve operational efficiencies, reduce emissions, share the value of our operations with host communities and continue our exploration and growth in line with stakeholder expectations.

James Mactier
Non-Executive Chairman

Jim Beyer
Chief Executive Officer

Our Sustainability Report provides our stakeholders with insight into Regis' journey to define and embed good practice in all aspects of our ESG performance.



3. Sustainability performance snapshot

Operating Responsibly

0.028 kg ↑

Greenhouse gas emissions
(kg CO₂-e per tonne of ore processed)
*Group incl. TJV - 0.029

0.404 GJ ↑

Energy usage
(per tonne of ore processed)
*Group incl. TJV - 0.458

Zero ✓

Material environmental **incidents**

10.3% ↑

Land disturbance **rehabilitated**

2.7 GL ↓

Groundwater abstraction
from bores

Zero ✓

Formal community **complaints**

Supporting the Economy

\$896m ↑

Australian Supplier payments
*Group incl. TJV - \$1,126m

\$29m ✓

Royalties and taxes paid to
Australian government
(Group incl. TJV)

Local content

99.9% ↑
(Australia)

\$71m ↑

Salaries and wages

Creating a Safe & Diverse Workplace

Zero ✓

Fatalities
*Group incl. TJV - Zero

1.3 ✓

Lost time injury Frequency Rate
*Group incl. TJV - 1.1

7.8 ↑

Total recordable injury
Frequency Rate

22% ✓

Female employees

40% ↑

Female Board Members

■ Improved Performance ■ Performance Impacted ✓ Target Met

All data in this table relates to Regis-managed operations only unless otherwise specified as inclusive of the Tropicana Joint Venture (TJV), operated by AngloGold Ashanti.

Summary of sustainability performance

Safety

2022 Objectives	Performance
Continuing focus on a safe workplace for everyone, every day	<ul style="list-style-type: none"> ✓ Increased safety interactions and field engagements ✓ Targeted training for 35 leaders on new Work Health and Safety laws and requirements
Remain below the LTIFR for the gold sector in the Western Australian minerals industry (2.2).	✓ 1.3 lost time injury frequency rate
Reduction in the All Injury Frequency Rate (AIFR)	⊗ 67.7 all injury frequency rate

People

2022 Objectives	Performance
Remain above the mining industry average for gender diversity (19.8%) with an upward trend in performance	✓ 22% female employees
Continue to preference local point of hire for employees in WA and NSW	✓ > 90% local point of hire

Community

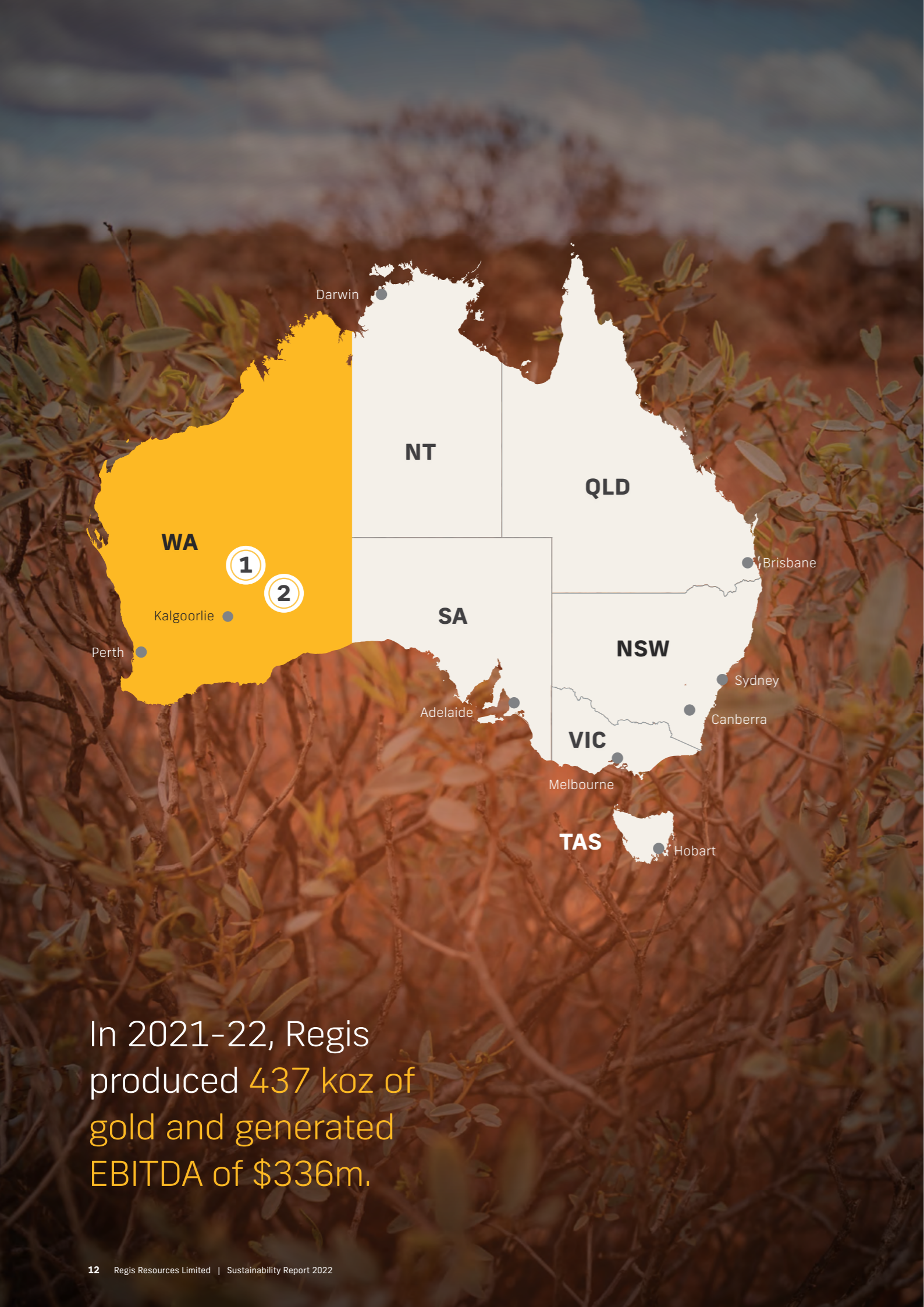
2022 Objectives	Performance
Implement cultural heritage training	✓ Training implemented for leaders
Social performance plans in place for Duketon and McPhillamys	<ul style="list-style-type: none"> ✓ Duketon ✓ McPhillamys
Increase direct community investment and support	✓ ↑ 32% to \$143,000

Environment

2022 Objectives	Performance
Zero material environmental incidents	✓ Zero material environmental incidents
Increased rate of rehabilitation of disturbed land	<ul style="list-style-type: none"> ✓ 41 ha rehabilitated in 2021-22 ✓ 10.3% total land disturbance rehabilitated to date (up from 9.5%)
Increased water use efficiency	<ul style="list-style-type: none"> ✓ Groundwater abstracted through borefields reduced to 2.7GL (down from 4.2GL)
Set emissions reduction target	✓ Net Zero by 2050 with plans for tangible progress to be established

Governance

2022 Objectives	Performance
Maintain Board diversity	✓ 40% of board members are women
Expanded supply chain assessment of human rights and modern slavery performance	✓ Continuing review of human rights and modern slavery risks and associated performance in supply chain



In 2021-22, Regis produced 437 koz of gold and generated EBITDA of \$336m.

4. Our operating assets

Regis continues to focus on efficient and low cost gold production alongside the elevation of our sustainability priorities.

①

10 Mtpa

Duketon

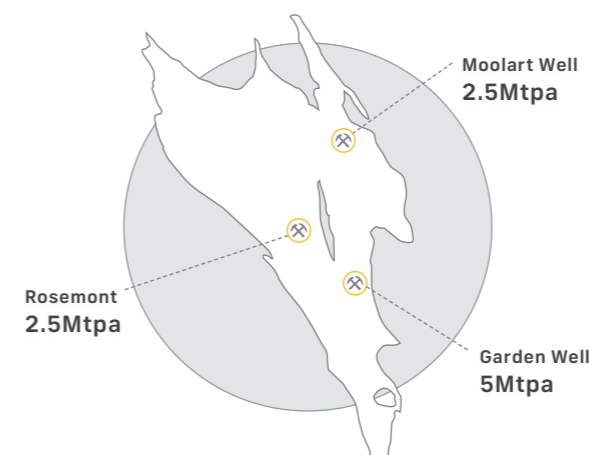
In 2021-22 Duketon operations mined at two main open pit mines and five satellite open pit mines. It also mined at two underground mines. The site has two operating centres:

- Duketon North Operations (Moolart Well)
- Duketon South Operations (Rosemont and Garden Well)

Duketon commenced in 2010 with construction of the Moolart Well surface operation. The 100% owned Duketon Gold Project, located 130 kilometres north of Laverton, now includes surface and underground operations at Garden Well and Rosemont.

At Duketon, Regis works closely with the Mantjintjarra Ngalia people of this Western Desert region.

During 2021-22, Duketon increased the Mineral Resource Estimates of its underground mines and now expects the life of the operations could extend to 2028-29 and beyond.



②

9 Mtpa

Tropicana

- Open pit and underground operation
- One of the largest gold mines in Australia

The Tropicana Joint Venture (TJV) in Western Australia was formed in 2002 between AngloGold Ashanti Australia Ltd (70% and manager) and IGO Limited (30%). Regis acquired the IGO Limited 30% interest in the Tropicana Joint Venture in May 2021. In 2021-22, the TJV mined from two open pits and one underground mine. The process plant has a nominal capacity of 9.5Mtpa (100%) and involves conventional crushing, grinding and carbon-in-leach recovery.

The Wongatha and Spinifex peoples are the Traditional Owners and custodians of the land. Sustainability reporting for the Tropicana Operation has been included in this report for the first time for Regis Resources.



The Company has
Total Resources of 10Moz
and Total Reserves of 4Moz.



5. Growth projects

McPhillamys is one of Australia's largest undeveloped open pit gold projects.

①

McPhillamys

- A potential open pit mine subject to NSW government approval and final investment decision by the Regis Board
- Approximately 2Moz gold over the 10+ years of mine life
- 60Mt at 1g/t gold for ~2Moz
- Possible satellite project at Discovery Ridge

In 2012, the Company acquired the McPhillamys Gold Project, located approximately 250km west of Sydney in the established mining region of Central Western New South Wales, on the lands of the Wiradjuri people.

McPhillamys is one of Australia's largest undeveloped open pit gold projects. In 2019, the Company submitted a State Significant Development Application and Environmental Impact Statement (EIS) for the McPhillamys Gold Project, to the NSW Department of Planning and Environment (DPE). The Project is currently the subject of a Definitive Feasibility Study.

The assessment of the project is well underway with the Company lodging a second Amendment Report in June 2022. While the Development Application progresses, the Project team is continuing with a range of activities including:

- Consultation and negotiation with near neighbours and other local stakeholders,
- Progressing options for the supply of water and power to the site,
- Water licencing,
- Preparing for the Independent Planning Commission review and assessment expected in late 2022 to early 2023, which is the final step in the government's assessment process, and
- Finalising the Definitive Feasibility Study which will incorporate the requirements for the project development arising from the assessment/approvals process.

②

Exploration

At Duketon, Regis holds approximately 3,000 square kilometres of the tenements over the Duketon greenstone belt. Several surface and underground prospects exist that could deliver additional resources to extend mining operations for years to come. Recent intercepts on the Rosemont South Trend are providing positive indications of the potential to make new discoveries. Exploration to discover additional resources is ongoing.

The Duketon underground mines (Garden Well and Rosemont) have approximately two years of reserves. It is anticipated that through near mine discoveries year on year, the Duketon underground mines will behave like "typical" WA underground mines and have a rolling two years of mine life for some years to come.

Recent developments at Duketon include the Garden Well South Underground (commenced in 2021-22) and Ben Hur Open Pit mine project (due to commence in 2022-23).

The TJV holds approximately 90% of the Archean Plumridge Terrain at the western margin of the Albany Fraser belt. It has multiple near mine growth opportunities with the potential for three underground mines underneath the Boston Shaker, Tropicana and Havana open pits. Further potential exists at the Havana South open pit for an underground mine which is currently under evaluation.



Photo: Ashley Sullivan (left, Field Supervisor) with Kelly Hanratty (Field Assistant)

6. About this report

Our Sustainability Report summarises Regis' strategy and performance on the Company's most critical ESG issues for the period from 1 July 2021 to 30 June 2022.

These are the Duketon Gold Project in WA and the proposed McPhillamys Gold Project in NSW. All data and references in this report relate to Regis' wholly owned and managed activities only unless otherwise stated. A summary of the Tropicana Joint Venture in WA, managed by AngloGold Ashanti, is also included separately within this report. We have also included information on additional topics of interest to our stakeholders.

Materiality assessment

Regis' Sustainability Report provides an overview of the Company's performance across environmental, social and governance activities, with a particular focus on those material issues identified by stakeholders and Regis as being of the greatest importance and that are aligned with the Company's corporate objectives, operations and growth projects.

During the year, Regis conducted a materiality assessment comprised of analysis of feedback from our ongoing stakeholder dialogue, interviews with key members of the senior management team, review of industry trends for mining and in particular gold mining, peer group analysis, an internal focus group and workshop, and engagement with our investment community.

1

Research and analysis

- Desktop review of internal documentation, plans and performance data.
- Review of impact assessments and management plans.
- Risk identification.
- Industry assessment.

2

Stakeholder engagement

- Ongoing dialogue and relationship management.
- Analysis of engagement outcomes.
- Review of feedback, questions, comments and complaints.



4

Material issues determination

- Presentation of all material issues to the Board's Risk, Safety, Environment and Community Committee for review, prioritisation and approval by the Board.

3

Internal review

- Engagement with managers and team leaders to verify findings.
- Review and assessment by Executive Management.

Research and analysis

A robust approach to research and analysis is a vital first piece in identifying the material issues of greatest importance to stakeholders and Regis. Our approach looks both internally and externally, with industry assessments placed alongside reviews of internal performance data. We have considered company and industry analysis undertaken by Sustainalytics, MSCI, Georgeson and ISS. A review of key issues within the gold-mining industry and mining sector more broadly also informs our assessment.



Stakeholder engagement

Developing and maintaining strong relationships with our stakeholders is key to understanding their interests and concerns and, where possible, collaborating on solutions. These insights are only possible through ongoing engagement and dialogue. Each stakeholder relationship is the responsibility of a designated position within Regis. The relationship manager shares the insights with the appropriate teams within the business to develop corporate knowledge, improve Regis' performance and provide informed and timely responses to stakeholders.

The table below provides an outline of our key stakeholder groups and how we engage with them to manage our relationship and identifies areas of interest for each group.

Stakeholder	Methods of engagement	Areas of interest
Investment community	<ul style="list-style-type: none"> Quarterly, half yearly and annual reports and ASX announcements Annual General Meeting Investor briefings and roadshows Site tours 	<ul style="list-style-type: none"> ESG and financial performance Risk identification and management Resources and reserves
Employees	<ul style="list-style-type: none"> Induction Staff and toolbox meetings Intranet and email Internal newsletter Employee Engagement and Culture Survey 	<ul style="list-style-type: none"> Job security and remuneration Strategic direction and financial performance of Regis Safe and healthy workplace Employment conditions and rosters Training and development opportunities
Joint venture partners	<ul style="list-style-type: none"> Formal committee meetings Quarterly, half yearly and annual reports and ASX announcements. 	<ul style="list-style-type: none"> ESG and financial performance of joint venture operations Risk identification and management
Suppliers	<ul style="list-style-type: none"> Contract meetings Personal communications Local project office 	<ul style="list-style-type: none"> Procurement opportunities Contract management Safety programs
Host communities	<ul style="list-style-type: none"> Community Consultative Committees Local project office In-person meetings Community group information sessions Community newsletters, fact sheets and newspaper updates Website Site tours Annual and Sustainability Reports 	<ul style="list-style-type: none"> Shared value with host communities Management of social impacts Environmental stewardship Local and regional employment and procurement opportunities Infrastructure improvements

Stakeholder	Methods of engagement	Areas of interest
Indigenous people	<ul style="list-style-type: none"> In-person meetings Formal review meetings Site tours Community information sessions Annual and Sustainability Reports Cultural heritage surveys and management 	<ul style="list-style-type: none"> Respect for culture and protection of heritage Shared value with host communities Indigenous employment, training and business opportunities
Landholders and land managers	<ul style="list-style-type: none"> In-person meetings Site tours Website Negotiated agreements 	<ul style="list-style-type: none"> Agricultural land use Environmental stewardship Land access agreements
Government and regulators	<ul style="list-style-type: none"> Development applications Impact Assessments Annual Environmental Report Briefings Individual meetings Site inspections 	<ul style="list-style-type: none"> Compliance Environmental stewardship ESG performance Local and regional employment and procurement
Media	<ul style="list-style-type: none"> Media releases Quarterly, half yearly and annual reports and ASX announcements Website Site tours 	<ul style="list-style-type: none"> ESG and financial performance Leadership and innovation Management of social impacts Shared value with host communities
Industry associations	<ul style="list-style-type: none"> Presentations and briefings Meetings and conferences 	<ul style="list-style-type: none"> Industry challenges and trends Sector advocacy
Regis Board	<ul style="list-style-type: none"> Board and Committee meetings Briefings and direct engagement Personal communication Visits to sites, projects and host communities 	<ul style="list-style-type: none"> All aspects of Company performance

Internal review

Engagement with key members of the senior management team, including via an internal focus group, guided a comprehensive review of the information gathered in our research and analysis. This review identified, prioritised and rated the material issues for their importance and alignment to our corporate objectives, operations and growth projects, for consideration by the Board.

Material issues

The Regis Executive and Board, via our Risk, Safety, Environment and Community (RSEC) Committee, review and analyse the research and outcomes of the materiality assessment, further consider the key areas of stakeholder interest, and confirm that the content of this report addresses the identified material topics, as noted below.




 Social	 Environment	 Governance
<ul style="list-style-type: none"> • Safe workplace • Workplace culture and human capital development • Working with communities • Indigenous opportunities • Protection of cultural heritage 	<ul style="list-style-type: none"> • Water • Tailings management • Biodiversity • Mine closure and rehabilitation • Climate change and carbon reduction 	<ul style="list-style-type: none"> • Corporate conduct • Risk management • Human rights



Photo: Georgina Spiers (left, Senior Geologist) inspecting core with Mederic Courty (Underground Technician)

Reporting frameworks

Our Sustainability Report utilises the following sustainability standards, sector guidelines, frameworks and reporting recommendations:



The **United Nations Sustainable Development Goals** (UN SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals. Regis has identified the relevant SDGs towards which the Company can make a tangible contribution across our operations and projects.



Sustainability Accounting Standards Board (SASB) - Standard for Metals & Mining
SASB Standards identify a minimum set of sustainability issues most likely to impact the operating performance or financial condition of the typical company in an industry, regardless of location. Sustainability accounting reflects the governance and management of a company's environmental and social impacts arising from production of goods and services, as well as its governance and management of the environmental and social capitals necessary to create long-term value. Regis has aligned its reporting with the SASB Standard for Metals & Mining for the first time in 2021-22.



Task Force on Climate Related Financial Disclosures

The Task Force on Climate-related Financial Disclosures (TCFD) developed a climate-related disclosure framework to promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to understand better companies' exposures to climate-related risks. Regis has aligned its climate-related financial disclosures with this framework.



World Gold Council (WGC) - Responsible Gold Mining Principles (RGMPs) provide a guide for stakeholders to what the WGC believes are the key elements of responsible gold mining across the mine life cycle. The principles cover **Governance**: relating to Ethical conduct, understanding of impacts and monitoring the supply chain; **Social**: relating to safety and health, human rights and conflict, labour rights and working with communities; and **Environment**: which entails taking environmental stewardship, respecting biodiversity, especially in land use and responsible mine closure and cover water, energy and climate change-related usage. Regis is not yet a member of the World Gold Council but is aspiring to align sustainability reporting with the RGMPs.




CDP is an independent, not-for-profit organisation that runs a global disclosure system to encourage companies worldwide to manage and report on their environmental impact. Each year, CDP takes the information supplied and scores companies and cities based on their journey through disclosure and towards environmental leadership. Through an independent scoring methodology, corporate and city progress is measured and action on climate change, forests and water security is incentivised. Since 2019-20, Regis has completed an annual **CDP Water Disclosure**, and from 2020-21 the Company has also completed the **CDP Climate Change** and **CDP Forests Disclosures**.








Regis is progressing towards alignment with the GRI Reporting Initiative Standards with the aim of presenting a fully GRI-compliant report supported by third party assurance.

Alignment with reporting frameworks

The table below provides an outline of how our Company performance for each material issue aligns with the WGC's Responsible Gold Mining Principles and the United Nations SDGs. Further details of Regis' performance against the SASB standard for Metals and Mining is included on page 96.

Focus Area	Material Issue for Regis	WGC - RGMP	SDG	Page
Creating a safe and diverse workplace				
 Safety, health and wellbeing	Ensuring a safe work place for everyone, every day.	4. Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions.	 3. Good health and wellbeing.	24
 People, diversity and inclusion	Workplace culture and human capital development.	6. Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices.	 5. Gender equality.  8. Decent work and economic growth.	32
Supporting the economy				
 Shared value with host communities	Working with communities . Indigenous opportunities. Protection of cultural heritage .	7. Working with communities: we aim to contribute to the socio-economic advancement of communities associated with our operations and to treat them with dignity and respect. 2. Understanding our impacts: we will engage with our stakeholders and implement management systems so as to ensure that we understand and manage our impacts, realise opportunities and provide redress where needed.	 8. Decent work and economic growth.  11. Sustainable cities and communities.	40
 Creating economic benefit	Economic benefit for local, regional and national economies.	7. Working with communities: we aim to contribute to the socio-economic advancement of communities associated with our operations and to treat them with dignity and respect.	 8. Decent work and economic growth.  11. Sustainable cities and communities.	46

Regis recognises that its corporate responsibilities include contributing to the attainment of the United Nation's Sustainable Development Goals

Focus Area	Material Issue for Regis	WGC - RGMP	SDG	Page
Operating responsibly				
 Environmental stewardship	Optimising water use and maximising reuse. Responsible tailings management. Biodiversity . Mine closure and rehabilitation . Climate change and carbon reduction.	8. Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work. 9. Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, critical habitats and endangered species are protected from damage, and we will plan for responsible mine closure. 10. Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.	 6. Clean water and sanitation.  12. Responsible consumption and production.  13. Climate action.  15. Life on land.	52
 Governance	Exceptional and ethical corporate conduct . Comprehensive risk identification and management. Protecting human rights .	1. Ethical conduct: we will conduct our business with integrity including absolute opposition to corruption. 3. Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us. 5. Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact.	 16. Peace, justice and strong institutions.	76

Memberships

Regis is an active member of a select suite of industry associations that we believe provide an important role in understanding and addressing key issues for the resources sector and gold mining, and that can assist in advocating for the needs of our industry. Collectively with our peers, Regis participates in these associations via working groups, research initiatives, advocacy programs and networking events to progress and maintain stable regulatory and operating environments within our areas of interest.



Creating a safe and diverse workplace



7. Safety, health and wellbeing



Regis' Lost Time Injury Frequency Rate is below the gold mining industry average in Western Australia.



2021-22 Objectives

Continuing **focus on a safe workplace** for everyone, every day

Remain **below the LTIFR for the gold sector** in the Western Australian minerals industry (2.2).

Reduction in the All Injury Frequency Rate (**AIFR**)



Performance

✓ **Increased safety** interactions and field engagements

✓ **Targeted training for 35 leaders** on new Work Health and Safety laws and requirements

✓ **1.3** lost time injury frequency rate
*Group incl. TJV - 1.1

⊗ **67.7** all injury frequency rate

Regis' focus on improving safety performance through the 2021-22 financial year has resulted in a significant improvement in the Lost Time Injury Frequency Rate (LTIFR).

Safety, health and wellbeing

Regis' focus on improving safety performance through the 2021-22 financial year has resulted in a significant improvement in the Lost Time Injury Frequency Rate (LTIFR), which fell to well below Western Australia's gold mining industry average and overall safety average¹ for the state's mining sector.

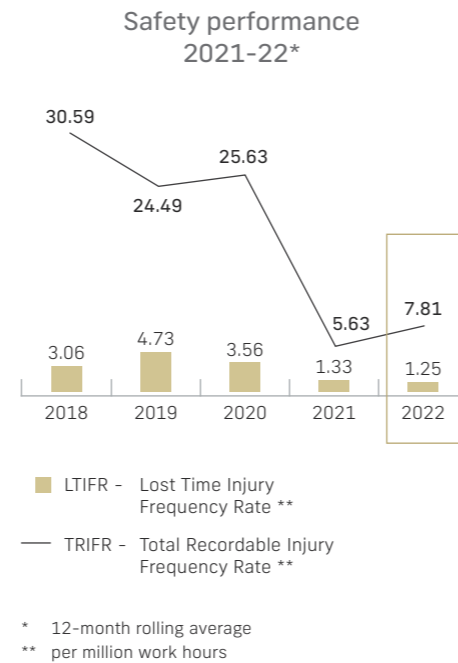
The LTIFR fell to 1.3 per million hours worked and below the WA industry results for gold mining (2.2) and the overall mining sector (2.0) in the state.

With over 3.2 million work hours, there were no fatalities across all Regis operations and projects.

The improvement in the LTIFR shows an encouraging trend of the reducing severity of injuries across Regis, demonstrating the effectiveness of the initiatives introduced across the company after the 2020-21 review of health and safety standards, processes and culture across the business. That review identified 16 fatal risk protocols and introduced the 'Golden Rules' – a set of six rules to keep people safe from identified life-threatening potential risk and give clear direction on the Company's expectation around prevention of injury or loss of life.

The Total Recordable Injury Frequency Rate (TRIFR) however, showed an increase, rising to 7.8 per million hours worked, up from 5.6 in the previous year and our All Injury frequency Rate (AIFR) increased to 67.7 from 60.0 in 2020-21.

Despite a reduction in Lost Time Injuries, Regis has experienced an increase in Total Recordable Injuries, which includes lost time, restricted work and medically treated injuries. This confirms the requirement for continual leader-led attention to improving safety performance in our business.



Across Regis and at Duketon, we prioritise our efforts based on our Corporate Risk Register and the various controls identified to manage these risks. Our appointed risk 'owners' regularly review all inherently ranked extreme risks to confirm fit-for-purpose controls are appropriate, in place and effective.

Leaders across our business are required to undertake field engagements in the workplace across various work teams and activities, which includes safety interactions and critical control verifications of our fatal risk protocols. Over the year, 591 Critical Control Verifications (CCV checks) were completed across 16 fatality risks and 442 safety interactions were completed by supervisors.

Health, safety and emergency response training continues year-round, with a constant reminder that safety is everyone's responsibility. During 2021-22, Regis employees completed an average of 18 hours of dedicated training in health, safety and emergency response. Our contractor workforce participates in similar comprehensive training with their respective employers. Each contractor also completed an average of nine hours of site-specific health, safety and emergency training, including a full site induction and our Golden Rules, provided by Regis.

This continuing safety focus remains of the highest priority for the Board, leaders and all team members within Regis including suppliers and contractors.

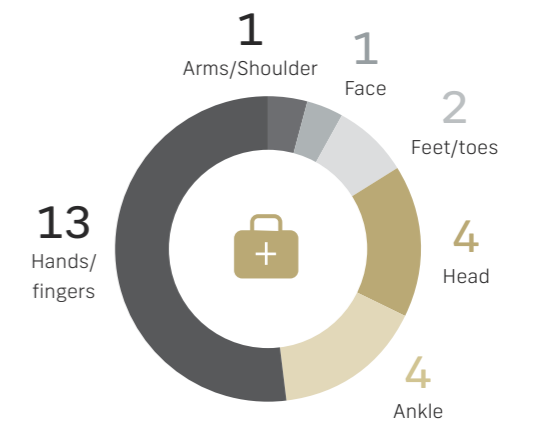
Recordable injuries

During the 2021-22 year, our recordable injuries included 4 Lost Time Injuries, 11 Medically Treated Injuries and 10 Restricted Work Injuries. Lacerations made up the majority (11) of recordable injuries, followed by sprains and strains (4) and fractures (4). Of the total 25 recordable injuries, 72% were recorded by our contractors.

Regis utilises a specialist injury management provider to treat and support any member of our team injured at work. Our holistic management of injuries involves collaboration of services including medical, physiotherapy, exercise physiology and occupational therapy. Treatment aims for optimal recovery from injury and effective return to work including support for light duties where required.

Work health and safety laws changed in Western Australia from 31 March 2022 when the *Work Health and Safety Act 2020* took effect. The Work Health and Safety (Mines) Regulations 2022 took effect from the same date. Regis engaged an occupational health and safety legal specialist to deliver a series of workshops to 35 managers, supervisors and contractors. These sessions increased awareness of an individual's legal responsibilities for health and safety and understanding of the requirements to ensure our compliance and maintain best practice in accordance with these updated laws.

Location of recordable injuries 2021-22



Nature of recordable injuries 2021-22

- Laceration: 13
- Sprains and strains: 4
- Fracture: 4
- Crush: 1
- Superficial injury: 1
- Dislocation: 1
- Other: 1



Safety management systems

Regis' commitment to the health and safety of our people comes ahead of any commercial or operational consideration. Our Safety Management System is based on ISO 45001, using risk and evidence-based thinking, and incorporating the Plan-Do-Check-Act methodology.

Effective management of our health and safety responsibilities form an essential and integral part of the planning and carrying out of daily operations. Personnel are encouraged, trained and supported to identify and assess risks and methods of safety and effectively performing their work, and to never compromise their safety or that of others in the completion of any task.

¹ Data compiled by the WA Department of Mines and Petroleum: dmp.wa.gov.au/Documents/Safety/Safety%20performance%20in%20the%20Western%20Australian%20mineral%20industry%202020-21%20-%20report.pdf



Photo: Teresa Holt (left, Health Advisor) with Caitlin Murray (Health Advisor)

Emergency response

The Regis crisis emergency management system ensures timely activation of the teams, plans and resources required to minimise the consequences of incidents affecting the company and facilitate business recovery. Three tiers of teams use the system to ensure an effective and coordinated response at the site, corporate and executive level, depending on the emergency level.

Our highly capable Emergency Response Team (ERT) is vitally important in the event of an emergency incident at or nearby our operations. Identifying, preparing for and practicing scenarios where an emergency response may be required is an essential part of our safety structure.

At Duketon, the ERT comprises nine dedicated professional team members and 33 volunteers from across our three operating sites². The ERT is trained to offer critical care, firefighting, confined space rescue, road crash rescue, hazardous materials response, search and rescue and more. The team responds to all mining incidents including underground and surface mining, processing, remote operations and aerodrome operations as well as providing support to emergency response services in nearby communities.

Emergency response reviews for our Tailing Storage Facilities (TSFs) have been conducted as part of the design and licencing process. Outcomes from these reviews are incorporated into the operating manual for each TSF. Associated hazards with mitigation measures, reporting requirements and the necessary operational responses are clearly identified including:

- TSF embankment erosion or failure.
- TSF embankment settlement or lateral movement.
- Burst or leakage of tailings delivery pipelines.
- Burst or leakage of return water pipelines.
- Seepage.

All personnel involved in daily operations and inspections of the TSFs are appropriately trained with regular refresher training provided on the operation, maintenance and surveillance of all TSFs.

Regis invested in a suite of new equipment to support the ERT in the reporting year, including:

- Heavy rescue tools to perform road crash rescue tools – these tools are stronger and able to be used for heavy haulage vehicles and buses. They are also quieter and have less impact on any injured.
- New battery technology to eliminate hazards and risk at the scene, meaning there are no hoses on the ground and no diesel pump engine running.

Conducting training throughout the year ensures the ERT is exposed to the same range of conditions as in a real incident or emergency. Through 2021-22, the Duketon ERT completed over 600 hours of training including:

- Underground search and rescue simulation held on site in August/September 2021.
- Aerodrome desktop drill with a simulated plane crash scenario in December 2021.
- Incident response simulating a grader reversing into a light vehicle at Moolart Well in January 2022.

Fortunately, there were no incidents on our sites or in the region during the year that required the ERT to respond. Regis is an active member of the Northern Goldfields Mutual Aid Group, which plans for and provides a mutual aid response and standardisation across the region for protracted emergency events.

² ERT numbers current at the time of preparing this report.

Workforce and community wellbeing

The Company's *Fit for Work Management Plan* and policy guide initiatives to ensure our workforce is safe, healthy and appropriately fit for the roles and tasks undertaken. We provide and encourage participation in a range of physical, recreational and social activities that support our teams, particularly those in FIFO roles, to stay healthy and remain connected with each other as well as friends and families at home.

Two new Health Advisors were appointed to our Duketon operations to ensure any of our people in mandatory isolation on site, either with COVID-19 or as a close contact of a known case, were supported and regularly checked upon for health and welfare needs. We made certain that any employees or contractors isolating in their rooms received regular meals, medical checks, contact from family and friends, and counselling support if required.

Our Employee Assistance Program and counselling support from The Happiness Co. remain available to all employees, and these services are regularly promoted across the workforce.

Perth-based employees were all offered free skin-checks this year, given the increasing prevalence of skin cancer in the Australian community. Flu vaccinations were made available to employees in Perth and Blayney.

Gym facilities at Duketon were upgraded during the year and our kitchens continue to offer healthy food options – all part of encouraging healthy lifestyle choices. Social events were hosted to keep the team connected and enjoying some lighter moments in the accommodation villages while away from home, including several live comedy nights.

Whilst we encourage recreation and social activities in and around our accommodation villages and offices, Regis continues to maintain a zero-tolerance approach to drugs and alcohol-affected personnel on any operational or corporate site.



Supporting Rural Medicine

Regis understands the pressing need for more doctors in rural areas and is proud to support the **Charles Sturt University School of Rural Medicine**. In 2021-22, we donated two throat models and an advanced epidural and lumbar puncture model to the school, enabling students to practice complex procedures like intubation, epidurals and lumbar punctures.



Photo: Jim Beyer (Regis CEO) with CSU Representatives Justin Williams and Dr Sandra Mendel, and CSU second year medical student, Georgia Goodhew



Community initiatives

Regis regularly supports community initiatives targeting improved health and wellbeing. During the year, we provided financial assistance to a range of local groups and facilities.

Blayney **Meals on Wheels** has been providing the elderly in the community with nutritious and convenient meals, for over fifty years. We know this service is a great comfort to elderly and disabled people in the Blayney community who look forward to a daily meal delivery along with a friendly smile and a chat.

The **Blayney Multi-Purpose Service** (hospital) delivers essential health services to the Blayney Shire community including invaluable support for palliative care patients and their families.

During the year, Regis funded the purchase of new specialised recliner chairs in the palliative care suite and residential care rooms. The chairs' flexibility helps patients to move from sitting to standing positions and they can also be used by relatives, to stay overnight when their loved ones are in the Centre.

Occupational hygiene

As part of our constant concern for our workforce, all employees participate in pre-employment medical examinations, including lung function and hearing assessments. Role and risk-dependent medicals are conducted based on the type of work undertaken, the specific work environment for each person and in accordance with the industry's occupational hygiene monitoring standards.

Regis has 33 similar exposure groups (SEGs) across its three sites. SEGs are used to identify a group of workers who have the same general exposure to risks. They can be grouped by similarity and frequency of tasks performed types of materials and processes used to complete tasks; and similarity of the way tasks are performed.

As different SEGs face different hazards, our testing regime is tailored to the potential exposure, namely:

- All – generally inhalable, respirable and silica fibre samples.
- Underground – diesel particulate monitoring (DPM).
- Maintenance – weld fumes.
- Gold room – gases, mercury and Di isobutyl ketone (DIBK).
- Laboratory – DIBK.

Ensuring the health and safety of our workforce in underground operations requires strict provision of appropriate ventilation and adherence to air quality standards.

During the year and across three sites at Duketon, we collected 1,018 dust samples over six collection periods and took 277 noise readings across eight collection periods from within our operational areas. From these, we recorded 13 noise and 17 air (dust) readings that were over the applicable guidelines.

In response, we revisited all aspects of hearing protection resulting in truck drivers now wearing hearing protection in their cabins at all times.

Improvements in dust management are ongoing and include improved dust suppression on conveyors, water sprays over stockpiles, increased frequency of water cart deployment and mandatory mask wearing in relevant areas.

Controls in place in underground operations include:

- Health Risk Assessments encompassing regular airborne contaminant monitoring and reporting in accordance with legislative requirements.
- Constant monitoring to ensure ventilation adequacy at all points underground.
- Particulate filters fitted to all vehicles that are checked and changed as per requirements.
- Appointment of personnel with appropriate ventilation qualifications.



Photo: Shaye Frost (Environmental Vacation Student) undertaking soil sampling

COVID-19 response

The ongoing response to the COVID-19 pandemic at Regis remained in line with our values of prioritising the wellbeing of our employees, contractors and local communities. As such, the Crisis Management Team (CMT) met at least weekly throughout the reporting year and bi-weekly updates were communicated across the company.

During these meetings, the CMT reviewed the status of the pandemic and our workforce and changes to the situation. We implemented response strategies as required and ensured that Regis remained compliant with our legal obligations. Our control effectiveness and preparedness underwent constant review through the year.

To continue ensuring the health of our workforce in a fly-in-fly-out environment, Regis put in place the following protocols:

- Workers were pre-screened and tested (via Rapid Antigen Tests) at the airport before flying out to site.
- Three days after arriving on site, employees undertook a second Rapid Antigen Test.

- All Regis employees were required to wear masks in accordance with the Company's guidelines, which was informed by the latest advice from the state and national government health departments.
- Confirming compliance with the Western Australian Government's vaccination mandate for mining and resource site workers, which was announced in October 2021.
- Developed a Triggered Action Response Plan for escalating and de-escalating the Company's responses to safe COVID-19 management.
- Captured data of cases detected both on-site and off-site among Regis workers.

Similar protocols were put in place across our other smaller offices and locations including the Blayney and Perth offices.

The pandemic and related isolation requirements for positive cases remain a significant concern, despite easing restrictions and widespread vaccination. Regis continues to have regular and frequent communications with mining industry representative bodies and government about changes and will continue to respond with best practice to maintain the health and wellbeing of our people.

Safety - 2023 objectives

In the coming year, Regis' management of business risk will see continued emphasis on the highest order risks within the business to ensure that controls have been identified and are adequate.

We have set our safety targets to build on the good work that has already been achieved. While the rate of high severity injuries has fallen, we will continue to address the rate of minor injuries without compromising on a high level of reporting.

Measure	Target
Ensure all controls for inherent extreme risks are assessed and verified within the year	100%
Lost Time Injury Frequency Rate below industry average	< 2.2
Reduce AIFR by at least 10% by year end	< 61

Creating a safe and diverse workplace



Photo: Nick Green (left, Underground Mine Superintendent) discussing the upcoming day with Jared Stephens (Barminco Foreman)

8. People, diversity and inclusion

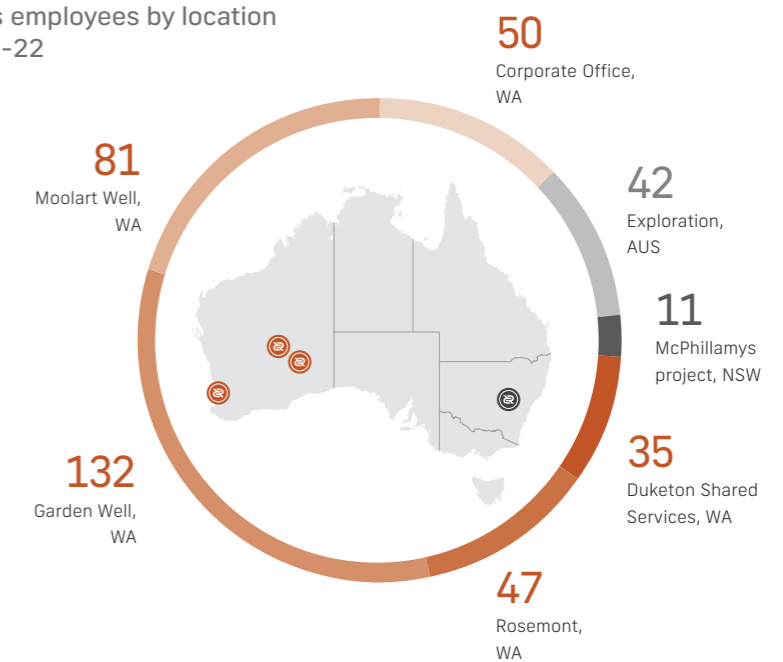


2021-22 Objectives	Performance
Remain above the mining industry average for gender diversity (19.8%) with an upward trend in performance	✓ 22% female employees
Continue to preference local point of hire for employees in WA and NSW	✓ > 90% local point of hire

Regis continues to employ a skilled and experienced workforce in Western Australia and New South Wales. At the end of the 2022 financial year, the Company directly employed 398 people and engaged 1,006 contractors.

The workforce comprised of 379 full-time employees including two people who identify as Aboriginal, three part-time employees, 16 casual employees and one apprentice. Female employees form 22% of our total workforce, which is above the industry's average of 20%³. Women also hold 20% of our managerial and executive positions.

Regis employees by location 2021-22



³ Industry average 19.8% Australian Government – Labour market information portal (June 2022): <https://lmi.gov.au/default.aspx?LMIP/GainInsights/IndustryInformation/Mining>

People, diversity and inclusion

Our five-year plan commits us to ensuring our people are effective and fully engaged. To achieve this objective, we continue to focus on embedding best-practice people management in our everyday business, with a view to increasing the quality and depth of these practices over time, consistent with continuous improvement principles. Our annual business planning cascade, known as 'line of sight', was introduced in 2019-20 to ensure every member of the Regis team can clearly see how their contributions align with the Company's overall strategy and goals. The process to embed this into our planning practices continues. We continue to work on refinement and improvement of a process that all employees understand and embrace.



Culture and Engagement survey of employees – highlights

In 2021-22 our Culture and Engagement survey was conducted with a focus on employee feedback about important topics including line of sight, employee development and our Individual Value Proposition for employees. Key measures include:

- 90%** understand how their role contributes to the Company's objectives.
- 51%** agreed they have a real opportunity to develop their career with Regis.
- 46%** are satisfied with their total rewards.
- 88%** agreed they understand the Regis values, and
- 79%** agreed there is alignment between their own values and the Company's values.
- 83%** agreed it was clear that safety is a priority with their direct supervisor.

In response to the survey findings, Regis has implemented a broad suite of actions including:

- **An annual review** of organisational structure, role alignment and role clarity to make sure we have the right roles and resources to get our work done effectively, efficiently and safely. This review considers job demand, job control and autonomy with all roles designed to be psychologically safe for our people.
- **A 'values development' focus group** from a cross section of the workforce to advise the business on behaviours that best demonstrate our company values. These descriptors are then used to reinforce expected workplace behaviours and are linked to our employee performance management processes and 360 feedback mechanisms.
- **Career pathway planning** as a component of professional development and performance management.
- **Leadership development** for all levels across the business where leaders are supported to step away from their daily workplace and for several days per year so they can focus on how they are leading their teams and creating the right culture.
- **A comprehensive review of current employee benefits** and total rewards packages to offer a suite of options from which employees can choose.



Photo: L-R Shaye Frost (Environmental Vacation Student), Andrew Count (Environmental Advisor), Jessie Parlee (Environmental Advisor)

Workplace culture and conditions

Attracting and retaining the right people

The employment market in 2021-22 saw an increase in competition between employers for high-quality candidates. Regis undertook several activities to attract candidates from a range of backgrounds, increase our candidate pool and be seen as an employer of choice in our employment conditions.

To encourage candidates from diverse backgrounds to apply and be successful at Regis, we worked on implementing a bias-free recruitment process. We reviewed the language we use in job advertisements to eliminate unconscious bias and encouraged hiring managers to shortlist candidates from diverse backgrounds when they meet the essential selection criteria.

Our interview practices were also the subject of an overhaul during the year, when we developed interview guides based on our Regis Leadership Pathways. Standardised questions and a common process across different areas of the business have eliminated much of the possibility of bias that could exist in the recruitment process.

Our 2022 Culture and Engagement survey identified employees' desire to focus on the Individual Value proposition. We have developed an Employee Management Plan and Employee Engagement Plan to ensure an ongoing response to specific factors in this feedback.

To increase Regis' attractiveness as an employer, we completed a review of our rosters and increased the potential fly-in and fly-out days, allowing us to offer a more family-friendly roster and therefore widen our potential candidate pool. We also completed two salary surveys in the reporting year and adjusted salaries based on movement in the market.

We reviewed our short-term incentive program and updated the Individual Value Proposition (IVP) for all employees to be reflected in our total variable remuneration. The IVP enables employees to choose from a suite of rewards and benefits such as gym membership and corporate travel rates. We intend to add to the IVP in the coming year.

Human capital development

The *Regis Leadership Pathways* framework promotes individual development, both in-role and for potential future roles, and underpins a culture of recruiting and creating career pathways within the business. In the reporting year, we conducted another successful internal leadership development program attended over two days by 120 of our leaders and senior managers.

Our secondment and step-up opportunities allow us to develop and assess our emerging and future leaders through experiencing on-the-job leadership.

To foster and promote continuous learning and professional development, we continued to offer training support to our employees either as direct financial support or time off to pursue training or education.

Understanding psychosocial risks

Our attention to identifying, understanding and addressing psychosocial risk sharpened through the year. Creating a safe workplace was a key issue explored during our leadership development program. Our employees told us of their concerns about psychosocial risk through targeted questions in our Culture and Engagement Survey.

As a result, we have implemented a range of programs focussed on leadership, communication, workplace behaviour and psychosocial awareness that are having a positive impact on how we identify, address and manage psychosocial risks and continuously inform our roadmap and action plan to improve psychological safety at Regis.

Employee feedback from our Culture and Engagement Survey

85%
feel ok to stop the job if they feel unsafe.

91%
feel safe speaking up if they disagree.

87%
say their direct supervisor treats them with respect.



Harassment and bullying have no place at Regis

Regis has had a long-term commitment to creating and maintaining an inclusive, welcoming and safe workplace. We know that our team thrives when the workplace culture is positive and respectful and have been proactively on this pathway of ensuring a strong and healthy working environment.

The Western Australian government's *Enough is Enough* report, released in June 2022, highlights unacceptable behaviours and alarming experiences from across the mining industry in WA, specifically relating to sexual harassment and assault experienced by women in FIFO settings.

Regis is very concerned about the findings of this report and is fully committed to addressing all 24 resulting recommendations. We recognise this will be a work in progress with more to be done, but our initial actions are well underway.

Regis has reviewed all relevant policies and procedures relating to any form of sexual harassment and bullying, including how such incidents are reported and investigated, and the training provided to all workers and leaders on respectful workplace behaviour. This has also involved upskilling our teams to appropriately investigate reports in a manner that is empathetic and does not re-traumatise people, as well as ensuring natural justice and procedural fairness.

We have consulted our female employees throughout this process to ensure their voices and concerns are heard and understood. Our contractors make up an important component of our workforce, and as such our expectations of these workers are the same as we have for our direct employees. Contractors must make sure that their expectations, standards, systems, procedures and training match those of our direct workforce.

Regis continues to expect respectful behaviour from the entire workforce to ensure an inclusive, welcoming and safe workplace.

We continue to address the recommendations of the report through advocacy and participation in industry working groups, such as:

- ✓ Chamber of Minerals and Energy WA Safe and Respectful Behaviours working group.
- ✓ National Industry Code on Eliminating Sexual Harassment developed by the Minerals Council of Australia.
- ✓ Gold Industry Group's safe, respectful, and inclusive workplaces series.

On the ground across our operational sites and offices, we have made practical changes including:

- ✓ Reviewed security and enhanced lighting of corridors and workways.
- ✓ Reviewed and updated the allocation of on-site accommodation for women.
- ✓ Reducing the alcohol consumption limits to four mid-strength drinks per person per day, all of which must be consumed in the wet mess area.
- ✓ Increasing random checks to ensure alcohol is not brought to site.

During the year, there were three reported instances of bullying and harassment which were investigated and resolved. This resulted in the termination of one employee, removal from site of a contractor and the third incident was determined as an unfounded allegation once a thorough investigation had been completed.

Several support mechanisms are in place for all employees including:

- Two Employee Assistance Program (EAP) providers whose services are regularly promoted.
- Access to counselling on-site in the event of a serious incident.
- An on-site Human Resources Manager - a position that was upgraded to manager during the year.
- Focus groups involving employees to review responses in the Culture and Engagement Survey and provide feedback to inform the company's priorities and actions in response.

Through our leadership development programs and across all levels of the business, Regis continues to expect respectful behaviour from the entire workforce to ensure an inclusive, welcoming and safe workplace.



Freedom of association

Regis supports the right of all our employees to group together voluntarily for a common goal and to form and join an association. Where those associations provide the potential for a conflict of interest, we have a robust declaration process to ensure those possibilities are identified and managed.

Regis does not currently have any collective bargaining agreements in place; however, we have a proactive employee management plan that provides for engagement with union representatives and collective bargaining. During the year, there were no strikes or lock outs across any of Regis' operations, offices or project sites.

Local employment

Regis continues to hire locally whenever possible, actively recruiting from and strengthening our local communities. Given our fly-in-fly out workforce for Duketon, employees are considered local if their home is in WA. For the 2021-22 year, 94% of the Duketon team were based in WA. For the McPhillamys project, 90% reside locally in the Blayney and Orange area.



McPhillamys – local employment plans

Regis' preference has always been to employ local people whenever possible. In an increasingly tight local employment market, workforce planning must consider effects on the region's existing employers. Offering part-time roles will give flexibility for people already employed in local businesses, parents and carers, farmers and people who don't want to commit to a full-time role.

Subject to government and Board approvals for the McPhillamys project, during the two-year construction period the workforce will start with around 200 full-time equivalent workers, peak at 700 and then retain a steady operational workforce of around 260 full-time equivalent roles. The project team is working on strategies to accommodate the construction workforce that deliver local economic benefits and minimise impacts on tight local housing and tourist accommodation markets.

During operations, the majority of employees and contractors will live within an hour of the site in the Blayney, Bathurst and Orange local government areas.

Diversity and inclusion

Regis is committed to improving diversity in our workforce and promoting its benefits. Our approach includes removing unconscious bias from recruitment processes and workplace practices, nurturing an environment that is fully inclusive, and targeting our efforts at employing the best person for every role. This approach has resulted in an increasing proportion of women in our Regis team.

We currently have an above-industry percentage of women in the workforce, with 22% of our team being women. We are committed to building an environment in which employees can bring their diversity into action by being respectful and embracing people's differences. During 2021-22, key achievements included:

- Reviewing and updating our workplace behaviour policy.
- Introducing extended parental leave of up to 12 weeks paid leave, 24 weeks at half pay and 24 months of leave without pay.
- Introducing flexible working arrangements.
- Maintaining a strong level of gender diversity in senior management (20% women) and at board level (40% women).
- Implementing the *Insights Discovery* communication styles inventory to help team members understand their unconscious communication style and to be more mindful of how we each show up at work.



Laureen Carpentier

Laureen commenced with Regis as a geologist in 2017 and quickly developed a well-rounded knowledge base across the Duketon project and exploration program. She shows a commitment and enthusiasm that is valued by her colleagues and recognised by her leaders.

Laureen was the first Regis employee to benefit from the increased maternity leave policy and chose to extend her paid leave period by returning to work with flexible working arrangements. Regis was very supportive of her maternity leave and subsequent return to work. Initially, Laureen returned to work on a part time basis focusing on projects for Duketon, splitting her time between the Subiaco office and home. Recently, Laureen was promoted into the Corporate Project Geologist role and has been gradually increasing her working hours while enjoying family time with her new baby.



Chol Angok

Chol commenced with Regis as a University student in our 2020 Vacation Student intake. He graduated with Honours with a Chemical Engineering Major (BEng Hons) and Oil and Gas Stream (BEng Hons) from Western Australia's Curtin University in December 2020 and immediately commenced with Regis as a Graduate Metallurgist. In December 2021 Chol was promoted to Metallurgist.

Since joining the team fulltime, Chol has been able to balance the demands of being in the front-line operating the plant and in the technical team. Chol is now applying this practical understanding, along with his training and education in industry best practices, to specifically support and improve the process and processing team's understanding of the plants. This is delivering step-change improvements in operating efficiencies within the plant.

"My transition from being a student to metallurgist has not been hard because Regis is an inclusive, multicultural organisation with many employees who have the same end goal of achieving the end product in the most collaborative and safe way."



Regis recognises the importance of continuous learning and ongoing professional development for all employees.

Photo: Jessie Parlee (left, Environmental Advisor) and Andrew Count (Environmental Advisor) undertaking water sampling

People - 2023 objectives

Regis believes that diversity is fundamental to creating a more positive and productive workplace, as is creating a culture of inclusion. Without inclusion we won't fully benefit from the depth and breadth of experience and knowledge that a diverse workplace offers. Regis also believes that our leaders are key to creating this culture of inclusion and so we continuously support our leaders to understand how they can create that environment. Our objectives for 2023 have been set to measure our efforts in this regard.

Measure	Target
Employee gender diversity	Above mining industry average
Leadership training for all supervisors and above	100% excluding new starters



Supporting the economy

Photo: Nick Green (left, Underground Mine Superintendent) underground with Bart Jesionek (Resolve Projects Engineer)

9. Shared value with host communities



Regis is committed to sharing the value of its operations with its host communities and engaging with them in a transparent, consistent and inclusive manner.

We aim to develop and maintain a deep understanding of the impact and benefit of our projects and operations at the local, regional and state levels, and tailor our consultation approach to suit the unique context of each community, with a view to what is appropriate for the size and scale of the operation and its environs.

2021-22 Objectives	Performance
Implement cultural heritage training	✓ Targeted training implemented for leaders
Social performance plans in place for Duketon and McPhillamys	✓ Duketon ✓ McPhillamys
Increase direct community investment and support	✓ ↑ 32% to \$143,000

Our social licence is based on establishing and maintaining positive relations with our local communities.

Working with communities

We understand our social licence to operate is predicated on establishing and maintaining positive relations with our local communities. As such, we have identified social risks, impacts and opportunities inherent in our operations and we maintain an adaptive stakeholder engagement framework to detail and manage appropriate responses and resolutions.

Duketon

Our Duketon operations in the remote Northern Goldfields region of WA have isolated neighbours, including pastoral station homesteads and the remote Aboriginal community of Mulga Queen. Regis recognises the Mantjintjarra Ngalia people, pastoral leaseholders, Mulga Queen residents and Laverton town residents as Duketon's local communities. Laverton is the nearest town, located 140km from Duketon and home to around 400 permanent residents.

During the year, we completed a comprehensive review of our stakeholder register, engagement activities and social management plan to ensure an up to date understanding of the context in which the Company operates and an improved strategy for the appropriate delivery of community-specific approaches to managing important local and regional relationships.

Site representatives continued to maintain regular contact with our stakeholders to discuss potential impacts from the operation and advise of opportunities for employment. No formal community complaints were received during the period.

As the Duketon operation continues to grow, an increasing focus has been placed on securing future access to pastoral lands, including a review of the Company's approach to negotiating Pastoral Access and Compensation arrangements in accordance with the state's Land Administration Act and the rights of pastoralists and miners. These arrangements form part of a broader strategy to develop mutually beneficial Working Together Agreements with key stakeholder groups. This will remain an ongoing objective for the coming year.

McPhillamys

The McPhillamys project team has been embedded in the Blayney community since Regis purchased the project in 2012. We are now well established in the local area and the project has strong community support.

The team delivered regular updates throughout the year to ensure the local community remains informed and engaged with the project. Communications included newspaper and email updates to over 1,200 recipients, presentations to community groups, media releases, quarterly newsletters and website updates. The McPhillamys office on Blayney's main street has an open door for local people to walk in and speak with the team; an opportunity that is frequently taken up.

In accordance with our social management plans and 'good neighbour' approach, Regis has been working with three key groups of nearby landowners and residents since work began on the Environmental Impact Statement.

These include Kings Plains residents, local agricultural landowners and nearby rural neighbours.

- In the **Kings Plains settlement**, early and progressive tree planting has been undertaken to provide a visual screen for nearby residents. We have also entered into formal agreements for dust and noise mitigation on a property-by-property basis.
- Regis has purchased **agricultural land** in the immediate vicinity of the mine, 2,513 ha of which will become the project area, with the remaining land continuing to be utilised for agriculture through leasing to the previous owners or other local farmers.
- **Nearby rural neighbours** are properties where site operations may be visible from the house and garden but will not be affected by dust and noise. In those cases, Regis has planted trees so that visual screening is well established before construction starts.



Photo: Tree planting for visual screening near McPhillamys

The Community Consultative Committee (CCC) is an independently-chaired group of community representatives appointed by the NSW Department of Planning. The McPhillamys team meets quarterly with the CCC to provide a project update and discuss any issues raised by the community. Minutes and presentations are published on our website.

As required by the NSW Government's approvals process, Regis has entered into a Voluntary Planning Agreement (VPA) with the Blayney local government authority, subject to final development consent for the McPhillamys project by the NSW Government and a Final Investment Decision by Regis. Through the VPA, Regis will fund Blayney Council to carry out local infrastructure upgrades through a substantial upfront financial contribution, followed by annual payments for the life of the operation. Blayney Council will also benefit from local government rates paid by Regis for the McPhillamys site during construction and operation.

Regis is continuing to refine social management plans in response to stakeholder impacts raised during the project's assessment process. These include a Social Impact Management Plan, a Construction Workforce Accommodation Management Plan and a suite of targeted environmental management plans to mitigate and manage identified risks and impacts.



Photo: Regis' project office in Blayney



Maali Group

Regis engages contracting services company Maali Group, to provide a range of critical services for the Duketon operation. In the 2021-22 year, Regis contracted Maali for around \$4.5m in works including labour and vehicle hire, dewatering services, and the supply of equipment for the site, facilities and accommodation village.

Maali Group aims to facilitate greater Indigenous participation in the resources, energy, utilities and infrastructure sectors and to deliver exceptional skills and services to its clients, all while helping clients meet their own Indigenous engagement commitments.

Through our relationship with Maali Group, Regis continues to increase the participation of Aboriginal people in our workforce and supplier contracts at Duketon.



Photo: The Maali Group team on site at Duketon

Indigenous opportunities

The Mantjintjarra Ngalia, Noongar, Wongatha and Spinifex people in Western Australia and the Wiradjuri people in New South Wales as the Traditional Owners of the lands on which our Company currently operates and plans to develop new operations.

Regis is firmly committed to strong ties with the Traditional Owners and Aboriginal residents within our local areas. We maintain open, respectful and transparent relationships to share information as we seek to understand their cultural connection to Country. These relationships have led to identification of and mutually agreeable solutions for managing culturally important areas within our operational areas.

Our goal is to provide a culturally safe and appropriate workplace for Aboriginal and Torres Strait Islander employees. On induction, all new employees complete a cultural awareness module that gives everyone an overview of the unique locations in which Regis operates including the culture, history, language and current involvement of the Traditional Owners of the area. Our corporate and site-specific inductions are the beginning of our ongoing commitment to cultural education, awareness and respect.

At Duketon, we directly employ two Aboriginal people in operational roles. Our commercial relationships with Maali Group, MACA and other local suppliers support the indirect employment of local Aboriginal people from the Goldfields region and across WA.

We recognise there are opportunities for us to improve the way we work with Traditional Owners and better support employment of Indigenous people across our business. In the year ahead, this will be an area of attention for our team including the development of more formalised relationships with key stakeholder groups through Working Together Agreements.

Protection of cultural heritage

Duketon

Regis' approach to identifying and protecting culturally important areas is guided by our comprehensive engagement process and heritage survey framework.

Whilst there is no determined Native Title across the Duketon area, Regis continues to work closely with the Mantjintjarra Ngalia people, whom we acknowledge as having strong cultural ties with this land.

During the year, our Duketon team coordinated heritage surveys on several levels. When first exploring, we engage Aboriginal consultants from the Mantjintjarra Ngalia people to walk with us across the proposed exploration grid lines and drill pads. As exploration projects advance to resource-based projects, further archaeological and ethnographic surveys are completed. Survey teams include of up to two archaeologists and six Aboriginal consultants including senior law men. Together, we complete the field work approximately every two months.

Over 5,000 ha was surveyed in 2021-22 including areas for the Moolart Well expansion, and prospective projects at Commonwealth, King Of Creation, King Jon and Davies Bore, along with associated haul roads. Culturally-important places identified during the surveys are either avoided, recorded in greater detail or protected through mutual consent with the Mantjintjarra Ngalia people.

In committing to working with Traditional Owners to manage Aboriginal cultural heritage on the development site, we acknowledge that sites are culturally significant to members of the Aboriginal community regardless of the scientific (archaeological) value assigned to them. The ACHMP will reflect the proposed management of those sites within the project area and outline requirements for the recording, collection, curation, storage and replacement of salvaged Aboriginal objects.

Regis will continue to involve the local Aboriginal community in the management of Aboriginal cultural heritage values associated with the project. We will actively consult with Aboriginal stakeholders throughout the life of the project, including the Orange Local Aboriginal Land Council (OLALC). In particular, pending grant of development consent, Regis in consultation with the OLALC, will commission an appropriate social and cultural mapping study with the local Aboriginal community.

Regis worked with OLALC, Bathurst Local Aboriginal Land Council (BLALC) and RAPs during development of the Environmental Impact Statement and the NSW Government's assessment process.

We collaborated with OLALC and BLALC in surveying for Aboriginal cultural heritage and will continue to work together to build short and long-term value through employment, training and business development.



Cultural awareness and competency

This year Regis conducted a cultural awareness program for the Duketon Site Leadership Team. Regis intends to extend this cultural awareness program across the Company for 2022-23.

McPhillamys

Regis values our relationship with the Aboriginal community and considers it to be critically important to the success of the McPhillamys project. During the reporting period, we consulted with the Aboriginal community to produce and finalise Aboriginal Cultural Heritage Assessments. Consultation will continue throughout the life of the project, including in development of the Aboriginal Cultural Heritage Management Plan (ACHMP).

We held numerous meetings with the Aboriginal community including all Registered Aboriginal Parties (RAPs). Some RAPs raised concerns in relation to the significance of identified sites and the broader project area to the Aboriginal community.

We acknowledge that some areas of the mine development have cultural significance to various members of the Aboriginal community and that all archaeological sites provide connection to the past for future generations. Aboriginal cultural heritage sites can also provide information about past lifestyles and strengthen the links between Aboriginal people and the land. The concerns raised have been documented and addressed in the Aboriginal Cultural Heritage Assessment Reports.



Land access for McPhillamys

Two separate applications under Section 10 of the Commonwealth Aboriginal and Torres Strait Islander Heritage Protection Act, 1984 (in relation to the preservation of purported significant Aboriginal cultural heritage values) have been lodged over the proposed McPhillamys mine site development area and a portion of the proposed water supply pipeline. In May 2022, the former Minister for the Environment determined there was no proven Section 10 claim in relation to the application over a portion of proposed water supply pipeline. The application in relation to the mine site development remains pending.

Separate to the Section 10 applications, and while native title has been extinguished across the majority of the proposed McPhillamys project area, there was a small portion of land (approximately 74m²) where extinguishment was unable to be proven. As such, Regis commenced the 'right to negotiate' process under the Commonwealth Native Title Act. In June 2022, it was confirmed there had been no native title claimants registered within the statutory four-month period. The right to negotiate process is now complete and processing of the mining lease application is continuing.



Photo: Andrew Count (Environmental Advisor) doing a flora inspection

Supporting the economy



Photo: Nick Green (left, Underground Mine Superintendent) and Geoff Cooper (Barminto Jumbo Operator)

10. Creating economic benefit in Australia



Regis contributed over \$997m to the Australian economy through supplier payments, wages, royalties and taxes during 2021-22. Over the last five years, Regis has contributed over \$3.3 billion to the Australian economy.

Australian expenditure (\$m)	2018	2019	2020	2021	2022	5-year total
Payments to suppliers	355.0	432.1	500.2	537.7	896.4	2,721.4
Salaries, wages and defined benefits for direct Regis employees	51.0	52.8	57.0	61.2	71.1	293.1
Royalties to government	14.5	15.7	19.0	21.4	26.3	96.9
Royalties to Australian third parties	2.5	3.5	4.6	2.0	1.4	14
Income tax paid to government	36.9	54.0	63.8	77.1	2.4	234.2
Total	459.9	558.1	644.6	699.4	997.6	3,359.6

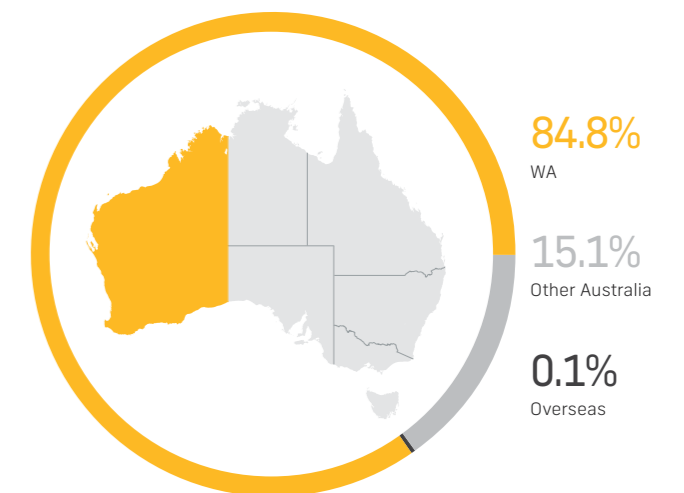
Local content

Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

Our commitment to local content has resulted in 84.8% of the Company's \$896.4m expenditure on procurement during 2021-22 coming from Western Australian-based suppliers this year. A further 15.1% of goods and services have been supplied by businesses located in other Australian states including New South Wales.

Subject to approval of the McPhillamys Project, it is anticipated that Regis will provide an additional \$67m in direct and indirect household income to the surrounding regional economy through employment, business development and local procurement.

Procurement for 2021-22



Hadlow Earthmoving brings local experience

Regis has worked with Hadlow Earthmoving since 2014. As well as being a skilled operator, owner Wayne Hadlow's knowledge of local properties in the Blayney area, developed over years of building dams and roads in the region, has been invaluable.

Photo: Wayne Hadlow of Hadlow Earthmoving





Drayshed Nursery provides extensive plant knowledge

Jenny and Paul Handcock started Drayshed Nursery in 2010. And are now the main supplier of trees for Regis' visual mitigation planting program. Jenny's decades of knowledge of the local climate and what will grow best have been an important part of making sure trees are as advanced as possible by the time construction starts.

Photo: Louise Hobby, Community Relations Adviser, selecting plants from Drayshed Nursery



Powering ahead with local supplier

Kalgoorlie Power Station (KPS), which recently merged with Contract Power to form Pacific Energy, has supplied power to Regis' Duketon operations since 2010.

Regis' ongoing business has helped Pacific Energy develop from a generation supply company into a independent power provider in the market and underpinned the growth of Pacific Energy in the early days. Throughout the years Regis has supported the company's technology developments and advancements.

"Together, the two companies have enjoyed a mutually successful, long-term partnership. We've helped each other's businesses grow over the years and have been reliable business partners. Trust and integrity has been key and has never been compromised by either party," said Pacific Energy's General Manager Roy Pascoe.

Pacific Energy has recently been awarded a contract extension for the Garden Well power station at our Duketon operation, where solar power will be installed as part of the Company's overall strategy to reduce carbon emissions and diesel costs. The 9MW solar farm will reduce total carbon emissions by 5% (13kt CO₂ per year) and provide a significant cost saving on the power generated from the solar farm.

Photo: Angus McConnel (Electrical Superintendent) and Gerard Schutze (Electrician)

Investing in community development

Regis is proud to contribute directly to the communities where we currently operate and are proposing to operate by supporting activities that are a priority to those communities. Our corporate responsibility to share value from our operations is important and drives our engagement with and support for community groups, fundraising activities and charitable causes that align with our values.

During the year, we contributed \$143,000 in direct financial support to community-led health, education, social change and environmental initiatives in Western Australia and New South Wales.

In WA, Regis continues to contribute to industry, community and fundraising events and programs that improve the lives and wellbeing of all West Australians.

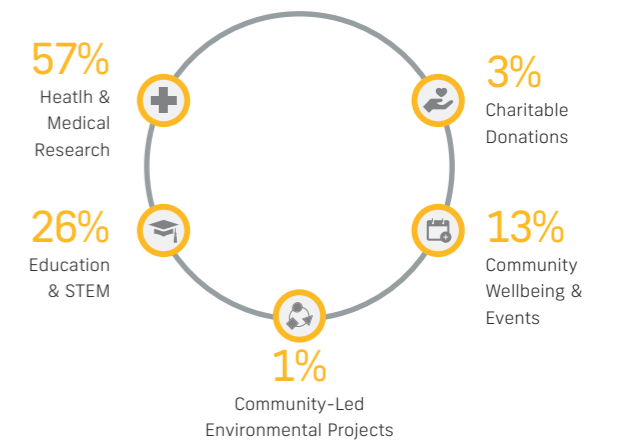
Our support has included sponsorship of the MACA Cancer 200 Ride for Research. Over two days, the Regis team of seven cyclists, rode 200km to raise almost \$104,000 for cancer research, including direct sponsorship by Regis of \$60,000.

Regis was acknowledged by the Perth's Harry Perkins Institute of Medical Research for being in the Corporate Teams Top 10 fundraisers for the 2021 Ride for Research.

Regis was a silver sponsor of the 2021 Women in Mining Summit hosted by Women in Mining & Resources WA. This is the premier event for women in our industry in WA and aims to inspire and support women to follow their dreams and career aspirations in mining.

Our ongoing support for the long-running annual Engineering and Science Challenge coordinated by the Rotary Club of Dalkeith in Perth, enables this prime students' event to encourage and inspire the next generation of STEM leaders in WA.

Direct community investment 2021/22



Regis contributed \$143,000 in direct financial support to community-led health, education, social change and environmental initiatives in 2021/22



Photo: Our team included Stuart Gula, Jon Bayley, Wade Evans, Connie Galea, Wade Stephenson, Paul Smallbone, Bryce Scott

In the Goldfields region, Regis sponsored the 2021 Laverton Race Day – a significant event on the local calendar which draws a huge crowd from across the region and beyond.

The McPhillamys community investment program in NSW, focuses on areas that the community has identified as priorities - health, education, environment, culture and grassroots community groups in the Blayney local government area.

The many organisations, programs and events supported by Regis this year include:

- Local schools and sporting clubs
- Blayney Show
- Golden Memories Museum, Millthorpe
- The Platform Arts Hub
- Blayney Rotary Club
- Blayney Men's Shed
- Blayney CanAssist
- Blayney Craft Group
- Blayney Hospital
- Meals on Wheels

Golden Memories Museum

The **Golden Memories Museum** is a volunteer run organisation located in the historical village of Millthorpe, near Blayney in NSW. The Museum has a large collection covering Aboriginal items, fraternal societies, local family and business history, Australian inventions, rural technology, machinery and much more.



Social - 2023 objectives

For 2022-23, Regis will continue to grow and strengthen its social performance approach with an increased commitment to improving cultural awareness across the business, established a more strategic portfolio of community investments and collaborating with our key stakeholder groups to establish more structured Working Together Agreements.

Measure	Target
Company-wide cultural awareness program	Develop and commence implementation
Expenditure for direct community investment and support	> \$150,000
Working Together Agreements with key stakeholders	Working Together Agreements in place



Operating responsibly

11. Environmental stewardship



Regis maintains focus on being a responsible steward of the environment in which we operate, ensuring that we appropriately avoid, manage and mitigate environmental impacts of our mining and exploration activities.

Our goal is embedding a commitment to understanding and managing potential environmental impacts at all levels across Regis, regardless of an individual's role. We work to promote this organisational culture through training programs, management practices and operating procedures as we remain committed to providing the resources and support required to achieve best practice in environmental management.



2021-22 Objectives



Performance

Zero material environmental incidents



Zero

material environmental incidents

Increased water use efficiency



Groundwater abstracted through borefields reduced to

2.7GL

(down from 4.2GL)

Increased rate of rehabilitation of disturbed land



41 ha

rehabilitated in FY22



10.3%

total land disturbance rehabilitated to date

Responsible environmental management

When scoping new or expanded projects, Regis follows the environmental impact assessment processes, incorporating those required by state and federal governments.

Environmental impact assessments help to identify the potential impacts from a proposed project. Any assessment includes considering the ways in which impacts can be mitigated or minimised. Assessments establish baseline data that can be monitored throughout the project to ensure impacts have been avoided where possible and there is no detrimental impact to the environment.

When preparing mining proposals and other approval documents for review by regulatory authorities, the following assessments are undertaken to fully understand the impacts of proposed activities and consider alternatives:

- Flora
- Fauna
- Subterranean fauna
- Surface water
- Flood
- Heritage
- Hydrogeological
- Material characterisation

Regis' commitment to ongoing environmental improvement includes developing a culture that promotes the protection of the natural environment in which we operate.

Duketon

Conducting mining operations in the Northern Goldfields region of Western Australia and on the lands of the Mantjintjarra Ngalia people requires us to deploy a comprehensive program of:

- environmental surveys and monitoring,
- archaeological, ethnographic and cultural heritage assessments,
- risk identification, management and mitigation strategies, and
- inclusive stakeholder engagement.

Our approach to understanding our environmental responsibilities and complying with our licence conditions includes the following components.

Following an internal audit, Regis implemented an improved Ground Disturbance Procedure that better aligns with our environmental and heritage values. This process now requires multiple levels of internal review and General Manager approval before any ground disturbance works proceed.

Regis obtained a new environmental operating licence through the amalgamation of its two existing licences for Moolart Well and Garden Well, which resulted in:

- Improved water efficiency management through moving water from northern to southern operations and authorising water reservoirs in pits where mining had ceased, providing water during shortages instead using high quality water from bore fields.
- Improved reporting efficiency through the creation of one annual environmental report instead of two.
- Standardised operating requirements across Duketon operations from the two operating licences.

We also gained approval from DMIRS for updated versions of the Mining Proposal (version 7), which now covers expansion projects and a mine closure plan aligning the proposal with our anticipated growth and to manage our environmental footprint in a more comprehensive manner.

No material excursions of licence conditions or other regulatory instruments were recorded during the year.

McPhillamys

Regis continues to seek development consent for the McPhillamys Gold Project, which has been nominated by the NSW government as a State Significant Development enabling a defined and comprehensive assessment and determination pathway.

During the reporting period, we made a number of amendments to the development application and Environmental Impact Statement in response to feedback received during the public exhibition period. We have also worked to further optimise the mine layout and design, and continued discussions with government agencies, the local community and other stakeholders. Concerns raised and subsequent amendments related to:

- offsite amenity impacts (such as noise, air quality and visual amenity),
- potential impacts to water resources,
- the tailings storage facility,
- impacts to surrounding land uses such as agriculture, and
- potential impacts to biodiversity.

In June 2022, we submitted a second Amendment Report to the DPE for consideration as part of the overall project assessment. Since the first Amendment Report in 2020, we have refined the MGP design to respond to queries raised by the Department of Planning and Environment – Water (DPE-Water) regarding the mine site water management system. Amendments also reflect the outcomes of ongoing consultation with landholders (including Energy Australia) at the mine site and along the water supply pipeline.

The proposed amendments to the project design in the 2022 Amendment Report include revising the:

- mine site water management system,
- Mining Lease Application 574 boundary,
- alignment of a section of the northern option of the water supply pipeline, and
- location of the Mount Piper Power Station water supply pipeline connection point.

These amendments, with the inclusion of additional infrastructure on the site, maximise the amount of clean water diverted around the mine site and reduce the MGP surface development area, resulting in a reduction in the potential environmental impacts of the MGP. No other changes to the MGP described in the 2020 Amendment Report would be required.

Environmental management plans are being prepared for both construction and operations that will document the proposed mitigation and management measures for the approved project including monitoring programs, reporting requirements, incident response protocols, trigger levels, corrective actions, contingencies and responsibilities for all management measures.

Copies of the Amendment Report (both 2020 and 2022 versions) and Submissions Report can be downloaded from the NSW Major Projects website: www.planningportal.nsw.gov.au/major-projects/projects/mcphillamys-gold-project

1

Meeting or exceeding regulatory requirements and prioritising environmental compliance

- A comprehensive clearing permit procedure that protects Aboriginal heritage areas and significant flora and fauna habitats through avoidance or the placement of buffer zones and ensures no unnecessary land clearing occurs.
- An extensive environmental monitoring program across all operational tenements within the Duketon Gold Project.

2

Systematically identifying and mitigating environmental risks on site

- Monthly formal environmental inspections and environmental social governance audits in all operational areas, as well as ad hoc inspections.
- Identifying and mitigating any environmental hazards immediately and ensuring these are recorded and used as learning opportunities.

3

A commitment to stakeholder engagement

- Ongoing engagement and heritage surveys with the Mantjintjarra Ngalia people.
- Regular interaction and engagement with the pastoral leaseholders on which the DGP operates.

4

Developing a culture that seeks to minimise environmental impact in all areas

- Progressive rehabilitation.
- Progressive reduction in single-use plastics across the operation.
- Mine site recycling initiatives to promote reuse and divert waste from landfill.

We made a number of amendments to the McPhillamys development application and Environmental Impact Statement in response to feedback received during the public exhibition period.

Water

Regis recognises water as a precious resource that is critical to maintaining the health and sustainability of the ecosystems, communities and agricultural enterprises surrounding our existing and proposed mining operations. We take a life-of-mine approach for managing and optimising water use at all our sites.

To ensure consistent and transparent analysis, auditing and reporting of water use across our operations, we align with the Water Stewardship Framework from the International Council on Mining and Metals (ICMM). This reporting framework provides high-level guidance on responsible water management and brings transparency to water decisions – allowing local stakeholders to have a say in how water resources are managed. This encourages a more sustainable and equitable approach to the management of water resources within operational areas.

Following the 2020-21 reporting period, Regis completed its first CDP Water Disclosure, which was submitted to CDP for review. The inaugural submission for any company under each of the CDP's disclosure programs is not scored.

Duketon

Water for mining and processing is obtained from mine pit dewatering, recycling water from the Tailing Storage Facilities (TSFs) and abstraction from groundwater bores. It is pumped to the plant via an interconnected pipe network. This system allows water to be distributed and reused around the Duketon mine sites, negating the need for any discharge offsite.

The mine has minimal downstream effect on ecological communities through the temporary diversion or bypass of surface water flow associated with open pit or underground mining. Overall surface water flows to the receiving salt lakes are largely unaffected.

DUKETON operations water usage (FY to 30 June)	2018	2019	2020	2021	2022
Total Groundwater abstracted (GL)	9.91	10.46	10.62	10.73	7.77
Groundwater abstracted through mine dewatering (GL)	6.63	7.64	6.97	6.50	5.06
Groundwater abstracted through borefields (make up water) (GL)	3.27	2.82	3.65	4.22	2.71
Borefield Water abstracted per BCM material mined (GL/Mbcm)	0.40	0.32	0.35	0.34	0.27
Borefield Water abstracted per tonne ore processed (kilolitres/tonne)	0.987	1.109	1.134	1.127	0.850
Borefield Water abstracted per ounce produced (GL/koz)	0.03	0.03	0.03	0.03	0.02
Total water usage (borefield and recycled) (GL)	15.18	15.77	15.45	15.75	12.76
Untreated water recycled/reused (TSF returns water) (GL)	5.27	5.31	4.82	5.02	4.99
% of untreated water that is recycled/reused (TSF returns)	34.7%	33.7%	31.2%	31.9%	39.1%

Note: review and revision of the water measures reported was undertaken by Regis during the year. Consequently, the reporting parameters have changed from previous Sustainability Reports. The data in the table above has been amended from 2017-18 onwards to reflect the new measures.

The aquifers from which the bores extract groundwater are deeper than the surface aquifers accessed by nearby pastoralists and the Mulga Queen community. None of these borefields is within a region with high or extremely high baseline water stress as defined by the World Resources Institute's Water Risk Atlas Tool, Aqueduct.

Duketon has four separate groundwater abstraction licenses totalling 19.9 gigalitres (GL). In the 2021-22 year, Duketon abstracted 7.8GL and recycled 5.0GL (39%) for a total water usage of 12.8GL. Recycled water is from decant ponds on the TSFs. This result shows a significant positive increase in the percentage of total water demand that is recycled/reused, as shown in the table below.

The volume of water abstracted from borefields reduced to 2.7GL, down from 4.2GL in the previous year.

The rate of water abstracted per tonne of ore processed was 0.85kl, down from 1.13kl in the previous year.

An annual mining and processing water needs assessment is undertaken via a site-wide water balance and applied over the life of the mine. We take a hierarchical approach, using the highest quality water as potable, medium quality water for processing, and the lowest quality water for dust suppression. Water from low-salinity purpose bores in the borefield is prioritised for the accommodation facilities and use in the gold rooms. We aim to use recycled water from pits or the tailings storage facility before extracting raw water from the northern borefields.

Water monitoring bores are sampled quarterly, analysed through a NATA-certified laboratory, and the results included in our Annual Environment Report. We also monitor and report to regulators on the volume of water abstracted for mine dewatering or processing purposes and recycled from the TSFs.

During the period, there were no incidents of non-compliance associated with water quality permits, standards, and regulations.



Photo: James Egan, Project Geologist (NSW) assisting with water sampling of the Belubula River

McPhillamys Project

The McPhillamys project has been carefully designed to minimise impacts on local water resources, including groundwater and surface water. The capture of surface water is small for a development of this size, further minimising the impact of project.

Adequate groundwater and surface water licences are available to account for the Project's interception of water; however, of particular importance is that excess water recycled from mining and power generation operations in the Lithgow area will provide the primary raw water supply.

The design includes a water supply pipeline that will supply water to the mine development from near Lithgow. It is anticipated that the pipeline will remain in the ground at the end of the mine operating period, which may be an opportunity for ongoing public benefit by enhancing water security and supply to the region, subject to obtaining the necessary approvals.

Based on the results of the revised groundwater model, the maximum volume required for licensing for the amended project in the Lachlan Fold Belt Murray Darling Basin (MDB) Groundwater Source is 580 ML/year in Year 2. Regis has secured 470 unit shares in the Lachlan Fold Belt MDB Groundwater Source to license groundwater abstraction for the project

In May and June 2022 Regis undertook further construction water investigations in the Lachlan Fold Belt Murray Darling Basin (MDB) Groundwater Source. These investigations included drilling production bores for pump testing and developing associated monitoring bores on Regis-owned land surrounding the project. These works will be continued through the current financial year.

Tailings Storage Facilities

Regis reports our inventory of Tailings Storage Facilities (TSFs) under the detailed Church of England Pension Board and Swedish Council on Ethics for the AP Funds and has committed to aligning with the Global Industry Standard on Tailings Management.

Each of our TSFs is overseen by our Processing Manager through a Tailing Management Plan. In accordance with our environmental licence, we carry out operating checks and monitor discharge, piping, decant and return lines daily.

Regis follows the relevant state regulatory requirements and industry best practice in the design, construction and management of our TSFs. The engineering design, management plans and annual geotechnical audits on all Regis TSFs are completed by independent third-party consulting groups. Any findings or recommendations from the audits are actioned accordingly and copies of the reports are provided to DMIRS as part of the Company's Annual Environmental Report. All Regis-constructed and operated TSFs follow the ANCOLD Guidelines on Tailing Dams – Planning, Design, Construction, Operation and Closure Rev 1 (2019) and, in Western Australia, the Code of Practice for TSFs released by DMIRS.

At the end of the 2021-22 financial year, Regis produced 9.1 million tonnes of tailings and owned and/or operated six TSFs, excluding the Tropicana TSF noted on page 68.

Moolart Well

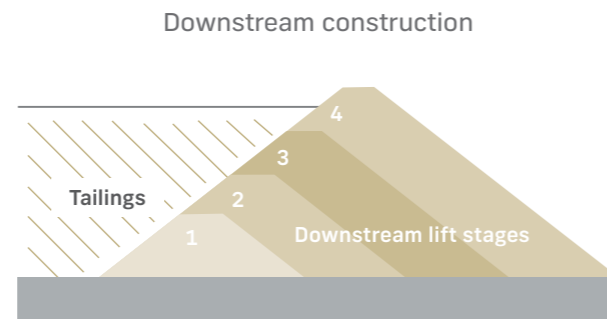
- MLWTSF1 – decommissioned, downstream construction stages 1-3, upstream lift stage 4.
- MLWTSF2 – active, in-pit disposal design (Stirling Pit).

Garden Well

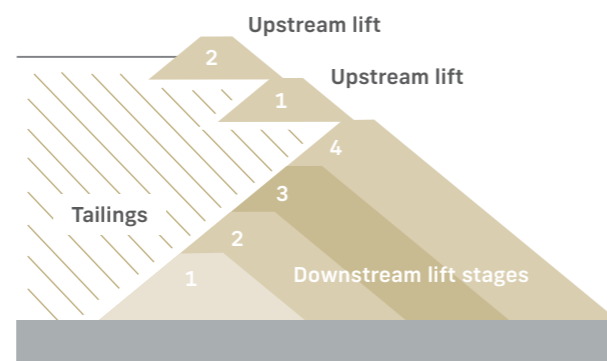
- GWTSF1 – inactive, downstream construction stages 1&2, upstream lift stage 3.
- GWTSF2 – inactive, downstream construction (decommissioned July 2020).
- GWTSF3 – active, downstream construction (commissioned July 2020).

Baneygo

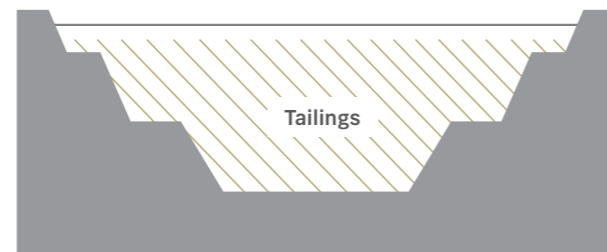
- BANTSF1 – decommissioned 1993 (by previous owner).



Downstream construction with upstream lift (not in use during 2021/22)



In-pit tailings disposal



Biodiversity

Regis acknowledges and supports the importance of biodiversity and its economic, ecological, cultural and scientific facets. Determining the environmental and biodiversity values of an area when planning new or expanded operations is a vital first step in avoiding areas of highest conservation significance. We have no proved or probable reserves in or near sites with protected conservation status or endangered species habitat.

Regis completed the CDP Forests Disclosure for the first time in 2020-21. Our report included additional information on our corporate approach to biodiversity, with broad information around governance, commitments, monitoring and reporting on biodiversity issues. Given this was our first Forests questionnaire, it was not scored by CDP.

Duketon

Our Duketon operations are situated in the East Murchison subregion, which contains a diverse range of flora – including one protected flora species (*Eremophila pungens*) – as well as a wide variety of native fauna.

Regis strives to protect the biodiversity of the region by conducting regular flora and fauna surveys, minimising clearing, reducing feral animals and relocating native species. Flora and fauna surveys associated with the Moolart Well tailings storage facility expansion and the new Ben Hur Mine and haul road project to the south, were conducted during the year. No conservation-significant species were found.

All Regis Environmental Advisors are trained to safely handle and relocate snakes, with further training in fauna first aid planned for the upcoming year. Environmental Advisors are working towards formalising a feral animal control program aimed at reducing predation on native species and competition for resources.

McPhillamys

Regis' aim is to ensure that the McPhillamys project does not result in a net loss of biodiversity. As part of our biodiversity offset strategy, we have proposed revegetating cleared areas of our offset property, a 388-hectare land parcel near Blayney, known as the Aziel property. We have conducted detailed studies on this site to assess native plant communities and threatened species and subject to approval of the McPhillamys Project, we intend to secure the property under a Biodiversity Stewardship Agreement with the Biodiversity Conservation Trust.

In consultation with the NSW DPE, we are developing an aquatic ecology offset package for the project to offset impacts to key fish habitat. The aquatic offset strategy will focus on restoring degraded areas of key fish habitat within the mine project area, downstream of the disturbance footprint. Consultation on this approach remains ongoing.

In late 2021, we implemented additional tree planting programs both on-site and at the Aziel property. The trees are growing well with the favourable weather conditions being experienced over the year. General maintenance was also undertaken including fencing upgrades and repairs and weed management activities in consultation with local contractors and suppliers.



Central Netted Dragon

A juvenile Central Netted Dragon (*Ctenophorus nuchalis*) was observed by the Regis team during a routine field work activity. These types of lizards are so well camouflaged to avoid predators that it was unnoticeable until it moved. Environmental Advisors relocated the dragon out of the mine site and back to its natural environment to ensure its safety.



Photo: Central Netted Dragon



Tree planting

Over the life of the McPhillamys project, Regis will plant up to 100,000 native trees to significantly improve and increase habitat for wildlife in the Blayney area. To date, Regis has planted over 10,000 trees supplied by local suppliers.



Photo: Tree planting in Kings Plains

A complete annual summary is available on the Regis website at www.regisresources.com.au

Noise

Regis understands the impact of noise as an environmental stressor; as such, modelling, monitoring and managing noise emissions from our operations are routine tasks performed as part of our robust environmental management approach.

Duketon

At our Duketon operations in WA, blast overpressure (noise) and wave pressure have very minimal, if any, impact on pastoralists or the Mulga Queen community, due to the remote nature of all operations other than the Gloster pit, which is located approximately three kilometres from the Mulga Queen community.

At Gloster, various measures are applied to minimise noise from blasting:

- Blast designs are reviewed and monitored against Lilly's Blastability Index to ensure controlled energy levels and powder factors create a blast that is neither too big nor too small.
- Shot Plus (Orica software) toe designs optimise timing of the blast and maximise efficiency.
- Fly rock calculations maximise energy generated from the blast.
- Overcast days are reconsidered for blasting and wind direction is monitored to prevent impact on surrounding environments.
- Electronic detonators ensure blast detonation timing is controlled.

McPhillamys

The McPhillamys project in NSW is located amongst rural landholdings and adjacent to the Kings Plains settlement. Noise surveys have assessed background and ambient noise, and noise modelling has determined potential impacts on nearby residents. These assessments have informed the site design and layout.

Regis acknowledges the concerns of the local community in relation to potential noise impacts from the mine development. Specific amendments have been made to the project in response to these concerns, reducing predicted noise levels at neighbouring properties.

While these amendments have provided significant improvements in reducing the predicted noise levels, we remain committed to negotiating agreements with impacted Kings Plains landholders. These agreements include implementation of residential mitigation plans to address potential amenity impacts including noise or views, and the option for landholders to request that Regis purchase their property.

A noise management plan will guide, manage, quantify and control noise emissions from the project and includes a sophisticated noise monitoring program and complaints handling procedure to ensure queries relating to noise are recorded and effectively responded to.

No additional noise monitoring has been undertaken in this reporting period.



Photo: L-R Jessie Parlee (Environmental Advisor), Shaye Frost (Environmental Vacation Student), Andrew Count (Environmental Advisor)

Dust

Regis remains conscious of the potential impact of dust on air quality and subsequently on workers, the community and the surrounding environment and employs a range of measures to reduce and minimise its impact.

Duketon

Dust management is undertaken on a continuous basis across the Duketon operations to prevent impacts to the Mulga Queen community and adjacent vegetation, and to ensure safe operations for mining activities.

Dust controls include:

- Water carts (applying dewatering water to roads and other areas at risk of generating dust),
- Sprinklers and sprays in the processing plants,
- Return scrapers on conveyor belts,
- Curtains and guarding or doors,
- Keeping coarse ore stockpiles full to minimise drop heights and reduce dust generation,
- Restricted traffic areas,
- Speed limits and signage in designated work areas,
- Drilling dust collection devices and water injection, and
- Regular road maintenance and formal inspections and audits.

While not a regulatory requirement, Regis undertakes regular dust monitoring across the site and uses published guidelines for assessing ambient dust measured using deposition gauges. Results are tabulated and shared with stakeholders. No instances of exceeding guidelines were recorded during the reporting period.

In alignment with the ICMM Water Accounting Framework, Regis uses hypersaline water for dust suppression, and mildly saline water in the process plant. Due to the elevated levels of sodium and magnesium, the hypersaline mine dewater acts as a binding agent to minimise the dust and the amount of water required.

McPhillamys

For the McPhillamys project, baseline air quality data was collected during preparation of the Environmental Impact Statement and approvals phase of the project. Modelling for the amended project predicted that the project's impact throughout the life of mine would be below the applicable impact assessment criteria at nearby residences.

Subject to development consent for McPhillamys, Regis will undertake extensive air quality and emissions monitoring, including installing and establishing a real time monitoring network. We will also operate a number of static dust gauges and a high-volume air sampler to monitor air quality.

Collected data will be compared against the baseline to determine the overall impacts of the project. Monitoring data will be publicly available and reported to the regulators and NSW Government as required by the Development Consent and the project's air quality management plan.



Photo: Dust gauge at Duketon site

Blast vibration

Safety of personnel during blasting is paramount, and controls used to manage dust and fly rock in the immediate vicinity include blast exclusion zones; blasting designs (using controlled energy levels and powder factors); limits to blast firing patterns; and comprehensive fly rock calculation methods. Overcast days and wind direction can amplify blast noise; as such checks on climatic conditions also form part of this suite of controls.

Duketon

Recording blast overpressure at Duketon is not deemed necessary, due to the distance from mining activity to the nearest sensitive receptors such as the Mulga Queen community or nearby pastoral stations.

As a precautionary measure, geophones are used to monitor vibration when blasting. Data gathered from the geophones informs the placement of infrastructure in a location that will not impact sensitive receptors such as pastoral homesteads or the Mulga Queen community.

McPhillamys

As part of the suite of environmental management plans to be prepared for the McPhillamys project, a blast management plan will be prepared and implemented prior to blasting activities commencing. It will include a procedure to notify nearby residents prior to blasting events and detail requirements for real-time monitoring of overpressure and vibration that will be carried out during blasting activities. In consideration of the size of the blast, Regis proposes to implement a 500m blast clearance zone. There will be no requirement for blast clearance zones outside the mine development project area.

The results of the blasting assessment in the amended mine development Noise and Vibration Impact Assessment demonstrate that all receptors will meet the relevant overpressure and vibration criteria. Blasting activities will be designed and carried out to meet NSW Environmental Protection Authority blasting criteria and to manage potential impacts upon adjacent land uses.



Installation of new automatic weather station

Regis installed a new and more sophisticated Automatic Weather Station (AWS) at McPhillamys in April 2022 to replace existing equipment. The original AWS, installed in 2013, was beginning to cause a number of issues, such as data loss and maintenance difficulties. The new \$30,000 AWS was installed to ensure continuous weather measurements were captured and to future proof our meteorological monitoring network as McPhillamys progresses towards construction and production.

The new AWS records real-time measurements for air temperature at 2m and 10m, relative humidity, solar radiation, barometric pressure, rainfall, wind speed, wind direction and calculated evapotranspiration.

All data is wirelessly uploaded to a dashboard online where current and historic data can be viewed and exported. The new system also supports SMS alarming and automatic email reporting to warn Regis' environmental team of changing weather conditions onsite.

The new AWS, as well as the other sites in the McPhillamys remote monitoring network, have been important in supporting the project's approval process and will continue to be vital in making informed environmental decisions.

Waste management and recycling

Regis strives in all aspects of its operations to divert waste from landfill through recycling items and to reducing waste production wherever possible. Where it is not possible, we are committed to responsible disposal of all forms of waste. There were no significant incidents associated with hazardous materials and waste management during the year.

Waste material	2022
Total volume of non-mineral waste generated	4,760m ³ (estimated at 240 tonnes)
Total volume of hazardous waste generated	251m ³
Total volume of hazardous waste recycled	89m ³
Total volume of recycled materials	717m ³

Waste and effluents

Regis manages waste and effluents at its Duketon operations in accordance with licence conditions. Non recyclable waste is responsibly disposed of in one of three on-site landfills.

Solid waste streams are segregated into putrescible and industrial. Putrescibles are buried daily to prevent animal foraging, diseases and odours. Industrial wastes are further segregated and recycled where possible. An on-site wastewater treatment plant is used to treat sewage from the site, with a maximum volume of 198m³ per day permitted. Treated water is managed as per WA Department of Health licence conditions.

Recycling

The majority of waste oil generated through maintenance activity is collected, treated and recycled. The recycled burner fuel is used for heating and other diesel alternatives. Oil and diesel filters are recycled by crushing the filter material to extract and recycle the oil, the remaining steel casing is then sent to a scrap metal facility to be repurposed.

Lead acid batteries are sent from Duketon to Perth where around 97% of the battery is recycled. The plastic, acid and lead components are extracted and manufactured into a range of alternative products such as glass, textiles and detergents.

Scrap metal and drill rods are sent off site where they are shredded and melted down in fuel efficient regenerative burners so that the output can be re-purposed for future use.

Over the year, we recycled 717m³ of materials including:

- Scrap metal
- Cardboard
- Intermediate bulk containers
- Batteries
- Poly pipe
- Steel rods
- White goods



Containers now seeing a change

Regis actively participates in the Containers for Change program. All empty drink cans from the Duketon operation are sent to Perth, where they are recycled and 10 cents per can is refunded. As a result of this refund, more than \$1,000 each month has been donated to the Perth Children's Hospital Foundation during 2021-22. Through these donations the hospital was able to purchase two portable Retinal Cameras which allow the hospital clinicians to screen the eyes of premature babies all over Western Australia for potentially blinding eye conditions.

A further \$5,000 was contributed to the Perth Children's Hospital Foundation via the Ruggies Recycling Program through on-site recycling coordinated by our Duketon recycling contractor, Remondis.



Integrated land management

Regis' approach to responsible land use includes engagement with land managers and property owners and managing landforms and soils during mining and post-mining rehabilitation. Baseline assessments of current and historical land uses are conducted as part of exploration and feasibility studies, and prior to the development of any new mining project.

Regis' operations at Duketon are in a remote desert region with a long history of pastoral activity and mining. We support the continuation of pastoral station grazing outside the operational areas. New mining areas across the Duketon operation are planned and developed with careful management of topsoils, including using drones to monitor topsoil volumes on waste dump surfaces. Waste dump areas are ripped and seeded to promote rehabilitate to final agreed land use. Topsoil stockpiles are managed through height restriction and localised activities to stabilise and preserve the soil until it is transported for use in rehabilitation activities.

Land purchased by Regis for the McPhillamys Project is currently leased to local farmers and continues to be used for agriculture, as it has been since the 1820s. We intend that agricultural activity on and around the site will co-exist with the McPhillamys operation and that the majority of the area impacted by mining will be rehabilitated and suitable for agricultural use after the mine has closed, with woodland over the waste rock emplacement.



Photo: Waste dump rehabilitation at Duketon

Land disturbance

Any disturbance of land or clearing of vegetation by Regis is undertaken in accordance with our management plans and procedures and site layouts. Compliance with regulations and protected areas is overseen by each site's Environmental Team, which manages our internal clearing permit system. A post-clearing inspection is undertaken with information logged into disturbance tables by our surveyors and annually reported to the WA Department of Mines, Industry Regulation and Safety (DMIRS). Our approach is to progressively rehabilitate operational areas in line with the agreed end land use.

Duketon

During the year, 42 ha of land was disturbed for mining or support infrastructure at Duketon. The largest area cleared was the Blenheim Waste Dump, with 19 ha cleared in July 2021.

We awarded our first large-scale rehabilitation-specific works contract as we progressively increased the rate of rehabilitation at Duketon. Our earthmoving partner, MACA, was awarded the contract to undertake surface rehabilitation activities focused primarily at Eristoun and Petra closed mines. During the reporting period, 41 ha of Waste Dump rehabilitation was completed. The table below provides details of the Company's land disturbance and rehabilitation activities at the Duketon operations for the reporting period.

DUKETON Land disturbance (FY to 30 June)	2018	2019	2020	2021	2022
Gross land disturbed at the beginning of the reporting period (ha)	3,500	4,030	4,651	4,951	5,116
Current land disturbed at the beginning of the reporting period (ha)	3,219	3,652	4,221	4,482	4,628
Newly disturbed land (ha)	530	621	300	165	42
Gross land disturbed at the end of the reporting period (ha)	4,030	4,651	4,951	5,116	5,158
Newly rehabilitated land to agreed end use (ha)	97	52	39	19	41
Total land rehabilitated to date (ha)	378	430	469	488	529
Total current land disturbed (ha) (for future rehabilitation)	3,652	4,221	4,482	4,628	4,629
Total land disturbance that has been rehabilitated to date	9.4%	9.3%	9.5%	9.5%	10.3%

McPhillamys

Land disturbance at McPhillamys during the year was minimal and related to general land management practices such as fencing and dam wall repairs. Minor disturbance was also associated with the construction water investigation program and the geotechnical investigation program; however these have been rehabilitated in early 2022-23.

All Regis-owned land is currently leased back to farmers who manage the land on our behalf.



Responsible land management

After years of drought, agricultural properties in the Blayney district of NSW had a great season in 2021-22. As well as doing routine maintenance, good growing conditions meant we had to be vigilant about weed control, particularly blackberries and serrated tussock. Regis staff have coordinated weed control, fencing and general property maintenance across all Regis-owned properties.

Photo: Luke Bowman, (Field Assistant) undertaking fencing repairs





Photo: Dirk Buurman (Community Liaison Officer) sampling rocks

Waste rock management

Regis determines the composition, construction and management requirements of all waste storage areas through a detailed waste rock management plan for each operating site. These plans comply with the relevant approved mining proposal and mine closure objectives and include measures to manage and store any potentially acid forming material that may be encountered and ensure that final landforms are safe and stable, to create minimal risk to the surrounding environment.

The rehabilitation begins by battering down the waste rock dump slopes from angle of repose (37 degrees) to between 16 and 18 degrees, or less, based on material types and available rock armour. A rock armour layer is added if required, followed by topsoil, ripping and finally seed. The rehabilitation is monitored annually for land function analysis and erosion. Changes are made depending on survey results.

Regis has produced 59 million tonnes of waste rock within the last financial year which has been placed inside waste rock dumps to be rehabilitated.

DUKETON Waste Rock Management (FY to 30 June)	2018	2019	2020	2021	2022
Waste Rock (million tonnes – Mt)	35.9	38.9	55.1	54.3	59.2
Tailings (dry Mt milled)	10.0	9.4	9.4	9.5	9.1

Acid Rock Drainage (ARD)	Percentage of Regis mine sites (2022)		
	ARD is predicted to occur	ARD is actively mitigated	ARD is under treatment or remediation
Duketon	9%	9%	0%

We made a number of amendments to the development application and Environmental Impact Statement in response to feedback received during the public exhibition period.

Mine closure and rehabilitation

Progressive rehabilitation activities throughout the life of each mining operation underpin Regis’ proactive approach to mine closure. Environmental studies for new mines or disturbances include our intentions to ensure stable landforms and rehabilitation that meets the regional aesthetics and stakeholder expectations, with no ongoing environmental liability. Mine closure plans are routinely developed, reviewed and updated for every new Regis operation and incorporate government guidelines, global standards, industry best practice and stakeholder input. The final closure plans are subject to assessment and approval by government.

To ensure adequate provision for rehabilitation at closure, Regis establishes a detailed financial estimate for mine closure cost. This estimate is updated annually and independently reviewed via external parties every three years. These figures are reported publicly in Regis’ Annual Report.

Duketon

At the end of the reporting year, Regis had rehabilitated a total of 529 ha, or 10.3% of the total land disturbed by our operations. This included rehabilitation of 41 ha in 2021-22 of disturbed land.

Waste rock dumps are rehabilitated to ensure they are cohesive with the surrounding environment and provide meaningful ecological space. Planning for rehabilitation begins up to a year before work commences. In that time, the landform is regularly analysed by drone to ensure that it is built to both design and tenement conditions. Regis’ Rehabilitation Team starts considering the volume of seed and types of species required. Seed collection is undertaken seasonally, meaning that forward planning is crucial to ensure availability.

Once landforms are built to design, armour rock is placed to achieve slope stability and provide a secondary growth medium. Dozers push the armour rock down the slope to an amour rock depth of 0.5m. Following placement of the rock armour, topsoil is applied at depth of 0.2m, providing the primary growth media for future plant life.

All sloped surfaces are contoured at a depth of 0.5m and banded cells are built along the top surfaces and benched areas. This step ensures that water is retained on the landform to promote plant growth. The final stage is seed application, which is completed using purpose-built commercial drones carrying a providence seed mix designed to meet final end-use criteria and biodiversity objectives. Throughout this process the landform is continually inspected and surveyed by drone to ensure our rehabilitation standards are met and maintained.

Plans have been developed and initiated to rehabilitate more than 150 ha of landforms around Eristoun, Petra, Rosemont and Moolart Well during 2022-23.

We prepare a Mine Closure Plan for submission to DMIRS at least once every three years or when there are new mines added to our operations. The most recent version of the Mine Closure Plan (version 7) was approved by DMIRS in May 2022.

McPhillamys

The environmental impact statement for the McPhillamys project includes a rehabilitation and landscape management strategy, which has been updated to reflect the amendments to the project. The rehabilitation strategy’s objective is to create a safe, stable, and non-polluting post mining landform that is consistent with agreed post mining land uses and fits with stakeholders’ expectations. The post mining land use nominated for the site is primarily agricultural grazing, with some woodland areas and is consistent with historic use of the land.

Of the approximately 1,116 ha to be disturbed by the mine development, around 66 ha (or just 6%) will be permanently removed from agricultural production associated with the final void, which will form a pit lake following the completion of mining. The impacts to agricultural land within the mine development project area will, therefore, be predominantly temporary with agricultural land uses possible across the majority of the project area at the completion of rehabilitation.

Final rehabilitation and closure requirements will ultimately be developed as part of a detailed closure plan, in consideration of input from key government agencies, relevant stakeholders (including the nearby community) and applicable guidelines and standards at the time.



Photo: Scott Hayfield (Shift Supervisor) monitoring plant performance

12. Climate change and carbon reduction



2022 Objectives



Performance

Set emissions reduction target



Net Zero by
2050

with plans for tangible progress to be established

Net zero by 2050

Regis has set a carbon emissions target of net zero by 2050. This supports the Paris Agreement's objectives to limit the increase in global average temperature to less than 2°C above pre-industrial levels and pursue efforts to limit the increase to 1.5°C.

While setting this 2050 target, we acknowledge that our current life of mine plans do not extend that far out in time and therefore may be interpreted as artificial. However, Regis is mindful of setting realistic commitments for decarbonisation, and our intent is to ensure two key actions:

01

We will set interim targets, such as a step-change reduction by 2030, and associated plans and performance indicators as guiderails that will demonstrate a genuine effort to make improvements and deliver on that target.

02

As we look for new investments that extend the life of our reserves beyond 2050, we plan to include assumptions and consideration of associated actions to ensure we achieve net zero by 2050. In parallel, we will include assessment of climate change risks - both physical and financial, such as a carbon tax, and take into account the cost of achieving net zero by 2050 in our investment decisions.

For the coming 2022-23 year, our steps to achieve net zero by 2050 are to:

- Set an interim target for reduction of our carbon emissions, and
- Develop a road map on how to achieve this interim target.

Responding to a changing climate

Regis recognises climate change is one of the most significant challenges facing the world today. As such, we acknowledge the climate change science and support the Paris Agreement goals and a target of Net Zero by 2050. As a responsible gold miner we recognise the need to identify, assess, action and report our responses to climate change challenges. A key pillar of the Regis strategy in responding to climate change challenges is to demonstrate year on year progression of our action plan.

In 2020-21, Regis commenced work to align assessment, management and disclosure on climate change and energy with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as outlined in our 2021 Sustainability Report. This included a review of transitional and physical risks arising from climate change impacting our business.

The table below provides an outline of the Company's climate related disclosures.

	Climate Governance	Risk Management	Strategy	Metrics and Targets
Our Goals	Board and management making informed decisions fully cognisant of climate change.	Understand and endeavour to quantify the scale of risk and develop actions to manage.	A resilient company with operations that remain economic, environmentally and socially acceptable.	Develop realistic actions to meet the intent of our target of Net Zero by 2050.
FY22 Achievements	Continued oversight over climate change activities and maintaining current knowledge.	Ongoing use of risk management framework for climate related risks.	Ongoing review and mitigation of risks.	Approval to implement 9MW solar farm at Duketon. Set target to achieve net zero by 2050.
FY23 Direction	Continue to build a dynamic knowledge base of climate change which is incorporated into Board and Management decisions, such as incorporating (yet to be defined) carbon price.	Risk management framework further embedded consistently throughout all levels of Regis.	Ongoing review and mitigation of risks, and assessment of opportunities.	Develop detailed decarbonisation plan and disclose a shorter-term target.

Climate governance

The Regis Risk, Safety, Environment and Community Committee assists the Board and is responsible for overseeing climate-related risks and opportunities. At a management level, the Chief Executive Officer is accountable for climate-related responsibilities with senior executives assigned actions relevant to their areas of responsibility. Throughout the year, the Board, RSEC Committee and CEO provided continued oversight over climate change activities and related Company investigations to maintain current knowledge and guide the assessment of climate related risks incorporating carbon costs, which are yet to be defined.

Risk management

Regis utilises risk management to support the delivery of our strategic goals in an efficient, safe and responsible manner. The Board has responsibility for setting the risk appetite for the Company to best achieve its strategic goals. The Company delivers this through a risk management framework that provides risk reporting and controls to ensure effective identification and management.

This risk management framework, together with the TCFD scenario analysis conducted in 2020-21, is used to identify and articulate our climate related risks and opportunities. Risks are regularly reported to the Risk, Safety, Environment and Community Committee.

Strategy

In order to identify and disclose the potential impacts of climate-related risks and opportunities on the business, Regis undertook scenario analysis in 2020-21 to consider how the physical and transitional risks and opportunities of climate change might plausibly impact the business over time.

These assessments identified several risks rated significant which were reported to the Risk, Safety, Environment and Community Committee as per the risk appetite statement set by the Regis risk management framework. This information has been used to inform prioritisation of the Company's climate change responses and development of our decarbonisation goal and plan.

The table below outlines our highest priority transitional and physical climate-related risks.

Transitional Risks	Risk detail	Mitigation and opportunities
Complying with Climate Change Reporting requirements	Regis does not implement climate change reporting requirements; inability to be sustainable and; adverse impacts against people, ecosystems, the economy and infrastructure.	<ul style="list-style-type: none"> Alignment with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Climate change risk assessment. Regis has now set FY23 metrics and targets. Regis developed a FY22 Decarbonisation plan. Regis has committed to constructing a 9MW solar power plant at Garden Well.
Mining and exploration operations and activities	A change in regulatory requirements and/or environment adversely impacts the operating environment; resource royalty tax increase most likely; imposition of carbon tax / ETS; and imposition of offset requirements for new developments / expansions.	<ul style="list-style-type: none"> Monitor regulatory environment. Regis is a member of AMEC and the Chamber of Minerals and Energy WA to support lobbying of the government on proposed legislative changes impacting the mining industry (e.g. WA State Government royalty review).
Purchasing of diesel	Removal of rebate additional taxes on fossil fuels.	<ul style="list-style-type: none"> Regis is a member of AMEC and the Chamber of Minerals and Energy WA to support lobbying of the government on proposed legislative changes impacting the mining industry. Regis is closely monitoring changes in legislation. Regis has committed to the construction of a 9MW solar power plant at Duketon.
Shareholders activism	Activist shareholders take action against Regis due to inaction on climate change, such as demanding a Board spill or a change to the business plan.	<ul style="list-style-type: none"> Ensure compliance with Regis' policies on Communications with Shareholders and Continuous Disclosure. Implementation of the Decarbonisation Plan.
Physical Risks	Risk detail	Mitigation and opportunities
Operating tailings storage facilities	Major uncontrolled environmental outflow, non-compliance and/or exceedance event such as TSF failure	<ul style="list-style-type: none"> All Regis TSFs are designed and constructed by experienced and accredited independent engineers in accordance with ANCOLD and State Regulator Standards, with annual disclosure through the Church of England Tailing Dam disclosure framework. Operate TSFs in accordance with TSF design and operating manual; conduct daily monitoring in accordance with TSF operating manual; and undertake annual audits by external qualified engineers.

Metrics and targets

During the reporting period, Regis continued a comprehensive and ongoing assessment of climate-related risks and mitigation strategies. Resulting from this work, Regis has set a target to achieve Net Zero by 2050, with a commitment to developing and implementing a progressive decarbonise strategy and plan with near-term targets to ensure year on year progress towards the Net Zero goal.

Since 2018-19, Regis has completed the CDP Climate Change Disclosure. In 2020-21, the CDP scored our response with a 'D' rating. Each year, we are aiming to improve the comprehensiveness of our reporting and continuously inform the Company's strategic direction and decision-making based on climate-related risk identification, assessment and management.

Energy and emissions

Regis continued to report on energy usage and emissions through the Australia Government National Pollutant Inventory (NPI) and through the Australian Clean Energy Regulator's National Greenhouse and Energy Reporting scheme (NGER). Scope 1 and Scope 2 greenhouse gas emissions were calculated according to the methodology defined by NGER.

Energy use

During the year, the Company consumed 3,683 terajoules of energy, primarily from the combustion of diesel fuel associated with mining operations in Western Australia. Based on the year's total ore processed of 9.1 million tonnes, this represents an energy intensity measure of 0.404 gigajoules per tonne of ore processed. The increased energy intensity measure is attributable to an increase in overall power consumption as a result of longer haulage distances, deeper mines, and activities to establish underground mining operations at Duketon.

Energy consumption (FY to 30 June)	2018	2019	2020	2021	2022
Direct consumption					
Diesel fuel (terajoules)	2,971.1	3,318.0	3,316.0	3,521.8	3,660.8
Diesel fuel (litres)	76,972	84,544	84,797	91,096	94,176
LPG (terajoules)	16.9	21.7	24.0	27.8	22.2
Indirect consumption					
Electricity sourced from grid (terajoules) (Corporate and Blayney offices)	N/A	N/A	0.24	0.29	0.25
Total (terajoules)	2,988.0	3,339.7	3,340.3	3,549.8	3,683.3
Energy use intensity (GJ/tonne ore processed)	0.286	0.354	0.356	0.373	0.404

Greenhouse gas emissions

Regis generated 257 kilotonnes of carbon dioxide equivalent greenhouse gas emissions resulting from direct and indirect sources. This represents an emissions intensity of 0.028 kilograms of carbon dioxide emissions per tonne of ore processed in the 2021-22 year.

Greenhouse gas emissions (FY to 30 June)	2018	2019	2020	2021	2022
Direct (Scope 1)					
Greenhouse Gas Emissions (tCO ₂ e)	209,963	230,840	231,690	248,618	256,742
Indirect (Scope 2)					
Greenhouse Gas Emissions (tCO ₂ e)	-	-	51	59	50
Total (tCO₂e)	209,963	230,840	231,741	248,677	256,792
CO₂e emissions intensity (kg CO₂e/t ounce gold produced)	581.0	635.2	658.3	699.41	813.8
CO₂e emissions intensity (kg CO₂e/tonne ore processed)	0.021	0.024	0.025	0.026	0.028

Again in 2021-22, Regis engaged independent environmental accounting firm, Greenbase, to complete the NGER and NPI reports. A review of the 2020-21 energy use and emissions data was also conducted by Greenbase and as a result, minor amendments have been made to previously reported data. It is Regis' intention to progress its emissions reporting to include a third-party review and audit in future years where required.



Photo: L-R Hugh Ketelaar (Mining Superintendent), Riley Finucane (Mine Geologist), Harry Crain (Senior Mine Technician), Abbas Golshan (Mine Engineer) and Michael Donnelly (Senior Mine Technician) reviewing the 2-week schedule.

Air quality

Air pollutants are annually monitored and reported to the Clean Energy Regulator (CER). This includes nitrogen oxides (NOx) and sulphur oxides (SOx), non-greenhouse gasses associated with the combustion of diesel. NOx and SOx emissions are generated through heavy vehicle movement, operation of pumps, drilling and blasting activity. Emissions are calculated in tonnes per annum and are tracked against annual thresholds determined by the CER to reduce air quality degradation and pollution.

The increase in emission of air pollutants from last year relates directly to increased mining activity, longer haulage distances, and earthmoving and operations for a new underground mine. Regis is constantly exploring methods to reduce emissions and improve efficiency. During the year, we have increased the use of recycled water which has reduced pump usage and associated emissions for raw water extraction. Wherever possible, we utilise solar-powered bore pumps. In the coming year, telemetry systems will be installed on abstraction bores to optimise run time and further improve efficiency.

Air pollutant (tonnes)	2018	2019	2020	2021	2022
Carbon monoxide (CO)	1,148	1,354	1,316	1,163	1,263
NOx (excluding N ₂ O)	2,942	3,364	3,224	2,587	2,844
SOx	1	1	2	1	2
Particulate matter (PM ₁₀)	11,469	12,510	13,239	10,346	10,799
Mercury (Hg)	0	0	0	0	0
Lead (Pb)	0	0	0	0	0
Volatile Organic Compounds (VOCs)	185	219	217	147	156

Decarbonisation strategy

Continuing our year-on-year efforts towards decarbonisation, Regis undertook the largest focussed effort to date with completion of the following activities in 2021-22:

- Review of carbon emissions measurement and reporting, which included establishment of a calculated baseline at Duketon South.
- Initial audit aligned to the Clean Energy Regulator Framework conducted by an approved independent third party (KPMG).
- Compilation of the company NPI and NGRS data by a third party (Greenbase).
- A Decarbonisation Review conducted by a third party that assessed all opportunities, development of a Marginal Abatement Cost (MAC) curve and pathways to achieve Net Zero (Super Smart Energy).
- Setting the target of Net Zero by 2050.

The level of carbon-emitting activity within our current near-term business plans increases as the McPhillamys project is constructed and commissioned, and as open pits at Duketon are getting deeper and hauls from ore sources to processing plants are getting longer. As a consequence of this increasing activity, if little or no effort was made for decarbonising our operations, Regis would realise a net increase in carbon emissions in the near-term.

Decarbonisation plan

In March 2022, Regis commenced a company-wide review and assessment of the Company's assets with the aim of developing a Decarbonisation Plan for the business including Duketon, McPhillamys and the Tropicana Joint Venture (of which Regis owns a 30% stake).

The objective of the Decarbonisation Plan is to establish the fundamental project parameters that can be used to define and refine different methods to reduce carbon emissions. Various concepts that may be available for the business will be validated to support the opportunity identified.

The design process of our Decarbonisation Plan is separated into two parts. We are producing detailed plans for the overall amount of energy that we expect to consume in the process of mining and extracting gold, while at the same time developing options to reduce the amount of net carbon that we emit per unit of energy that we consume.



Regis also makes note that the overall amount of energy used is likely to change simply due to an increase or decrease driven by overall changes in the scale or size of the Company's activities. Examples of such changes include end of mine life (leading to reductions in energy use) or an increase in scale due to new mines being developed or acquired (leading to an increase in energy use).






This Decarbonisation Plan requires a detailed approach and develops options to best manage our planned Company growth and the trade-off between short term costs and reducing carbon emissions, all the while ensuring the mining operations meet their reliability requirements.

The goal of this work is to establish a Decarbonisation Plan to assist Regis' decision making for a carbon reduction roadmap. The output is expected to include multiple options, system capacities and the Marginal Abatement Cost (MAC) for Regis to review. The MAC curve assigns a unit metric dollar cost to carbon emissions (an internal 'carbon price') and allows Regis to make a quantitative economic assessment of the cost/benefit of each carbon reduction initiative. The MAC curve will be reviewed and updated on a regular basis, at least annually, to maintain a dynamic technical and commercial assessment of all mitigation options.

In 2022-23, we will use the baseline data collated in 2021-22 to undertake detailed evaluation work to further inform our decarbonisation plan and interim targets as key steps towards achieving net zero by 2050.

Environmental Stewardship - 2023 objectives

Setting clear targets to encourage innovation and enhance environmental management, will continue to strengthen our performance across existing and planned operations. Systems and processes will require ongoing refinement to enable the collection of vital data to inform and guide our future actions towards net zero by 2050 and best practice environmental stewardship.

Total energy use reduction	Carbon efficiency - <i>focussed on reducing carbon emission per unit of power used.</i>
<p>Requires the analysis of our various operating processes, selection, and sizing of the most suitable combination of energy consumers, efficient energy dispatch strategy and a control and operational plan.</p> <p>This covers areas such as installing more energy efficient internal combustion engines, electrical motors, lighting and power distribution systems; eliminating unnecessary running time of equipment; and installing better insulation for heat retention/loss.</p> <p>All this work is to reduce the amount of carbon emitting energy required for our activities.</p>	<p>Requires the in-depth review of all energy/power sources (current and proposed) and the respective carbon emission efficiency.</p> <p>Examples include the use of:</p> <ul style="list-style-type: none">  Solar farms  Wind farms  Green energy in the form of offset diesel and gas  Longer term fuel types such as hydrogen  Use of lower carbon emission energy such as battery-powered light vehicles. <p>The overall intent is to reduce the amount of carbon emitted per kW of energy consumed.</p>

Measure	Target
Material environmental incidents	Zero
Rehabilitation of disturbed land	150ha
Increased water use efficiency	< 0.85 kl/tonne ore processed
Increased rate of recycled water use	< 2.7GL abstracted from borefields
Develop a road map to achieve Net Zero by 2050 including near term carbon reduction targets	Plan and target established

Operating responsibly

13. Governance



2021-22 Objectives



Performance

Maintain Board **diversity**



40%
of board members
are **women**

Expanded supply chain assessment of human rights and modern slavery performance



Continuing review of human rights and modern slavery risks and associated performance in supply chain

Board diversity

Two of the five Board members' positions are held by experienced female directors with considerable industry and leadership experience which brings Regis' gender diversity metric to 40% and aligns with the ASX's 4th edition Corporate Governance Principles and Recommendations for listed entities in the S&P/ASX 300 Index.

Regis Board members have significant skills and experience including accounting, finance, exploration, construction, engineering and operations, combined with domestic and international exposure.

The Regis Board has very strong depth and breadth of skills and experience for the industry in which the Company operates.

The Company's governance framework is articulated in a Corporate Governance Statement and a Board Charter to define the role, responsibilities and structure of the Board to allow the Directors to effectively discharge their duties to protect the interests of and maximise value for our shareholders.



Photo: Wade Evans (GM Development), Shannon Harley (Exploration Systems Coordinator), Drew Noble (Group Metallurgist) and Byron Wallis (Senior GIS Coordinator) in the corporate office in Perth.

Supply chain and modern slavery

Protecting human rights

Respecting human rights is central to Regis' sustainability approach and reflected in our purpose of creating value for our people, our communities and our shareholders by mining safely and responsibly. Further, our values of respect, integrity, teamwork, ownership and courage provide our Board, employees and suppliers with clear guidance on the standards we uphold in order to achieve the Company's purpose, including our corporate responsibilities with respect to human rights.

During 2022, Regis initiated a review of its human rights risk including mapping existing company policies to identify human rights coverage and gaps. In addition, Regis engaged with its suppliers to identify the nature and extent of their human rights risks and therefore to better understand the human rights issues affecting Regis. As part of this engagement process, a human rights and modern slavery questionnaire was completed by nominated suppliers. No breaches of human rights within our supply chain have been identified to date.

The human rights review process is ongoing with a focus for 2023 being the development of a stand-alone human rights policy which comprehensively addresses the broad ranging human rights issues affecting Regis and its external stakeholders. It is anticipated the policy will be finalised in the 2023 reporting period.

Modern Slavery and Procurement practices

This year the Company published its second [Modern Slavery Statement](#) in accordance with the Australian Government's modern slavery regime. The Statement details the Company's modern slavery response with the focus being on the embedding of a clear modern slavery policy framework and continual improvement of our supply chain management to integrate modern slavery risk management processes.

In 2021, Regis focussed the supply chain risk assessment on key suppliers to the Company by spend and with higher risk of modern slavery risk exposure in their supply chain. Regis' tier 1 (direct) supplier demographic underwent some changes during the reporting period, in part due to COVID-related supply and pricing issues. As a result, Regis updated its modern slavery risk assessment of tier 1 suppliers in 2022. The Company also engaged with suppliers to better understand their modern slavery exposure. During the period, Regis issued a human rights and modern slavery questionnaire to its high spend suppliers (>\$1 million per annum) that operate in high-risk industries or geographical locations as identified in the risk assessment. Regis is continuing to evaluate the questionnaire responses for the purpose of assessing the need for further engagement and also to assist in commencing to map the risk profile of our tier 2 suppliers, that is the next level of supply chain to our direct suppliers.

Regis is continuing to update its suite of standard contracts as well as ensuring that all new contracts entered into with suppliers and contractors incorporate obligations to comply with Regis' corporate ESG expectations and policies including updated modern slavery, anti-bribery and anti-corruption and anti-money laundering and anti-terrorist policies.

Market access for artisanal and small-scale miners

In Western Australia, the Duketon Operations are located on pastoral leases. Regis has access arrangements in place that protect the activities of the pastoralists and enable continuation of station grazing activities outside the mining areas. Prospectors are able to access the station by arrangement with the pastoral lease holder provided that they hold a Miner's Right prospecting licence issued by the Department of Mines, Industry Regulation and Safety (DMIRS).

Corporate conduct

Legal compliance

The Company operates within the legal framework of the Corporations Act, the Australian Securities Exchange (ASX) Listing Rules, and in alignment with the ASX Corporate Governance Principles and Recommendations (4th edition). The Company's Board has overall responsibility for the governance, cultural stewardship, setting of the risk appetite and the strategic direction of the Company and for delivering accountable corporate performance in accordance with the organisation's goals and objectives.

The Company's governance framework is articulated in a Corporate Governance Statement and a Board Charter to define the role, responsibilities and structure of the Board to allow the Directors to effectively discharge their duties to protect the interests of and maximise value for our shareholders.

The Executive Leadership Team has responsibility for ensuring that the Company's activities and performance are aligned with the strategic objectives, policies and procedures and the values of the organisation and good sustainability practices. Remuneration of key management personnel is linked to safety and environmental performance in addition to financial related business metrics.

During the period, Regis commissioned a suite of internal compliance reviews as follows:

- **Information Technology:** A health check review was conducted by DeepTech of the Company's IT infrastructure and cyber risk management. A project implementation plan was developed based on recommendations from the report and the work is mostly complete, with all high priority matters completed. The recommendations were reported to the Audit Committee, which has also monitored progress of the project implementation plan.
- **Resource Modelling:** A fatal flaw review of the company's Resource Modelling conducted by Scott Dunham of SD2. This review was conducted in early 2022 and the findings reported to the RSEC Committee and circulated to the Board. The recommendations from the report are in the process of being implemented and are being monitored by the RSEC Committee.
- **Tax Governance:** A tax governance review was conducted in 2020-2021 by PwC with recommendations for improved processes and procedures under a new Tax Governance Framework. All of the recommendations were implemented over 2021-22 and were overseen by the Audit Committee.
- **External stakeholder management** review was conducted by Storybox, a specialist in social performance, and included identification and mapping of stakeholders for the Duketon operations, and review of the Company's stakeholder management approach.
- **Salary benchmarking** review of all roles in the business conducted by BDO in August 2021. Adjustments were made to salaries in the August salary review process to align with benchmarks.
- **Clean Energy Regulator** commissioned KPMG to conduct an audit of the company's 2020-21 NGER (National Greenhouse Energy Reporting) emissions. Regis was overall compliant although some recommendations were made for improvement in record keeping and reporting accuracy.
- **Critical asset review** at Garden Well processing plant to ensure they are fit for purpose for their ongoing operation. This review resulted in the development of an action plan to address improvements and upgrades, which will be undertaken in FY23.
- **Independent safety audits** – Regis requested 46 of its major WA-based contractors and suppliers to undertake a self-audit of their safety management systems and processes in preparation for changes associated with the new Workplace Health and Safety Act that came into being March 2022. During the two-year transition period, Regis plans to continue working with its vendors to ensure compliance is achieved.

Company policies and procedures

Regis has a robust framework of policies that are reviewed annually by the Board. Regis' current policies and charters are available on the Company's website at www.regisresources.com. These policies and their supporting procedures are the framework by which the Company's management and staff conduct the operations of the business and include:

- Board Charter
- Audit Committee Charter
- Remuneration, Nomination and Diversity Committee Charter
- Risk, Safety, Environment and Community Committee Charter
- Code of Business Conduct
- Communications with Shareholders
- Community Relations Policy
- Continuous Disclosure
- Directors Code of Conduct
- Anti-Bribery and Corruption Policy
- Anti-Money Laundering and Anti-Terrorist Financing Policy
- Diversity Policy
- Performance Evaluation Policy
- Risk Management Policy
- Securities Trading Policy
- Whistleblower Policy
- Bullying, Discrimination and Harassment Policy
- Equal Employment Opportunity Policy
- Environmental Policy
- Health and Safety Policy
- Mental Health and Wellbeing Policy
- Noise Policy
- Non-Smoking Policy
- Workplace Rehabilitation Policy

Anti-bribery and corruption

Regis is committed to fostering a culture of conducting business with a high standard of integrity, honesty and ethics.

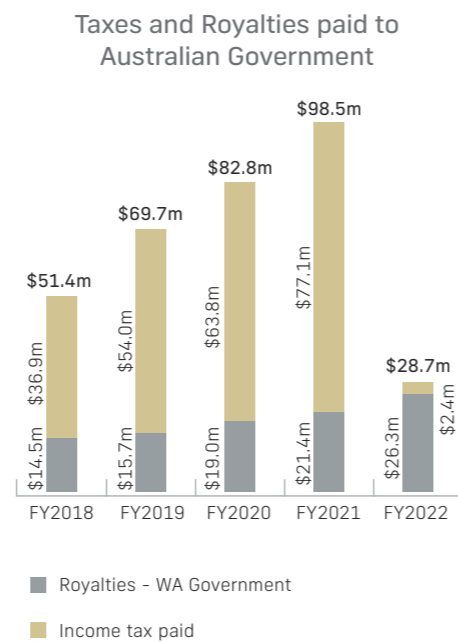
Consistent with the ASX's revised fourth edition Corporate Governance Principles and Recommendations, anti-bribery and corruption are covered in the Company's Anti-Bribery and Corruption Policy which sets out the expectations of the conduct of directors, employees, contractors and agents of the Company in regard to the prohibition of bribes, facilitation payments and political donations, as well as the policy for the acceptance and giving of gifts. The Company's Anti-Money Laundering and Anti-Terrorist Financing Policy implements measures to prevent the Company from being used to launder money or finance criminal activities.

The Company's policies are further reinforced by contractual terms requiring compliance with anti-bribery, anti-money laundering and modern slavery laws in the company's standard terms and conditions and all new supply contracts.

Underpinning and supporting the Company's commitment to conducting its business in an ethical, honest and lawful manner is the Whistle-blower Policy, which empowers all employees and stakeholders to report known or suspected misconduct confidentially and anonymously within the Company.

Taxes and royalties

In addition to the almost \$29m in taxes and royalties paid to Australian governments in 2021-22, Regis paid over \$1m in other royalties within Australia. Total net income tax paid was reduced in 2021-22 due to a reduction in Regis' net profit after tax and tax refunds received from the Australian Taxation Office during the year.



Regis is committed to fostering a culture of conducting business with a high standard of integrity, honesty and ethics.

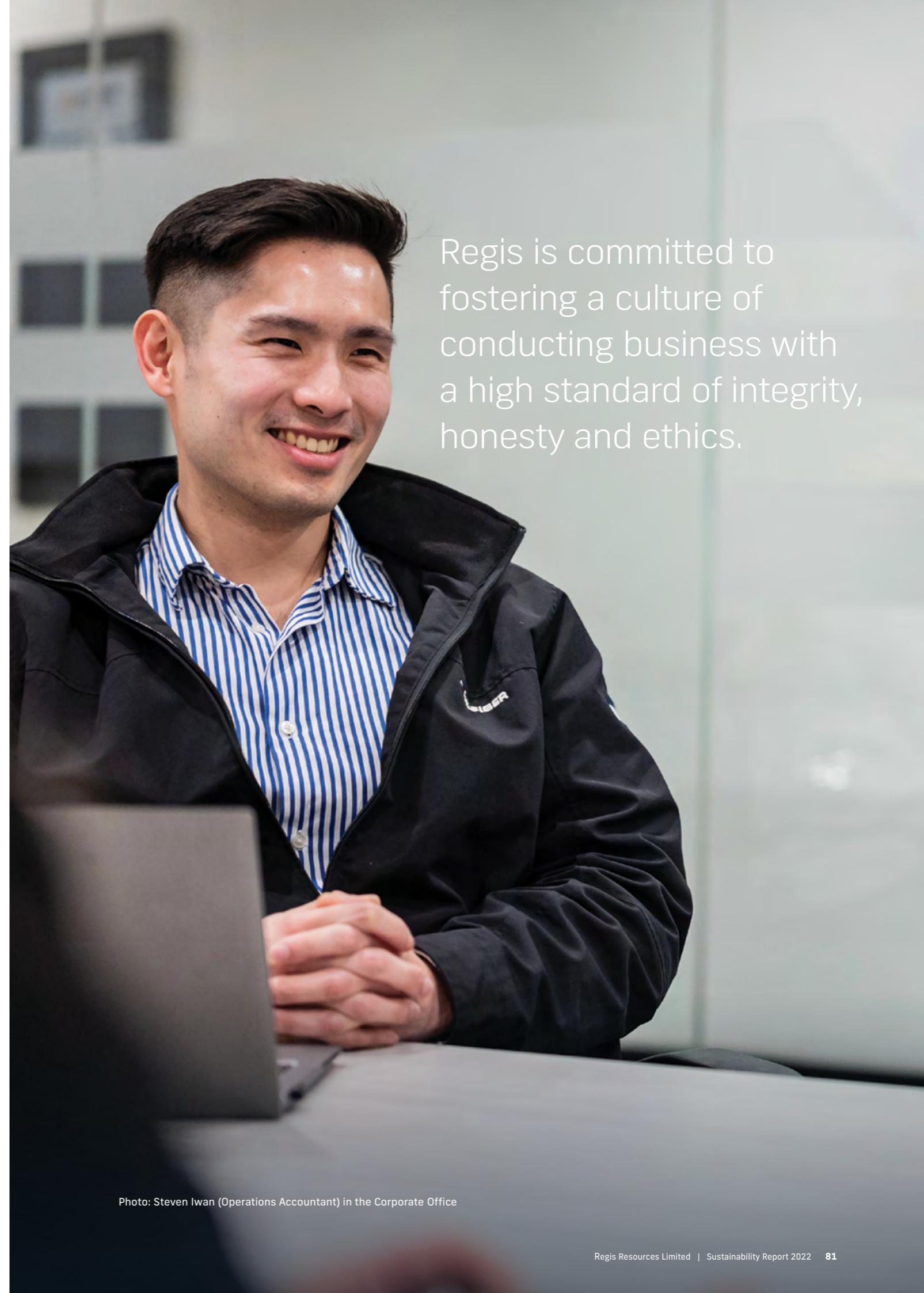


Photo: Steven Iwan (Operations Accountant) in the Corporate Office

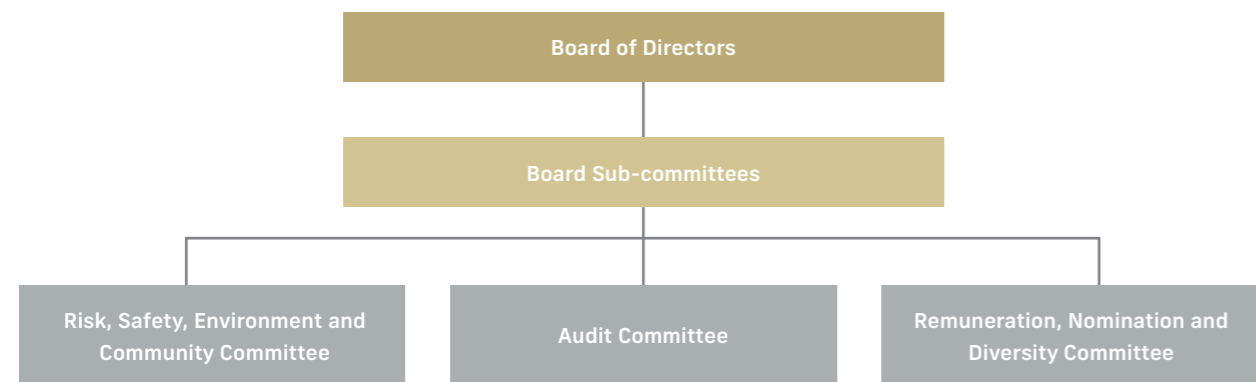
Risk management

The Regis Board operates with a committee structure to assist in monitoring performance, risk management, business improvement and compliance. Through its committees the Board develops systems, processes and procedures to enable it to comply with its legal, regulatory and industry obligations and ensure that the Company's assets and operations are managed with appropriate risk management systems.

The Board has three committees:

- A Risk, Safety, Environment and Community Committee,
- Audit Committee, and
- Remuneration, Nomination and Diversity Committee.

Each committee operates under a Charter setting out the role and responsibilities and scope of oversight.



Identifying, assessing and managing risk

The risk appetite is set by the Board and is managed through the risk framework, primarily overseen by the Risk, Safety, Environment and Community (RSEC) Committee. This Committee assists the Board in:

- identifying, understanding and monitoring the Company's business and operations;
- assessing whether risk, safety, environment and community related matters arising from and related to the Company's operations have been appropriately identified and controlled with effective action plans; and
- ensuring action plans are implemented so that the Company is compliant and being operated to industry acceptable standards or better, in line with the Company's risk management framework, and operating within the risk appetite set by the Board.

The members of the RSEC Committee include the chair of the Audit Committee and members of the Remuneration Nomination and Diversity Committee.

The Audit Committee oversees financial risks and continues to have oversight of:

- legal and regulatory compliance with regard to the preparation of the Company's accounts;
- internal controls and the policies and procedures the Company uses to identify and manage financial risk; and
- an effective external audit function to ensure compliance.

The Remuneration, Nomination and Diversity Committee has oversight of:

- remuneration policies to ensure there is transparency and clarity of objectives and performance of the Board, directors and executives;
- ensuring the Board has the appropriate mix of skills to ensure effective decision making; and
- the review and recommendation of policies that will promote Board and workplace diversity and inclusion.

The Chief Executive Officer is accountable for implementing and approving risk management standards and ensuring consistent application across the business in all forms of planning and decision making. The Chief Executive Officer may delegate specific responsibilities to others, such as the Chief Operating Officer and the Corporate Health and Safety Manager but will monitor performance of those involved.

Since 2019-20 the Company has been focussed on improving risk management processes in the organisation. This work continued into 2021-22 with an ongoing refinement of consolidated risk registers and risk management processes. In addition, the Board and RSEC Committee reviewed the Risk Management Framework, revisited the Board's Risk Appetite Statement and conducted a full review of the Company's risk register.



Photo: Ruth Dzawanda, Administration Officer, welcomes visitors to the Perth office

Remuneration framework

The remuneration framework for the Company's executives is updated annually and aligns to key measures and targets to deliver against strategic objectives. The remuneration framework for the short-term incentive payments (STI) includes targets for ESG components across safety performance, environmental performance, carbon reduction and water efficiency.

In 2021-22, the total STI potential award for the Managing Director and Chief Operating Officer included a 40% weighting to ESG components. The ESG components included carbon reduction as part of the STI awards demonstrating the Company's commitment to progressing towards net zero by 2050.

Governance - 2023 objectives

For the coming year, Regis will continue to maintain compliance with all applicable principles and recommendations of the ASX Corporate Governance Council. We recognise that diversity of skills, experience and gender amongst our Board members will provide robust and effective governance of the company.

Measure	Target
Board gender diversity	≥ 33%
Maintain compliance with the ASX Corporate Governance Council Principles and Recommendations	100% compliance



14. Tropicana Joint Venture

Regis completed acquisition of its 30% interest in the Tropicana Joint Venture (TJV) from IGO Limited in May 2021.

Located 330km east northeast of Kalgoorlie in the Goldfields region of Western Australia, the TJV is managed by AngloGold Ashanti Australia Ltd (AGAA) (70%) and is one of the largest gold mines in Australia. The operation's infrastructure includes a gas-fired power station, sealed airstrip, workshops, two borefields, a tailings facility and a modern village complex.

In 2021-22, ore production at TJV came from two open pits, one underground mine and lower grade stockpiles. The process plant has a nominal capacity of 9.5Mtpa and involves conventional crushing, grinding and carbon-in-leach recovery. Over the year, the TJV operation processed 9.6Mt of ore and produced a total of 404 koz of gold.

Sustainability reporting for the TJV operation has been included in this report for the first time for Regis. A summary of performance is included below. Further details are available from AngloGold Ashanti as the operator of the site: www.anglogoldashanti.com/portfolio/australia/tropicana/



Governance

An Operating Committee comprising representatives of both AGAA and Regis, in accordance with the joint venture agreement, meets quarterly to manage the affairs of the TJV. Additional meetings are convened as required to review other matters which can include operational and exploration updates.

Safety

AGAA, as the operator of the TJV, follows best practices in global safety standards and is seeing improvements in injury frequency rates and a long-term reduction in fatal accidents. AGAA continues to design and implement strategies to eliminate high potential incidents, fatalities and catastrophic events.

At the TJV, the aim is to achieve zero harm across the operation, led by executives and the line managers responsible for integrating safety measures into business practices. Risk management and critical control modelling result in continued efforts to strengthen safety protocols and preventative measures. AGAA's Social, Ethics & Sustainability Committee oversees implementation of the safety strategy.

The site has undertaken an active approach to management of COVID-19 during the period, including adherence to various mandates from the WA Government such as employee vaccinations, physical distancing and isolation requirements, and health screening of all personnel prior to gaining entry to the site.

For the 2021-22 year, the TJV achieved a LTIFR of 0.4 and TRIFR of 4.3 (per million hours worked).

There were no fatalities at the TJV during the reporting period.



Get Into Mining

Get Into Mining is a collaborative program run by Aboriginal-owned mining and civil contracting company Carey Mining, with the support of mining contractor Macmahon Holdings, and Tropicana Joint Venture partners. Macmahon Holdings and Carey Mining are also both contractors at Tropicana.

In December 2021 eight Aboriginal students proudly graduated with a Certificate II in Surface Mining extraction at Tropicana Gold Mine. All have been offered employment as trainees, six in the open pit, one underground and one in the geology department.

Get Into Mining comprises a blended delivery of training in the classroom, at a simulated work site and via practical activities at Tropicana. The programme is structured to enable a phased transition into the fly-in, fly-out working environment.

Photo: Get Into Mining participants with representatives from AngloGold Ashanti and Regis

People

The remote location of Tropicana necessitates a fly-in, fly-out operation with flights arranged to cater for employees and contractors based in both Kalgoorlie-Boulder and Perth. The site operates a combination of 4:3, 8:6, 2:2 and 2:1 rosters. Tropicana places an emphasis on recruiting locally where possible.

The average number of employees and contractors across the TJV operation during the year was 170 and 548 respectively.

For the 2021-22 year, the TJV achieved a LTIFR of 0.4 and TRIFR of 4.3 (per million hours worked).

There were no fatalities at the TJV during the reporting period.



The Earbus Foundation

During 2021, the Earbus Foundation of Western Australia (Earbus) acknowledged AngloGold Ashanti Australia for its continuing support underpinning their work to improve health and education outcomes in the Goldfields.

The TJV provides funding enabling the Earbus medical team to deliver its monthly program of ear screening visits to schools, kindergartens and day care centres across the region. Established in 2013, the multi-award-winning charity is reducing the incidence and impact of middle ear disease in Aboriginal and other at-risk children across WA from Wyndham to Esperance.

Photo: Artist Fabian Stack with Original Bus Art



Community

The Wongatha and Spinifex peoples are the Traditional Owners and custodians of the land. The TJV recognises the importance of open and transparent stakeholder and community consultation and considers these local Aboriginal groups to be its key stakeholders. The focus of the relationship is on understanding and respecting connection to Country and cultural heritage; identifying and supporting community needs and aspirations; exploring business opportunities; and promoting and fostering employment opportunities for local people.

A heritage management strategy, developed in consultation with the Traditional Owners, ensures the protection of identified heritage sites near the Tropicana Gold Mine.

A 'Think Local, Buy Local' strategy is applied on site by all departments to encourage the support of local businesses when scoping projects and committing to purchases. A focused Aboriginal business development program includes structured business coaching and mentoring and has led to five Aboriginal-owned businesses providing services onsite.

Investing in community development

The TJV has a strong commitment to supporting its local communities and aims to build lasting partnerships which deliver long term benefits in the areas of youth development, local business, community capacity, health and local employment.

Education programs delivered in the region and supported by the TJV operation in 2021-22 include the Polly Farmer Foundation, Teach Learn Grow, Clontarf Foundation, STEM activities at Kalgoorlie-Boulder Community High School and camps for students at Boulder Primary School.



The Spinifex Milpa Art Project

The Spinifex Milpa Art Project was also supported by the TJV during the year. Milpa is a multi-media arts studio run from the Tjuntjuntjara Community, located in the Great Victoria Desert in WA. Initiated in 1996, the Project is part of the process of documenting the connection between the Spinifex People and their land. It is highly renowned with Spinifex artists' paintings collected and exhibited widely throughout Australia and abroad. The Milpa multi-media studio is the digital offshoot established for the next generation of young Spinifex artists. The space is available for emerging young artists to produce important artworks that express their own ideas and cultural values.

Photo: Sand goanna, known as a Tingka, designed as part of the Milpa Art Project.

Environment

The TJV has environmental certification under ISO 14001:2015 and ensures strong environmental stewardship through the use of an integrated management system. A suite of environmental, cultural heritage and rehabilitation management strategies guide the safe and responsible operation of TJV to avoid, mitigate or otherwise minimise the environmental impact of mining activities.

During the reporting period, there were no material environmental incidents or non-compliances recorded.

As part of the operation's biodiversity offsets strategy, the Great Victoria Desert Biodiversity Trust was established. A condition of the Federal Environmental Protection and Biodiversity Conversation Act approval for the mine, the Trust funds research on the remote Great Victoria Desert (GVD), where the mine is located, such as the first Sandhill Dunnart Research and Adaptive Management Plan for the GVD, which incorporates traditional owner land management expertise. More information: www.gvdbiodiversitytrust.org.au/

Water

AGAA's water management standard mandates the comprehensive understanding of water risks and the implementation of tailored management and monitoring plans, supported by context-specific objectives and targets.

A core objective for operational water management is to minimise new water withdrawals from the ground and surface water bodies and to maximise recycling and reuse of water to the extent possible. Another core objective is to prevent contamination of water resources through the operation's activities. This is achieved by either maintaining zero water discharge on sites, or by treating and releasing excess water from the process circuit, which is typically the case for high rainfall areas.

A site-wide water optimisation project started at Tropicana and aims to reduce water abstraction from aquifers and use water by preference, namely water from higher efficiency bores requiring less energy consumption and providing higher water yields, including those around the mine's TSF. Variable speed pumps with reduced energy usage, operating off the mine's internal electricity supply grid, have been introduced, eliminating the need for stand-alone diesel generators, which further helps to reduce GHG emissions. The project resulted in an increase of the site's recycled water and cut diesel consumption for the borefield pumping by up to 35%.

Tailings Storage Facility

AGA has committed to implement the Global Industry Standard on Tailings Management (GISTM) at all tailings storage facilities (TSFs).

The GISTM complements AGA's Tailings Management Framework that clearly sets out principles, standards, guidelines and accountabilities for the construction, management and oversight of TSFs. This framework focuses on the sound management of all phases of the TSF lifecycle and recognises that each TSF is unique, with no single design or operating technique that can be adopted universally.

Independent Tailings Review Boards have been established by AGA for its Australian operations, and a review of the Tropicana TSF has been completed.

The active Tropicana TSF, developed in 2013, uses an upstream construction method. Further details of AGAA's management approach for this TSF are available at: www.anglogoldashanti.com/sustainability/environment/tailings-waste/#australia

Emissions

AngloGold Ashanti aims to be proactive and transparent in its work to identify and minimise the current and future climate risks to operations and its business and to chart a pathway to net zero Scope 1 and Scope 2 greenhouse gas emissions by 2050.

Coinciding with the COP26 climate conference in Glasgow and together with members of the ICMM, which represents about a third of the global mining and metals industry, AngloGold Ashanti re-committed to a goal of net zero Scope 1 and Scope 2 GHG emissions by 2050.

The Climate Change Strategy, approved by the AngloGold Ashanti board in November 2021, seeks to embed the management of physical risks, transition climate risks, and climate change-related opportunities into strategic and operational planning processes.

Total greenhouse gas emissions for the TJV operation in 2021-22 was 294 kilotonnes of CO₂.

Energy

During the year, a baseline energy and carbon emissions model was developed for the 2022 Level 1 life of mine plan. This required the site to map out and quantify the individual energy inputs needed to deliver on the business plans for the mine, up to 2030. It further enabled forecasting baseline carbon emissions and testing the potential effects of energy efficiency and energy switching initiatives. Extension of the model to beyond 2030, reflecting Level 2 and Level 3 life of mine plans, permits longer-term emissions forecasting, and building a pathway to net zero greenhouse gas emissions.

Solar and wind farm projects for the TJV are currently under evaluation for final approval in 2022-23.

Tropicana - performance summary

Tropicana gold mine	100%	
	Units	12 months ended June 2022
Cut-off grade	oz/t	0.02
	g/t	0.7
Average recovered grade	g/t	1.32
Tonnes treated/milled	Mt	9.6
Gold production	000oz	404
Capital expenditure	US\$m	190
Productivity	oz/TEC	32.84
Total average number of employees		718
Permanent	#	170
Contractors	#	548
Safety		
LTIFR per million hours worked		0.35
TRIFR per million hours worked		4.26
Environment		
Water use	ML	5,792
Water use efficiency	kl/t	0.6
Energy consumption	PJ	6.06
Energy intensity	GJ/t	0.63
Greenhouse Gas (GHG) emissions	000t	294
Cyanide use	t	2,230
No. reportable environmental incidents	#	0
Total rehabilitation liabilities	US\$m	63
Community		
Community Investment	US\$000	224

Note: Data in this table represents 100% of the Tropicana Joint Venture operation for the 2021-22 year. Regis owns a 30% share of the TJV. No taxes or royalties are paid by the TJV on behalf of Regis.



15. Easy access scorecard

All annual data in the tables below relates to a 12-month period from 1 July to 30 June.

All data in the tables below relates to Regis-managed operations only unless otherwise specified as inclusive of the Tropicana Joint Venture (TJV), operated by AngloGold Ashanti.

Safety

Safety performance	2018	2019	2020	2021	2022
Lost Time Injury Frequency Rate (LTIFR)	3.06	4.73	3.56	1.33	1.25
Total Recordable Injuries Frequency Rate (TRIFR)	30.59	24.49	25.63	5.63	7.81
All Injuries Frequency Rate (AIFR)	72.89	72.50	84.37	60.0	67.7

People

Employees	2018	2019	2020	2021	2022
Total employees	338	368	367	352	398
% females	21%	21%	21%	23%	22%
% females in managerial/executive positions	11%	20%	19%	27%	20%
% female Board members	20%	17%	33%	33%	40%
Apprentices and trainees	0	0	4	1	1

Community relations

Community relations	2020	2021	2022
Community investment	\$310,400*	\$108,400	\$143,000
Community complaints	2	0	0

* Includes contributions to COVID-19 support programs in regional and remote Western Australia

Economic benefits in Australia

Australian expenditure (\$m)	2018	2019	2020	2021	2022	5-year total
Payments to suppliers	355.0	432.1	500.2	537.7	896.4	2,721.4
Salaries, wages and defined benefits for direct Regis employees	51.0	52.8	57.0	61.2	71.1	293.1
Royalties to government	14.5	15.7	19.0	21.4	26.3	96.9
Royalties to Australian third parties	2.5	3.5	4.6	2.0	1.4	14.0
Income tax paid to government	36.9	54.0	63.8	77.1	2.4	234.2
Total	459.9	558.1	644.6	699.4	997.6	3,359.6

* Salaries and wages and defined benefits

** Royalties paid in Australia to government and others

Local content

Supplier location	2020	2021	2022
Western Australia	74.9%	78.48%	84.8%
Australia – other states or territories	25.0%	21.46%	15.1%
Overseas	0.1%	0.06%	0.1%

Environment

Material environmental incidents (catastrophic, major or moderate)	2018	2019	2020	2021	2022
Duketon	0	0	0	0	0
McPhillamys	0	0	0	0	0

Waste

Waste material	2022
Total volume of non-mineral waste generated	4,760m ³ (estimated at 240 tonnes)
Total volume of hazardous waste generated	251m ³
Total volume of hazardous waste recycled	89m ³
Total volume of recycled materials	717m ³

Land disturbance and rehabilitation – Duketon operations

DUKETON Land disturbance (FY to 30 June)	2018	2019	2020	2021	2022
Gross land disturbed at the beginning of the reporting period (ha)	3,500	4,030	4,651	4,951	5,116
Current land disturbed at the beginning of the reporting period (ha)	3,219	3,652	4,221	4,482	4,628
Newly disturbed land (ha)	530	621	300	165	42
Gross land disturbed at the end of the reporting period (ha)	4,030	4,651	4,951	5,116	5,158
Newly rehabilitated land to agreed end use (ha)	97	52	39	19	41
Total land rehabilitated to date (ha)	378	430	469	488	529
Total current land disturbed (ha) (for future rehabilitation)	3,652	4,221	4,482	4,628	4,629
Total land disturbance that has been rehabilitated to date	9.4%	9.3%	9.5%	9.5%	10.3%

Waste rock management – Duketon operations

DUKETON Waste Rock Management (FY to 30 June)	2018	2019	2020	2021	2022
Waste Rock (million tonnes – Mt)	35.9	38.9	55.1	54.3	59.2
Tailings (dry Mt milled)	10.0	9.4	9.4	9.5	9.1

Acid Rock Drainage (ARD)	Percentage of Regis mine sites (2022)		
	ARD is predicted to occur	ARD is actively mitigated	ARD is under treatment or remediation
Duketon	9%	9%	0%

Tailings Storage Facilities

Site	TSF	Status	Type
Moolart Well	MLWTSF1	Decommissioned	Downstream construction stages 1-3, upstream lift stage 4
	MLWTSF2	Active	In-pit disposal design (Stirling Pit)
Garden Well	GWTSF1	Inactive	Downstream construction stages 1&2, upstream lift stage 3
	GWTSF2	Inactive (decommissioned July 2020)	Downstream construction
	GWTSF3	Active (commissioned July 2020)	Downstream construction
Baneygo	BANTSF1	Inactive (decommissioned 1993 by previous owner)	
Tropicana	Tropicana TSF	Active	Upstream construction

Water

DUKETON operations water usage (FY to 30 June)	2018	2019	2020	2021	2022
Total Groundwater abstracted (GL)	9.91	10.46	10.62	10.73	7.77
Groundwater abstracted through mine dewatering (GL)	6.63	7.64	6.97	6.50	5.06
Groundwater abstracted through borefields (make up water) (GL)	3.27	2.82	3.65	4.22	2.71
Borefield Water abstracted per BCM material mined (GL/Mbcm)	0.40	0.32	0.35	0.34	0.27
Borefield Water abstracted per tonne ore processed (kilolitres/tonne)	0.987	1.109	1.134	1.127	0.850
Borefield Water abstracted per ounce produced (GL/koz)	0.03	0.03	0.03	0.03	0.02
Total water usage (borefield and recycled) (GL)	15.18	15.77	15.45	15.75	12.76
Untreated water recycled/reused (TSF returns water) (GL)	5.27	5.31	4.82	5.02	4.99
% of untreated water that is recycled/reused (TSF returns)	34.7%	33.7%	31.2%	31.9%	39.1%

Note: review and revision of the water measures reported was undertaken by Regis during the year. Consequently, the reporting parameters have changed from previous Sustainability Reports. The data in the table above has been amended from 2017-18 onwards to reflect the new measures.

Energy use

Energy consumption (FY to 30 June)	2018	2019	2020	2021	2022
Direct consumption					
Diesel fuel (terajoules)	2,971.1	3,318.0	3,316.0	3,521.8	3,660.8
Diesel fuel (litres)	76,972	84,544	84,797	91,096	94,176
LPG (terajoules)	16.9	21.7	24.0	27.8	22.2
Indirect consumption					
Electricity sourced from grid (terajoules) (Corporate and Blayney offices)	N/A	N/A	0.24	0.29	0.25
Total (terajoules)	2,988.0	3,339.7	3,340.3	3,549.8	3,683.3
Energy use intensity (GJ/tonne ore processed)	0.286	0.354	0.356	0.373	0.404

Emissions

Greenhouse gas emissions (FY to 30 June)	2018	2019	2020	2021	2022
Direct (Scope 1)					
Greenhouse Gas Emissions (tCO ₂ e)	209,963	230,840	231,690	248,618	256,742
Indirect (Scope 2)					
Greenhouse Gas Emissions (tCO ₂ e)	-	-	51	59	50
Total (tCO₂e)	209,963	230,840	231,741	248,677	256,792
CO₂e emissions intensity (kg CO₂e/t ounce gold produced)	581.0	635.2	658.3	699.41	813.8
CO₂e emissions intensity (kg CO₂e/tonne ore processed)	0.021	0.024	0.025	0.026	0.028

Air quality

Air pollutant (tonnes)	2018	2019	2020	2021	2022
Carbon monoxide (CO)	1,148	1,354	1,316	1,163	1,263
NOx (excluding N ₂ O)	2,942	3,364	3,224	2,587	2,844
SOx	1	1	2	1	2
Particulate matter (PM ₁₀)	11,469	12,510	13,239	10,346	10,799
Mercury (Hg)	0	0	0	0	0
Lead (Pb)	0	0	0	0	0
Volatile Organic Compounds (VOCs)	185	219	217	147	156

Governance

Royalties and taxes paid to Australian governments (\$m)	2018	2019	2020	2021	2022
Royalties	14.5	15.7	19.0	21.4	26.3
Income tax paid	36.9	54.0	63.8	77.1	2.4
Total	51.4	69.7	82.8	98.5	28.8



16. SASB Metals and Mining

SASB Accounting Metric		Page number/s	Notes
GHG emissions			
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	72	
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	69	
Air quality			
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	73	
Energy management			
EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	72	
Water management			
EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	56	
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	57	
Waste & Hazardous Materials Management			
EM-MM-150a.4	Total weight of non-mineral waste generated	63	
EM-MM-150a.5	Total weight of tailings produced	58	
EM-MM-150a.6	Total weight of waste rock generated	66	
EM-MM-150a.7	Total weight of hazardous waste generated	63	
EM-MM-150a.8	Total weight of hazardous waste recycled	63	
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	N/A	No significant incidents
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	63	
Biodiversity impacts			
EM-MM-160a.1	Description of environmental management policies and practices for active sites	54	
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	66	
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	59	

SASB Accounting Metric		Page number/s	Notes
Security, Human Right & Rights of Indigenous People			
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	N/A	No Proved or Probable Reserves in conflict areas
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	N/A	<1% proved reserves located in or near Indigenous land. <1% probable reserves located in or near Indigenous land.
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	42	
Community relations			
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	42	
EM-MM-210b.2	Number and duration of non-technical delays	N/A	No non-technical delays
Labour relations			
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	37	No collective bargaining agreements and no foreign or US employees.
EM-MM-310a.2	Number and duration of strikes and lockouts	37	No strikes or lockouts.
Workforce health & safety			
EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	25	
Business ethics & transparency			
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	80	
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	N/A	No production in these countries
Tailings Storage Facilities Management			
EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	58	
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	58	
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	28	
Activity metrics			
EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	6	
EM-MM-000.B	Total number of employees, percentage contractors	33	

17. 2023 Objectives

Safety - 2023 Objectives

Measure	Target
Ensure all controls for inherent extreme risks are assessed and verified within the year	100%
Lost Time Injury Frequency Rate below industry average	< 2.2
Reduce AIFR by at least 10% by year end	< 61

People - 2023 Objectives

Measure	Target
Employee gender diversity	Above mining industry average
Leadership training for all supervisors and above	100% excluding new starters

Social - 2023 Objectives

Measure	Target
Company-wide cultural awareness program	Develop and commence implementation
Expenditure for direct community investment and support	> \$150,000
Working Together Agreements with key stakeholders	Working Together Agreements in place

Environment - 2023 Objectives

Measure	Target
Material environmental incidents	Zero
Rehabilitation of disturbed land	150ha
Increased water use efficiency	< 0.85 kl/tonne ore processed
Increased rate of recycled water use	< 2.7GL abstracted from borefields
Develop a road map to achieve Net Zero by 2050 including near term carbon reduction targets	Road map and target established

Governance - 2023 Objectives

Measure	Target
Board gender diversity	≥ 33%
Maintain compliance with the ASX Corporate Governance Council Principles and Recommendations	100% compliance

18. Glossary

ACHA	Aboriginal Cultural Heritage Assessments
AGA	AngloGold Ashanti
AGAA	AngloGold Ashanti Australia
AIFR	All Injury Frequency Rate
ASX	Australian Securities Exchange
AUS	Australia
CO ₂ -e	Carbon dioxide emissions
DBCA	WA Department of Biodiversity, Conservation and Attractions
DMIRS	WA Department of Mines, Industry Regulation and Safety
DPE	NSW Department of Planning and Environment
DWER	WA Department of Water and Environmental Regulation
EIS	Environmental Impact Statement
ERT	Emergency Response Team
ESG	Environment, Social and Governance
FIFO	Fly-In-Fly-Out
GHG	Greenhouse gas
GJ	Gigajoules
GL	Gigalitres
Ha or ha	Hectares
ICMM	International Council on Mining and Metals
IPCC	Intergovernmental Panel on Climate Change
kg	Kilograms
kl	Kilolitres
LTIFR	Lost Time Injury Frequency Rate
Mt	Million tonnes
NGER	Australian Clean Energy Regulator's National Greenhouse and Energy Reporting
NPI	Australia Government National Pollutant Inventory
NSW	New South Wales, Australia
OLALC	Orange Local Aboriginal Land Council
RAP	Registered Aboriginal Party
RCP	Representative Concentration Pathways
RGMPs	Responsible Gold Mining Principles
RSEC	Risk, Safety, Environment and Community
SDG	Sustainable Development Goal
SMS	Safety Management System
TCFD	Task Force on Climate-related Financial Disclosures
TJV	Tropicana Joint Venture
TRIFR	Total Recordable Injury Frequency Rate
TSF	Tailing Storage Facility
WA	Western Australia
WGC	World Gold Council



We are constantly enhancing our understanding of the local contexts in our host communities and are now working more collaboratively with stakeholders towards structured arrangements for sharing the value from mining.



www.regisresources.com.au