



2021

WEST AFRICAN RESOURCES

SUSTAINABILITY REPORT





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ABOUT THIS REPORT

Report and Scope

This report presents the activities of WAF's corporate office in Perth, Australia and WAF's exploration and mining activities in Burkina Faso.

In this report, 'WAF' and 'the Company' refer to West African Resources Ltd and its subsidiaries, unless otherwise explicitly stated. A list of subsidiaries can be found in the 2021 Annual Report. The management approaches described in this report apply to all WAF entities, however statistical information is focused on the three projects WAF is actively pursuing in addition to its corporate office.

LEGAL ENTITY	COMMONLY USED PROJECT NAME
Société Des Mines De Sanbrado SA ('SOMISA')	Sanbrado Mine ('Sanbrado' or 'SOMISA')
Kiaka Gold Sarl	Toega Gold Project ('Toega')
Kiaka SA	Kiaka Gold Project ('Kiaka')

Focus is particularly given to the Sanbrado Mine and the Toega Gold Project. An overview of the Kiaka Gold Project, acquired by WAF on 30 November 2021, is provided with a view to setting the context for the 2022 Sustainability Report. However, no statistical information is presented for the Kiaka Gold Project.

This report covers a reporting period of 1 January 2021 to 31 December 2021 (in-line with WAF financial reporting in the 2021 Annual Report). Information from the previous reporting period has been included where it provides the context necessary for comparing performance or as background information. This is the first Sustainability Report produced by WAF and future reports will be prepared annually.

Currency is reported in Australian Dollars, unless otherwise stated.

REPORTING APPROACH

This Sustainability Report (Report) has been prepared following the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards). The GRI content index and data tables found at the end of this Report provide further detail on how WAF has addressed GRI disclosures relevant to the Company's operations. Information was collated by the Sustainability Department in consultation with Heads of Department. This Sustainability Report can be found at www.westafricanresources.com.

MATERIALITY ASSESSMENT PROCESS

WAF undertakes a periodic materiality assessment to ensure the Company understands what environmental, social and governance (ESG) issues present material risks to the Company's operations and which matter most to our stakeholders. The materiality assessment is based on a risk assessment process using information and feedback obtained from WAF personnel, grievance registers, community consultations, stakeholder interviews and feedback received from investors, shareholders, proxy advisors and media reports.

WAF conducted a detailed, company-wide risk assessment process in 2020 with Heads of Departments of the Sanbrado Mine and the Toega Gold Project, and interviews with corporate senior management. This was a critical step in understanding how ESG issues have changed as we moved into the first year of gold production. This process set the organisation's operating context, identified actual and potential impacts, and significance of impacts.

The materiality assessment for this Report also drew from existing documents, including site-specific and organisation-wide risk assessments, environmental

and social impact assessment (ESIA) studies, and reports from government audits at Sanbrado. These materials present a range of stakeholder and expert opinions on perceived and actual impacts associated with the Company's activities. WAF's performance related to ESG topics that are considered important issues for the gold mining industry more generally have also been included in this Report.

The findings from these materiality assessments guided which GRI disclosures the Company needed to report against, and were endorsed by the WAF Board of Directors at the December 2021 board meeting.

Material topics addressed in this Report include:

- Economic performance
- Indirect economic impacts
- Procurement practices
- Water and effluents
- Biodiversity
- Emissions
- Waste
- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Non-discrimination
- Local communities

APPROVING ENTITY

This report has been approved for release by the West African Resources Board of Directors.

This report has not been subject to external assurance or auditing. It is WAF's policy to undertake regular external assurance for the Annual Report and periodic external reviews of management systems. The Sustainability Report will be incorporated into this process in future years.

The contact point for any enquiries related to this Report is info@westafricanresources.com.



MESSAGE FROM THE CHAIRMAN



Welcome to West African Resources Ltd.'s ('WAF' or the 'Company') inaugural Sustainability Report which outlines our environmental and social achievements to date in Burkina Faso and is an important step forward in the evolution of our business. The 2021 financial year (FY2021) saw WAF produce a record 289,000 ounces of gold at an average cost of less than US\$800 per ounce in our first full year of production at our flagship Sanbrado gold mine (Sanbrado).

In early 2022, WAF announced an updated 10-year mine plan that will see Sanbrado produce 200,000 ounces of gold per annum out to 2031. In 2021, we acquired the 6.8 million ounce Kiaka gold deposit, located 45 km south of Sanbrado. The Kiaka updated feasibility study is on-track for completion in mid-2022 and through the development of this Project we are targeting annual production of over 400,000 ounces of gold per annum from the two operations by the end of 2025. Strong sustainable gold production and financial performance enable us to deliver meaningful environmental and social programs for our host communities in Burkina Faso.

In 2021, WAF's contributions to the Burkina Faso government were over \$91M in royalties, taxes and permit fees, and \$7M was paid into the Local Development Management Fund. Direct expenditure on local and regional community investment projects totalled an additional \$3.8M. These figures reflect WAF's commitment to playing a strong role in the sustainable development of Burkina Faso and the local communities surrounding our projects.

At WAF we are committed to making a difference in the lives of our employees and stakeholders by focussing on local employment, education and sustainable environmental programs that will leave a positive mine legacy beyond production and beyond mine closure. We believe education is the best way out of poverty which is why WAF has built three schools in the Commune of Boudry, which encompasses the Sanbrado mine site and surrounding exploration tenure. WAF equipped these new schools with solar power, furniture and

school supplies essential for learning. In 2022, WAF will begin an annual scholarship program to fund university education for the top female and male high school students from the Commune of Boudry. The scholarship program will also include internship opportunities within our business. We look forward to repeating this program in the future at Kiaka as well. Hopefully we can discover a future exploration geologist or mine manager through this program!

WAF has put significant effort into local job creation and practical training programs. Sanbrado has generated over 1,300 permanent jobs in exploration, operations and through our livelihood diversification and community programs. We are creating real jobs and skills through these programs, that will remain with the communities after mine closure. Over the last year, WAF's community teams conducted soil improvement programs, livestock vaccination initiatives, built poultry farms, provided financial literacy training and supported weaving and textile programs. We also supported the establishment of market gardens with the produce being purchased for consumption at Sanbrado.

"We are committed to making a difference in the lives of our employees and stakeholders by focussing on local employment, education and sustainable environmental programs."

RICHARD HYDE

RICHARD HYDE
Executive Chairman & CEO
West African Resources

WAF is an equal opportunity employer. At Sanbrado, key leadership roles are held by women, including management positions in health and safety, open pit mining management, commercial and logistics, camp management and human resources. Over 20% of total WAF staff and 19% of senior managers at Sanbrado are female. Our contractors also have significant numbers of female employees, including surface and underground truck drivers, engineers and technicians. Over 90% of our employees are Burkinabè, with more than 50% from the local area.

In the area of health, WAF added a COVID-19 education campaign for local communities and high school students to our existing health programs which cover disease management for malaria, meningitis, HIV/AIDS, Hepatitis B and family planning education.

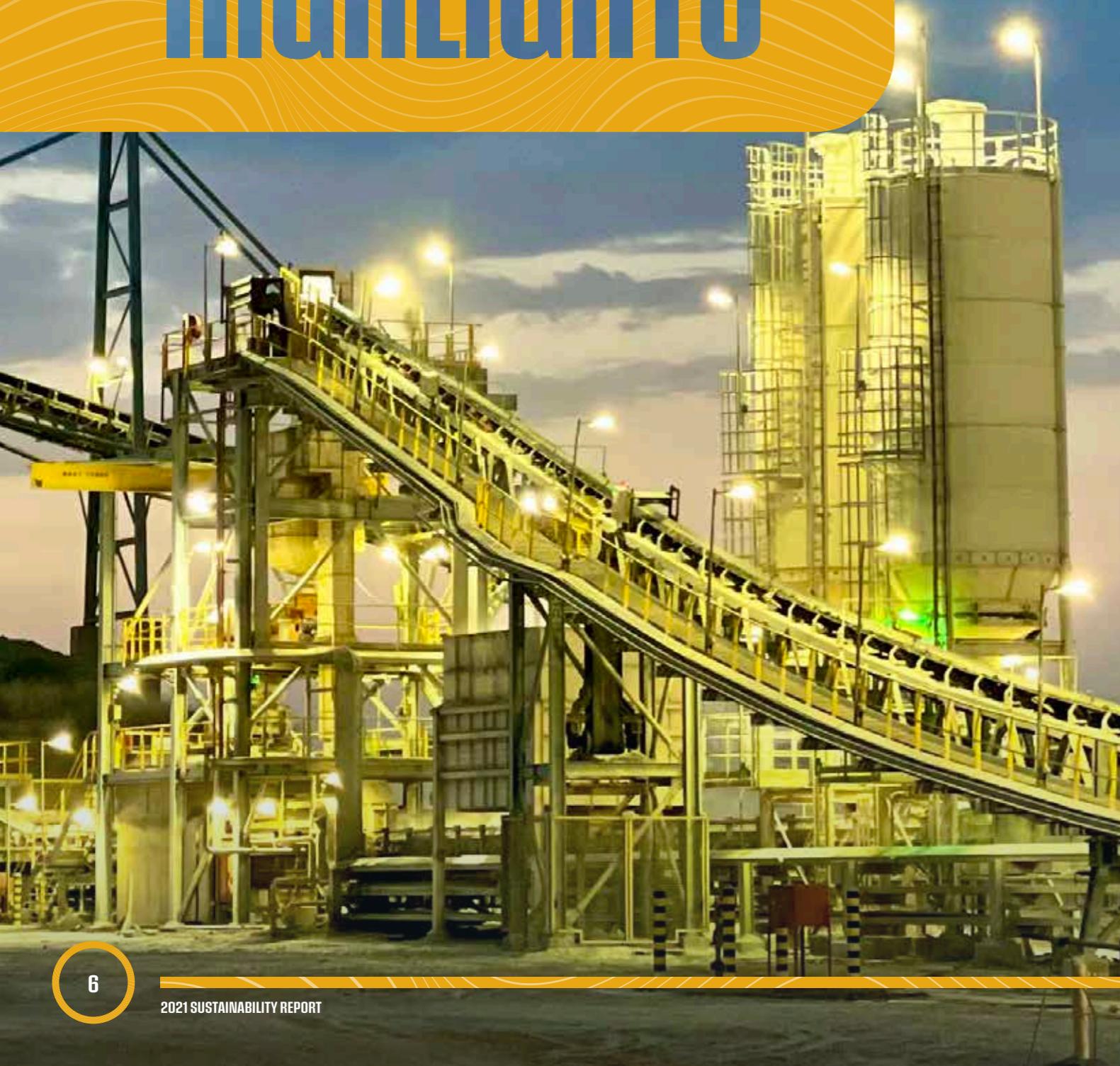
In 2021, Sanbrado achieved a major milestone of 9.8 million hours worked LTI (Lost Time Injury) free and maintained a TRIFR (Total Recordable Injury Frequency Rate) that was lower than the average across the mining industry in Western Australia. We continue to seek further improvements to our safety performance by building a positive culture to achieve the safest possible workplace.

LOOKING FORWARD

This Sustainability Report will be our first following the GRI standards and another step in WAF's sustainability journey. In future years, we will continue to make progress in our sustainability performance and reporting, with the aim of achieving compliance with the GRI standards. With the Toega and Kiaka projects expected to commence construction in the coming two years, we anticipate further growth in employment opportunities for local communities and additional opportunities for WAF to invest in local education and community development programs.

We are pleased to present our first Sustainability Report and would like to thank all our staff and contractors who have helped us to deliver on our commitments so far in Burkina Faso.

2021 HIGHLIGHTS



HIGHLIGHTS 2021

OPERATIONS



Annual gold production:
289,000oz



\$712 million
annual revenue



\$91 million
paid to Government of Burkina Faso in taxes and royalties

SOCIAL



\$3.8 million
direct community investment



88.6%
of spending on goods and services was within Burkina Faso



\$22 million
paid as wages and benefits to employees



90%
local employment (Burkina Faso)



More than 1,000 tonnes
of waste diverted from disposal and repurposed.

GOVERNANCE



No fatalities
or lost time injuries



TRIFR of 0.78 per million hours worked
VPSHR (Voluntary Principles on Security and Human Rights) training conducted at Sanbrado and updated risk assessment completed



2021 Gold Miner of the Year Award
(Gold Mining Journal)



2021 Digger of the Year Award
(Diggers and Dealers Mining Forum)

ABOUT WEST AFRICAN RESOURCES



ABOUT WEST AFRICAN RESOURCES CONTINUED

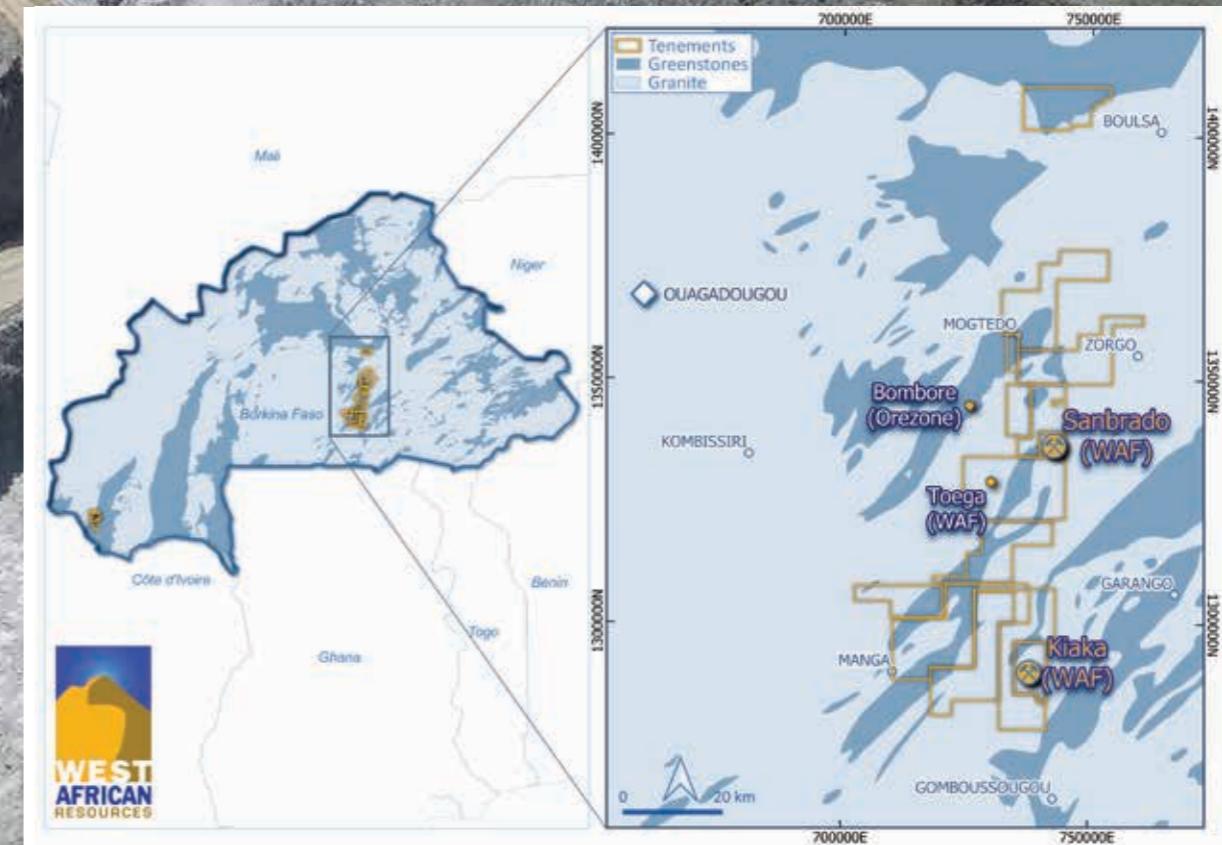


ABOUT WEST AFRICAN RESOURCES

West African Resources Limited (WAF) is focussed on creating shareholder value through the acquisition, exploration and development of gold projects in West Africa in a manner that minimises negative environmental and social impact and makes a positive contribution to sustainable development.

WAF is an Australian company, listed on the Australian Securities Exchange (ASX:WAF) with its corporate office located in Perth, Australia. The Company holds a number of mining leases and exploration tenements in Burkina Faso's highly prospective Birimian greenstone belt. The Company's flagship project is the Sanbrado Gold Mine ('Sanbrado') which entered into production in March 2020, just four years after the discovery of the high-grade M1 South deposit. The Toega Gold Project ('Toega') located approximately 14km southwest of Sanbrado, is undergoing the environmental permitting process to support a mining licence application in 2022 and is expected to increase the Sanbrado gold reserves by 570,000 ounces.

In December 2021, WAF announced the acquisition of the Kiaka Gold Project, a permitted mining project 45 km south of Toega.



ABOUT WEST AFRICAN RESOURCES



Our Operations

SANBRADO

Construction of the Sanbrado Mine commenced in 2018 and first gold was poured in March 2020, six months ahead of schedule and US\$20M under budget.



Overview of Sanbrado

SANBRADO MINE	
Location	90 km south of Ouagadougou, capital of Burkina Faso
Ownership	WAF 90%; Government of Burkina Faso 10%
Type	Contract open-pit mining and underground mining
Resources	59 Mt at 1.9 g/t for 5 Moz gold
Reserves	16 Mt at 2.1 g/t for 1.7 Moz gold
Mine life	10 years
Processing	Conventional 3.0 Mtpa CIL + gravity
Recovery LOM	93%
First production	March 2020
2021 production	289 Koz
Workforce	90% Burkinabé including 50% from local region
Tax	275%
Government Royalty	5% + 1% community dividend

Notes: Resources and reserves present Sanbrado and Toega.

TOEGA

In 2020, WAF acquired the Toega Gold Project, located 14 km southwest from Sanbrado. Toega is expected to maintain Sanbrado's production profile and extend the mine life with an Indicated Inferred Mineral Resource of 21 Mt at a grade of 1.8 g/t Au for 1.3 Moz gold at a lower cut-off grade of 0.5 g/t Au.

In 2021, WAF commenced an ESIA to support the environmental permitting process and the comprehensive feasibility study, done in parallel. Resource definition drilling confirmed the geological model. The ESIA and feasibility study will be submitted to the Government of Burkina Faso in 2022 as part of the mining licence application.

KIAKA

In December 2021, WAF acquired 90% of the Kiaka Gold Project with the remaining 10% interest held by the Government of Burkina Faso. Kiaka is 45 km south of the Sanbrado Mine and 110 km southeast of Ouagadougou. It is a large-scale, permitted mine development project with a Mineral Resource of 221 Mt at 1.0 g/t Au (6.8 Moz Au) and has simple free-milling metallurgy. Test work supports a conventional carbon-in-leach (CIL) flowsheet delivering approximately 90% gold recovery.

WAF commenced work to update existing feasibility studies, targeting a 6 Mtpa to 8 Mtpa processing rate. The feasibility study is planned to be published in June 2022. Early construction works are planned to commence in 2022.

ABOUT WEST AFRICAN RESOURCES CONTINUED



Governance

WAF has a corporate governance framework in place that includes the corporate governance policies, charters, and codes formally adopted by the Board of Directors ('the Policies'). The aim of the Policies is to ensure that the Company is effectively and ethically directed and managed, that risks are identified, monitored and assessed, and that appropriate disclosures are made.

WAF's Board of Directors currently has six members, consisting of two executive directors and four non-executive directors. Mr Hyde is the current Chair of the Board and the CEO, and Mr. Leonard is the Lead Independent Director. Board members are nominated following the ASX Principles of Good Corporate Governance.

The Board holds the ultimate responsibility for setting the Company's vision, values and strategic direction, including in relation to the Company's environmental and social performance, and conversely the risks of these on the business. Some of the Board's other responsibilities include:

- Monitoring the Company's performance in relation to corporate governance principles and good practice identified by the Board.
- Approving and monitoring the Company's risk management framework which includes environmental and social risks.
- Monitoring compliance with regulatory requirements.

Daily management of sustainability is the responsibility of the General Manager – Sustainability, and the Environment and Sustainability Departments (both corporate and site-based), with oversight by the Chief Operating Officer/Executive Director. The General Manager – Sustainability presents updates to the Board of Directors at Board meetings. This is an opportunity to inform the Board on emerging issues, topics and standards related to sustainable development, and environmental and social risk management. This Report is an example of this process. Over the course of several Board meetings in 2021, the Board was presented with information related to international sustainability disclosure standards and principles, with a recommendation to adopt the GRI Standards for sustainability reporting.

Emerging complex sustainability issues or those that have the potential for significant impacts on the Company or its stakeholders, are presented from the relevant department to the General Manager – Sustainability, the Chief Operating Officer and the Board of Directors, as necessary. Departmental reports are circulated to the Board on a weekly and monthly basis to provide regular updates on activities underway, issues arising and critical concerns.

A full description of the Board's governance structure and process is described in the Board Charter available at www.westafricanresources.com.

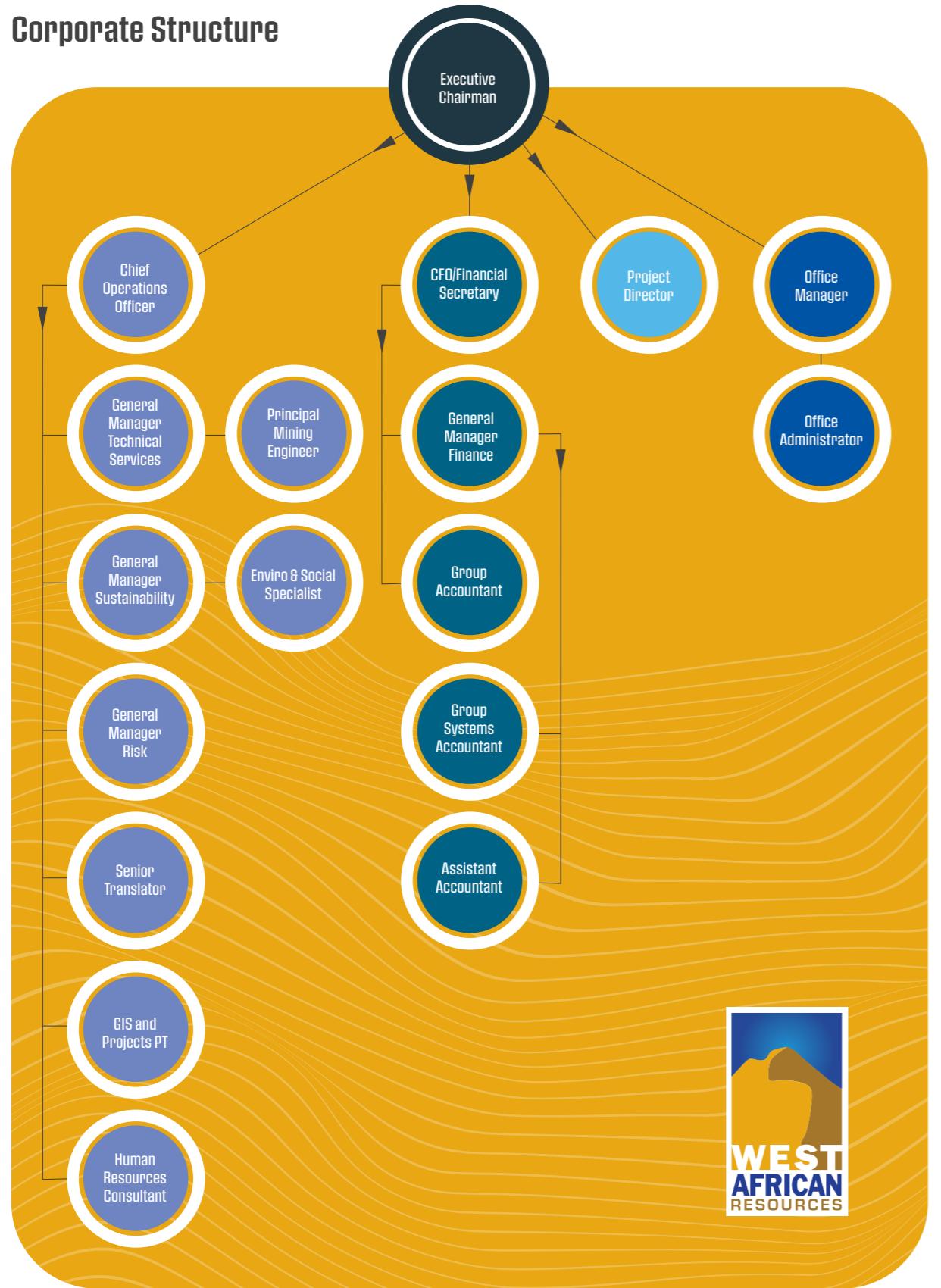
Board of Directors



ABOUT WEST AFRICAN RESOURCES CONTINUED



Corporate Structure



ABOUT WEST AFRICAN RESOURCES CONTINUED



CORPORATE VALUES

RESOURCEFUL

We expect our people to be resourceful, to act like owners and to look for solutions not problems.

INTEGRITY

We expect our people to always act and behave in an honest and transparent manner, to be respectful of each other and the company's assets, and always be fair in our decisions and policies.

SUCCESS

We expect our employees to strive for success and to work to the highest possible standard, to create long-term value for our shareholders, host communities and stakeholders.

EXCELLENCE

We aim for excellence in all areas of our business from exploration, operations, community and environment. We create a safe work place for all of our people and strive for continuous improvement.





WAF VALUES & COMMITMENT

ETHICS

We expect ethical behaviour from every member of our team, and we require that our managers lead by example.

HUMAN RIGHTS

At WAF, we respect human dignity in all we do and we value diversity in our workplaces. We act in a way that does not discriminate against people based on their ethnicity, nationality, religion, gender, age, sexual preference, disability, social origin, political opinion or any other bias, and we do not tolerate any form of workplace discrimination. We do not and will not ever use child, forced or compulsory labour in our operations and finding out that our contractors engage in such activities will result in immediate termination of any business relationship. All stakeholders have access to our Grievance Mechanism.

HEALTH & SAFETY

At WAF, we work safely; our actions do not harm or endanger ourselves or others. We provide sufficient training and supervision to ensure that all employees and contractors enjoy a safe and productive workplace, and we provide a Health and Safety Standard to guide our actions across all activities and operations.

ENVIRONMENT

We are committed to environmental stewardship through appropriately managing any environmental

impacts of our activities and preserving the natural values of the areas we operate in. We are committed to ensuring that any impacts arising from our operations are managed appropriately and transparently.

COMMUNITY

At all times we engage respectfully with our stakeholders and participate in open, honest and transparent dialogue with our host communities. We work with government, community organisations and NGOs to develop and support community development projects and we work to enhance social values in the regions where we operate by providing education, training and community development opportunities.

SUSTAINABILITY

We strive for environmental, social and economic sustainability in the work we do. We reinvest in host communities to ensure a positive legacy following mining activities and seek out opportunities for improvements in process, energy use, water management, carbon footprint, biodiversity outcomes, and waste management.

EMPLOYEE RELATIONS

We aim to attract high quality candidates from the countries where we operate and we preferentially recruit local workers. All employees are entitled to the same rights and protections. We support and protect those who report unfair and unsafe practices in the workplace and there is no retaliation against those raising ethical or legal questions in the workplace.



Policies and strategies

WAF has developed a series of policies to define the Company's values and expectations, and are subject to regular review by the Board of Directors¹. These policies include:

- Code of Conduct
- Corporate Values Policy
- People Policy
- Diversity in Employment Policy
- Occupational Health and Safety Policy
- Supply Chain Policy
- Environmental Policy
- Community Relations Policy
- Drug and Alcohol Policy
- Fair Treatment Policy
- Local Recruitment Policy
- Performance Management Policy
- Whistleblower Policy
- Discretionary Support Policy
- Trading in Company Securities
- Risk Management Policy
- Shareholder Communication Strategy and Continuous Disclosure

Policies are available to all employees in English and French, and are implemented through the practices and procedures of each department. Employees are encouraged to seek guidance from their manager or the Human Resources Department about implementation of these policies. If breaches of policy are suspected, employees and stakeholders are able to use the Company's grievance and whistleblower mechanisms. The purpose of the Whistleblower Policy is to encourage employees to report suspected illegal or unacceptable conduct as soon as possible, with the knowledge that their concerns will be taken seriously and their confidentiality respected. It also reassures employees that they can raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.

In addition to the policies listed above, a number of policies and statements have been developed to guide governance of the Board of Directors, including:

- Corporate Governance Statement
- Board Charter
- Audit Committee Charter
- Remuneration Committee Charter
- Nomination Committee Charter

Risk management

The process of risk management helps the business to identify and minimise the hazards associated with mining. WAF has a risk management system developed in line with ISO 31000: Risk Management (2018), under which a number of policies and procedures have been developed and implemented across the organisation. The Board of Directors holds the ultimate responsibility for risk management and conducts regular reviews at both the operations and corporate levels.

During 2021, senior management undertook an enterprise risk assessment to review the most significant internal and external risks to the Company and operations, while also assessing the adequacy of current mitigation and management measures. This assessment involved interviews with general managers and heads of departments, as well as a site visit by the General Manager – Risk to review in-country security and risk management practices. The enterprise risk assessment highlighted the positive actions already underway, and identified some key areas for improvement to better safeguard our people, communities and operations. The outcomes of the assessment were reviewed with heads of departments and endorsed by the Board of Directors at the December 2021 Board meeting. Work will continue in 2022 to address identified risks and ensure measures are adequate to reduce those risks to an acceptable level.

Promoting Respect For Human Rights In Our Operations

Human rights have moved to the forefront of ESG matters. Where previous iterations of the GRI Standards had a dedicated disclosure standard for reporting on human rights², the subject is now embedded throughout the GRI Standards. Similarly, it is now an expectation that human rights management is woven throughout an organisation's practices.

In 2021, WAF undertook a detailed VPSHR (Voluntary Principles on Security and Human Rights) risk assessment with the assistance of an international firm specialising in human rights and WAF's Security Department. The purpose of the risk assessment was to identify potential security and human rights risks, and prioritise measures based on the severity of impacts on affected stakeholders.

¹ For more information, please refer to the West African Resources website: <https://www.westafricanresources.com/corporate-overview/corporate-governance/>

² GRI.2016. GRI 412: Human Rights Assessment 2016.

ABOUT WEST AFRICAN RESOURCES CONTINUED



In a geographic region where the security situation can be volatile, it is important to have management systems in place that facilitate “responsible and rights-respecting interactions³”. The risk assessment process identified twelve actions, the majority of which are either in place or are actions of an ongoing nature. Two of the key outcomes from the exercise included:

- Development of comprehensive training of trainers on the VPSHR, which was successfully implemented; and
- Review of the existing Security Management Plan and associated Standard Operating Procedures (SOPs) to align them with the VPSHR, an action WAF is continuing to implement as the Company’s asset portfolio expands with the Kiaka Gold Project acquisition.

In 2021, WAF also undertook a review of its policies and made the decision to develop a Human Rights Policy in keeping with the global movement to put human rights at the forefront of business practices. WAF also prepared a Modern Slavery Questionnaire for Suppliers, following the Australian Modern Slavery Act 2018. The questionnaire will be included as part of all supplier contracts in 2022 to assist WAF in identifying potential human rights and modern slavery risks in its supply chain. WAF’s Modern Slavery Statement for 2021 will be available at www.westafricanresources.com.

COVID-19 Statement

While the COVID-19 pandemic continued to cause disruption around the world during 2021, WAF has maintained its pro-active response to minimise the effects to operations and communities around Sanbrado. The response has been guided by advice issued by the World Health Organisation, and the Governments of Burkina Faso and Australia. Actions such as social distancing, maintaining personal hygiene, and using appropriate personal protective equipment are mandatory on site, while the medical clinic is equipped to administer COVID-19 tests and Government-issued COVID-19 vaccines to WAF personnel.

WAF has supported the response to COVID-19 in Burkina Faso by donating personal protective equipment to local authorities, hospitals and local communities, including face masks, hand sanitiser,

soap and hand washing stations. WAF also included a COVID-19 awareness campaign to existing health education programs for schools and local communities, reaching approximately 5,000 people.

Memberships and commitments

WAF strives to align with industry good practices and internationally recognised standards for managing environmental and social risks. Among these are:

- International Finance Corporation’s (IFC) Sustainability Framework
- World Bank Group Environmental, Health and Safety Guidelines for Mining
- International Council for Mining and Metals’ Mining Principles
- United Nations Sustainable Development Goals
- International Cyanide Management Code for the Manufacture, Transport, and Use of Cyanide in the Production of Gold
- Global Industry Standard on Tailings Management

WAF is a member of the Australia-Africa Minerals & Energy Group. Company employees and Board of Directors also hold memberships with professional bodies across technical disciplines.



ABOUT WEST AFRICAN RESOURCES CONTINUED



³ LKL International Consulting Inc. 2021. VPSHR Risk Assessment, West African Resources, Sanbrado Gold Project.



OUR APPROACH TO SUSTAINABILITY

OUR APPROACH TO SUSTAINABILITY CONTINUED**Message from the
General Manager of Sustainability**

2021 was an exciting year for WAF. Despite the global challenges through the pandemic, we took a number of significant leaps forward in our sustainability journey.

We continued making our way through the Environmental and Social Action Plan at Sanbrado as part of our efforts to align the Sanbrado operation with international sustainability safeguards, namely the Equator Principles, IFC Performance Standards and international good practice such as the Voluntary Principles on Security and Human Rights.

The ESIA for the Toega Gold Project went full steam ahead and allowed us to gain a greater appreciation of the technical expertise that Burkina Faso has to offer. The team maintained robust data collection,



while respecting COVID-19 health advice and protocols. It is exciting to be part of the WAF team completing the ESIA as I had the privilege of kicking off the environmental scoping studies in 2016. During that time, I held focus group discussions with community elders, women's groups, youth and the artisanal mining community, and spent days walking the banks of the Nakambe River assessing water quality, hydrology and the state of the riparian areas.

Extending our portfolio now to include the Kiaka Gold Project has caused an excited buzz in the Company. Not only will it raise the Company's reserves, but it presents WAF with a unique and extraordinary opportunity to contribute meaningfully to biodiversity preservation. Being located near the Barrage de Bagré Ramsar site, the Environment and Sustainability Departments have been working to develop a biodiversity strategy and commenced planning our outreach program to support research initiatives.

In closing, this Report is the Company's first Annual Sustainability Report which we have set out to align with the Global Reporting Initiative's Sustainability Reporting Standards 2021, the oldest and most commonly used reporting standards for sustainability. My aim is to use these tools to keep our shareholders and broader stakeholders informed of WAF's sustainability journey.

MIREY LOPEZ
General Manager - Sustainability
West African Resources

**OUR APPROACH TO SUSTAINABILITY CONTINUED**

OUR APPROACH TO SUSTAINABILITY CONTINUED



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were developed as a key part of the 2030 Agenda for Sustainable Development, adopted by UN Member States (including Burkina Faso) in 2015. The SDGs aim to achieve peace and prosperity for people and the planet through cooperative global efforts to end poverty, improve social outcomes and protect the environment, while encouraging economic growth.

Currently, Burkina Faso ranks 139th out of the 165 countries that have been assessed, with a score of 53.51 (out of 100) for progress towards achieving the SDGs⁴. This ranking is similar to regional peers in West Africa with Ghana (114), Cote d'Ivoire (131), Togo (143), and Mali (146).

WAF is committed to working with its stakeholders in supporting the SDGs and creating a positive legacy in the communities where it operates. WAF undertook a mapping exercise of its activities against the SDGs to identify where we can have the greatest positive impact. WAF's community development programs and environmental initiatives are also guided by the findings from the Company's community and environmental monitoring programs and the Burkina Faso National Development Plans.

In 2021, WAF undertook a socio-economic baseline update of the communities surrounding the Sanbrado Mine to understand any changes or developing trends in the demographics, standard of living, livelihoods and population movement to guide the Company's social investment strategy. Echoing the opening address by WAF's Chairman, Mr. Richard Hyde, education, job creation and health are the three key areas where WAF has identified it can make the most positive contribution.

⁴. Sustainable Development Report 2021: Burkina Faso. Source: <https://dashboards.sdgindex.org/profiles/burkina-faso>

OUR APPROACH TO SUSTAINABILITY CONTINUED



SUSTAINABLE DEVELOPMENT GOALS AND TARGETS ADDRESSED BY WAF ACTIVITIES, PROJECTS AND INVESTMENTS



1.4 - By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.



2.3 - By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

2.4 - By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

2.5 - By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilisation of genetic resources and associated traditional knowledge, as internationally agreed.



3.3 - By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

3.6 - By 2020, halve the number of global deaths and injuries from road traffic accidents.

3.9 - By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

3.c - Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States.



4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.6 - By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

4.a - Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.

WAF'S CONTRIBUTION

Local employment opportunities and training.
Equal opportunity and non-discrimination policies.
Livelihood restoration programs, including training and support to improve sustainability of agricultural activities.

Training and community investment activities to improve agricultural productivity (donation of mowers, building a grain milling platform, building storage warehouses for crops, building livestock watering points).

Support the creation of cooperatives for farmers and associations for livestock breeders (enabling access to national markets and reduced expenses).

Support the creation of community gardens for market gardening.

Training to prevent soil erosion.

Supply of improved seed varieties for rain-fed crops and training on their use.

Support to community education activities (awareness and prevention of sexually transmitted diseases and malaria, road safety).

Construction of a medical centre in Pousghin.

Donation of 600 mosquito nets to 6 hospitals.

Donation of medical equipment to three medical centers, in Pousghin, Boudry, Nédégo.

Internship opportunities for university students (34 interns in 2021).

Building schools in communities where distance had prevented children from attending.

OUR APPROACH TO SUSTAINABILITY CONTINUED



SUSTAINABLE DEVELOPMENT GOALS AND TARGETS ADDRESSED BY WAF ACTIVITIES, PROJECTS AND INVESTMENTS



5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
5.a - Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.



6.1 - By 2030, achieve universal and equitable access to safe and affordable drinking water for all.
6.2 - By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.
6.3 - By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.
6.4 - By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.
6.b - Support and strengthen the participation of local communities in improving water and sanitation management.



8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
8.3 - Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
8.7 - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



9.1 - Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

WAF'S CONTRIBUTION

Employment opportunities for women and strict equal opportunity and non-discrimination policies apply. Women account for 20% of WAF's staff, above average for a mining company.

Providing French language classes for women in local communities to better enable them to participate in economic and political activities.

Drilling wells to supply drinking water to local communities, along with ongoing water quality monitoring.

Toilets have been constructed in communities resettled as a result of the development of the Sanbrado Mine.

For further information on WAF's approach to managing water, refer to Water Stewardship.

WAF has supplied facilities, equipment and training to enable local communities to pursue a diverse range of economic activities (chicken breeding, soap making, traditional weaving).

Training on micro-credit and financial management.

Adherence to the Australian Modern Slavery Act 2018 and preparation of the 2021 Modern Slavery Statement.

WAF has financed the construction of schools and a medical centre for the benefit of the local communities.

OUR APPROACH TO SUSTAINABILITY CONTINUED



SUSTAINABLE DEVELOPMENT GOALS AND TARGETS ADDRESSED BY WAF ACTIVITIES, PROJECTS AND INVESTMENTS



10.3 - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.
10.4 - Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.



11.1 - By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.
11.c - Support least developed countries, including through financial and technical assistance, in building sustainable and resilient buildings utilising local materials.



12.3 - By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.
12.4 - By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.
12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.



15.1 - By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.
15.a - Mobilise and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.



16.7 - Ensure responsive, inclusive, participatory and representative decision-making at all levels.
16.9 - By 2030, provide legal identity for all, including birth registration.
16.10 - Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.
16.b - Promote and enforce non-discriminatory laws and policies for sustainable development.

WAF'S CONTRIBUTION

Employment opportunities are available for both men and women, with equal opportunity and non-discrimination policies in place.

Wages are reflective of the position's requirements, with no distinction based on gender.

Provided new houses and facilities using local construction methods and materials for resettled households.

Financed the process to issue land title for resettled households.

WAF supports local producers by sourcing food and other supplies locally, where possible.

Food waste is minimised by donating to local pork farmers.

Waste is sorted at Sanbrado Mine for recycling, reuse or disposal. An awareness campaign for employees was delivered in 2021 and segregated waste facilities are available throughout the site.

Land disturbance was minimised during construction of the Sanbrado Mine to minimise impacts to ecosystems. Environmental management on site ensures the protection of trees and wildlife, including relocation of wildlife where necessary.

Progressive rehabilitation is underway, with plants being grown on site for use in rehabilitation of disturbed land and to minimise erosion.

Supported local community members to get official documents (birth certificate, identification card).

Information is regularly provided to stakeholders and WAF supports local and regional committees which represent stakeholder interests (for further information, refer to Stakeholder Engagement).

OUR APPROACH TO SUSTAINABILITY CONTINUED



Stakeholder Engagement

Stakeholder engagement is a core part of our business and a daily activity. Engagement happens at multiple points within the organisation and for a multitude of reasons, including building and maintaining relationships, and exchanging information and opinions. WAF is committed to an active process of engagement with stakeholders in order to build successful and mutually beneficial relationships. WAF aims to meet international practice and takes guidance from the Equator Principles, the International Finance Corporation and the International Council on Mining and Metals in planning for and conducting stakeholder engagement activities.

WAF's engagement activities are based on:

- Engaging honestly and respectfully with all stakeholders and communities
- Giving special care to cultural appropriateness
- Building mutually beneficial relationships with stakeholders that are based on trust, mutual respect and understanding
- Communicating information to stakeholders in ways that are meaningful
- Translating information into languages and formats that are accessible
- Planning consultation and ensuring the process is inclusive and well documented
- Investing time in identifying and prioritising stakeholders, assessing their interests and concerns
- Taking grievances seriously
- Registering grievances so that they can be responded to and addressed in a reliable and timely manner
- Ensuring that stakeholder issues, concerns and interests are given due consideration in project planning and design.

The Community Relations Department at Sanbrado leads WAF's stakeholder engagement activities and maintains a regular schedule of meetings with government, local leaders and communities. In addition, a community reception room is open every day for stakeholders to visit with any questions, comments or concerns.

The grievance management mechanism was set up in 2020 and consists of:

1. Receiving and registering the complaint;
2. Investigating the complaint;
3. Resolving the complaint to the satisfaction of the affected parties and WAF; and
4. Closing the complaint.

In 2021, a total of 42 complaints were raised through the grievance mechanism. Of these, 35 have been resolved, while 7 are still in the process of being resolved. The greatest number of complaints related to resettlement (7), compensation (6) and issues with water supply bores (5).

OUR APPROACH TO SUSTAINABILITY CONTINUED





OUR PEOPLE

WAF recognises that its most important asset is its people. In order to attract and retain the right people, the Company must create a work environment where people feel valued, where they are provided with opportunities and where they feel safe. As a Company, we work every day to create this environment and are pleased to report a low rate of staff turnover (7% in 2021) and a high retention of senior staff over a number of years.

EMPLOYMENT AND WORKFORCE

WAF employs more than 630 people globally⁵ and have specialised contractors working with us, bringing the total workforce to around 1,300 people. The majority of employees work at Sanbrado, with a small staff based in Ouagadougou and in Perth. As the Toega and Kiaka Gold Projects transition into construction and operations, we anticipate further growth in employment in Burkina Faso.

90%

of our employees are Burkinabé, with only 10% expatriate staff or staff working in other parts of the world.



low employee turnover



High rate of female representation:
20% of all WAF employees and 19% of senior management positions at Sanbrado.

WAF Global Employee Distribution



OUR PEOPLE CONTINUED



WAF operates in compliance with the labour code of Burkina Faso and in alignment with the IFC Performance Standards on Environmental and Social Sustainability and the International Labour Organisation (ILO), which require that companies recruit without discrimination by giving equal opportunity to all applicants and develop measures to allow equal access to benefits for both women and men. All employees have individual employee agreements.⁵

WAF recognizes the business value of a gender-balanced workforce and that increasing the purchasing power of women has a positive impact in the community. Women account for 20% of WAF's employees and 19% of senior management at Sanbrado. At Sanbrado, managerial positions in health and safety, open pit mining management, commercial and logistics, camp management and human resources are headed by women.

Representation at Sanbrado

90%
of our employees
are Burkinabè and
10% expatriate staff
or staff working in
other parts of
the world

LOW
employee
turnover

High rate of female representation:
20% of all WAF employees and
19% of senior management
positions at Sanbrado

In Burkina Faso, we prioritise the hiring of employees from local communities as much as possible. WAF has identified project-affected communities and has set an objective in the Local Recruitment Policy that the level of benefit sharing should be in line with the level of impact. Based on this commitment, when all other criteria are equal, women and applicants from impacted zones will be given primary consideration for employment opportunities. Subcontractors are also expected to comply with the Local Recruitment Policy.

WAF strongly encourages diversity in the workplace and will not tolerate discrimination of any kind. This is reflected in Company policies and induction materials provided to new employees. If discrimination is experienced or witnessed, employees or workers are encouraged to report this to management or human resources. WAF has a Whistleblower Policy in force which protects employees, contractors, suppliers or any associated person from repercussions associated with reporting illegal or unethical conduct. In 2021, one incident of discrimination was reported and promptly addressed by the site management team.



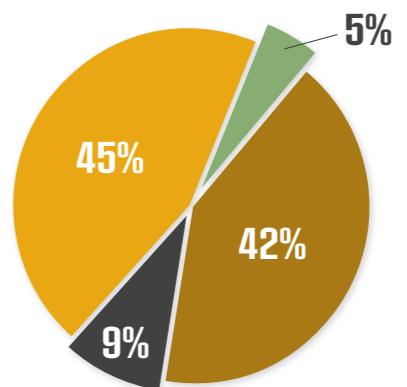
5. This total includes WAF subsidiaries in Burkina Faso which are not otherwise discussed in this report.

6. There is no collective bargaining agreement applicable to operations in Burkina Faso.

OUR PEOPLE CONTINUED



Sanbrado workforce place of origin (%)



- Commune of Boudry
- Ganzourgou Province (outside of Boudry)
- Remainder of Burkina Faso
- Non-nationals (expats)

TRAINING AND PROFESSIONAL DEVELOPMENT

WAF has a number of programs in place to identify training needs and to support employees in learning new skills and advancing their careers. Once hired, each employee is put through an 'onboarding' program to make them aware of company values, policies and expectations. Further training is then identified by the relevant department, supported by the human resources team and guided by the Performance Management Policy, based upon the needs of the role and the specific employee. Some training is generic and broadly applicable to a wide range of employees (e.g. occupational health and safety and security induction provided to all employees on their first day of work), whereas others can be targeted to a specific group or employee (e.g. isolation and tagging training for employees working with electrical hazards).

Annual performance reviews are undertaken with each professional employee, enabling the identification of further training needs and professional development goals. In 2021, the Human Resources Department in Burkina Faso delivered a total of 2,132 trainings to WAF employees, varying from 1 hour to 7 days.

A key feature of WAF's training program is the Leadership Development Training, where staff in management roles are provided with training to develop their management and leadership skills. In 2021, 17 employees participated in this program.

In addition, WAF operates an internship program to support university students in gaining hands-on work experience during their studies. A total of 34 internships were offered by WAF in 2021 and a number of these interns have been offered permanent jobs by WAF following completion of their internship and studies.



INTERNSHIP REFLECTIONS

In June 2021, I experienced life on a mine site for the very first time. I was warmly welcomed by the whole Sanbrado team for an internship in completion of my studies in sustainable management.

Over the course of 6 months, I had the chance to discover various aspects of the industry, working in both the Environment Department and the Community Relations Department.

It was a rich cultural immersion to visit villages and attend ceremonies, and it was uplifting to see projects under development to become support infrastructure for the communities. I also learned many new things related to waste management and environmental management which cannot be understood only through a theoretical explanation. With my legal background, I was also able to analyse the national and international legal frameworks to monitor the company's compliance to different standards.

This internship gave me a fresh perspective on the mining industry and the tremendous effort given to helping nearby communities in their development and bettering their life conditions. It gave me a more profound understanding of the reality of the sector and allowed me to see the opportunities to give a sustainable future to mining and to see the potential for improvement.

I had the pleasure to meet people from different departments and to be enriched every day by our exchanges. I picture the stakeholders of the Company as of the same body, working in unison, with their different dynamics and priorities, but making it work for the best interest of all.

In a workplace where there is so much benevolence, I look forward to coming back and being part of the team. This internship gave me many ideas of projects that I would love to implement in the future as it is a place where creative thinking is welcomed. An internship like this is unusual in my field, but I would encourage more opportunities like this so that other students could have an experience as memorable as mine."

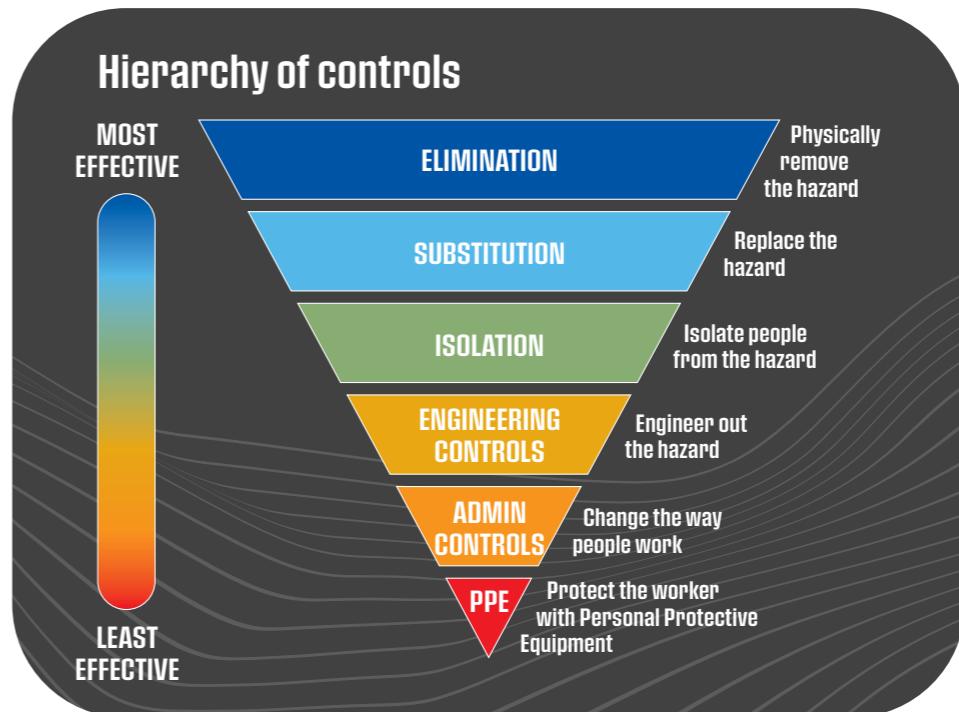
Constance Baya
Masters in Sustainable Management



Occupational Health and Safety

WAF is committed to creating a work environment where people feel safe and are safe. Open pit and underground mining operations and associated activities present a range of hazards to workers, which could result in significant personal harm and economic hardship. To mitigate these risks, there are health and safety protocols around all aspects of the business. As a company, we adopt an iterative approach to achieve continuous improvement in our Occupational Health and Safety Management System (OHSMS).

Initial risk assessments (capturing all employees, visitors, contractors and neighbouring communities) inform the implementation of the hierarchy of controls, to limit the risk to as low as reasonably practicable. These assessments and mitigation measures are reviewed by departmental supervisors and signed off by safety personnel, then communicated to the relevant workers and the wider organisation through Toolbox Talks, OHS meetings, safety boards, inductions and inclusion on the company risk register. Opportunities for continuous improvement are identified through job hazard analyses, regular inspections and audits, incident investigations, employee feedback (e.g. Take 5, worker OHS Committee), and are implemented as appropriate.



WAF has an active Occupational Health & Safety (OHS) Department that oversees health and safety measures across all areas of operations, and provides training, guidance and incident investigation support when necessary.

Employees are encouraged to report all hazards, near misses or incidents. Reports can be made by submitting a hazard report form, during regular toolbox talks, or via a direct email or call to a supervisor or the OHS committee. All workers have the right to stop if an unsafe situation occurs in their workplace. All health and safety incidents are reported and investigated. A full ICAM (Incident Cause Analysis Method) investigation is conducted for all incidents of medium to serious severity.

OUR PEOPLE CONTINUED

The OHSMS incorporates:

- The requirements of the Burkina Faso government, specifically Arrêté conjoint n° 2008-002/MTSS/MS/SG/DGSST du 6 January 2009 which requires the establishment of health and safety committees within large enterprises;
- ISO 45001:2018 – Occupational Health and Safety Management Systems;
- ILO C176 (1995) – Safety and Health in Mines Convention;
- ISO 31000:2018 – Risk Management; and
- Industry standards and guidelines, including those from the Western Australia Department of Mines, Industry Regulation and Safety.

In addition, the OHSMS brings together decades of experience within the mining industry, procedures applied successfully during the construction phase at Sanbrado and internationally-recognised good practice procedures to deliver a simple and all-encompassing OHS system. The OHSMS covers all workers, whether they are employees, offsiteors or contractors.

**0
FATALITIES**

**9.8m
hours
without a lost
time injury**

**TRIFR: 0.78
per million
hours worked**

Occupational health services

A fully equipped medical clinic is available on site to deal with emergency situations and day-to-day health consultations (occupational or otherwise). The clinic is staffed by two medical personnel (emergency and occupational), three nurses and an ambulance driver/pharmacist. It is open from 7AM to 6PM every day and a doctor and nurse are on call overnight. The clinic is located within the Sanbrado site close to work areas to facilitate easy access, with no restrictions on who can visit or when.

Three audits were undertaken by the Government's medical labour inspection team in 2021. All audits received positive feedback and WAF was congratulated on the infrastructure and quality of the service. Corporate oversight provides additional support regarding requirements and procedures.

OUR PEOPLE CONTINUED



MANAGING OUR ENVIRONMENTAL FOOTPRINT

WAF is committed to responsible environmental management through the integration of environmental considerations into business decisions at all stages. Each project is subject to a comprehensive ESIA during the permitting process. This enables us to avoid, minimise and mitigate negative environmental impacts, as well as identifying opportunities to improve environmental outcomes.

Once operational, environmental management and monitoring continues throughout the life of the project, guided by a project-specific Environmental and Social Management Plan (ESMP) developed in accordance with international industry practice and standards.

In addition, environmental rehabilitation takes place on a continuous basis to minimise disturbance to the natural environment and to ensure that the planned post-closure outcomes for the environment and the community are achieved.



Water Stewardship

Water is a scarce resource for much of the year in Burkina Faso. The bulk of the annual rainfall will fall over three to four months in the wet season, outside of which many streams and watercourses will cease to flow. Understanding the existing water environment and the needs of other water users forms a core part of the ESIA, providing the opportunity to maximise water efficiency through project design, minimising water extraction and reducing impacts on the environment and other users. For example, all water storage facilities were designed to minimise losses through seepage and evaporation.

The primary sources of water at Sanbrado are freshwater drawn from the Nakambé River and water captured during dewatering of the open pit (groundwater and rainfall), both of which provided around 1.5 million cubic metres of water during 2021. Water from the Nakambé is drawn during the rainy season when river flow is high to minimise the impacts on the aquatic environment and downstream users. This water is stored in a water storage facility capable of storing up to 3 million cubic metres for use in the process plant. Following use in the gold processing (carbon in leach), tailings are deposited in the tailings storage facility, from which water can be drawn for re-use in the process plant.

Rainfall, surface water runoff and groundwater encountered during mining are all captured and stored for use in dust suppression (within the mine site and on roads in surrounding communities). Potable water for use at the mine camp and other facilities is drawn from groundwater bores.

The team at Sanbrado monitors water availability, quality and usage on an ongoing basis, identifies any issues with supply or quality, and adapts management measures to address these issues. A detailed review and update of the Sanbrado site water balance and installation of new flow meters throughout the operation will facilitate identification of further water optimisation initiatives.

Emissions and Climate Change

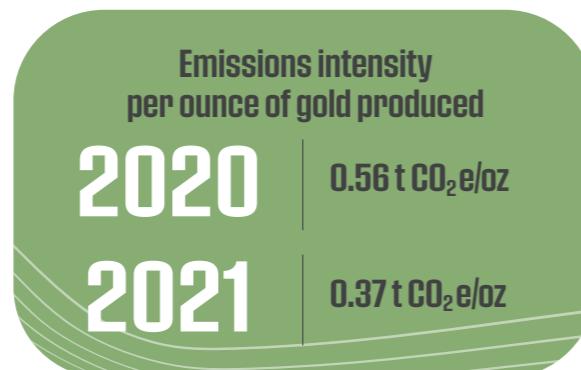
Climate change is one of the most pressing environmental issues that is being faced on a global scale and WAF is keenly aware of its corporate responsibility to minimise greenhouse gas emissions, while also taking steps to improve resilience to a changing climate. In Burkina Faso, it is predicted that temperatures will increase (both daily maximum and seasonal averages) and precipitation in the wet season is also expected to increase⁷ which are predicted to impact the country's population and economy. WAF is supporting local communities to improve their land management practices to better enable them to adapt to a changing climate (refer to Livelihood Restoration and Training).

Emissions

WAF calculates direct (Scope 1) greenhouse gas (GHG) emissions on an annual basis for operations at Sanbrado. This will be expanded to include Toega and Kiaka once construction and operations commence at these sites. Scope 1 emissions are those that occur from sources that are controlled or owned by an organization, and for WAF the primary sources are fuel used in mining activities and power generation. No electricity is drawn from the national grid, as such Scope 2 emissions (indirect

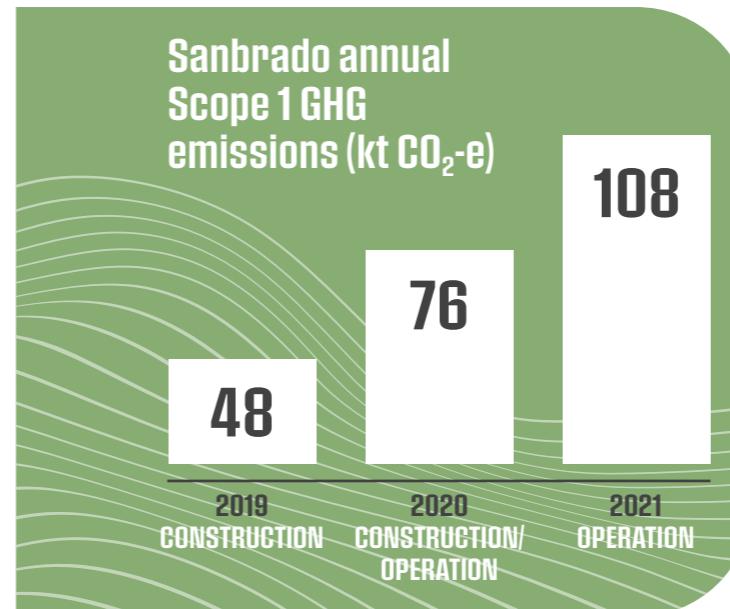
GHG emissions associated with the purchase of electricity, steam, heat, or cooling) do not apply for this reporting period.

As Sanbrado moved from construction in 2019, to operation in March 2020, and the first full year of production in 2021, the Project's annual Scope 1 GHG emissions have increased. The emissions intensity per ounce of gold produced decreased from 0.56t CO₂-e/oz in 2020 to 0.37t CO₂-e/oz in 2021.



7. World Bank Group: Climate Change Knowledge Portal.
Source: <https://climateknowledgeportal.worldbank.org/country/burkina-faso>

A further increase in Scope 1 GHG emissions is expected when the Toega and Kiaka Gold Projects become operational. In order to allow for meaningful comparison and tracking of our emissions from year to year, WAF will select a baseline year once both the Toega and Kiaka projects are operational using internationally recognised standards such as the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard⁸.



Biodiversity

Biodiversity in the areas around the Sanbrado Mine and the Toega Gold Project is strongly influenced by existing land uses (agricultural cultivation, grazing, artisanal and small-scale mining, timber exploitation and fire), resulting in habitat degradation, loss and fragmentation. Outside of cultivated areas, vegetation is predominantly grass and shrub savannah, with a relatively low level of diversity. Of the tree species present, a number have local and national conservation significance.

The majority of animal species present around the Sanbrado and Toega projects are commonly occurring species with the exception of the hooded vulture (*Necrosyrtes monachus*), whose range extends over WAF's project areas in Burkina Faso. The hooded vulture is listed as critically endangered on the IUCN Red List.

8. Greenhouse Gas Protocol. Source: <https://ghgprotocol.org/>

Management of biodiversity features around the Sanbrado and Toega sites is focussed on protecting tree species of conservation significance, improving diversity through revegetation of disturbed areas within the mine perimeter and development of management strategies for key species, such as the hooded vulture. At Sanbrado, a plant nursery has been established and the Environment Department is propagating plants for progressive rehabilitation and revegetation of disturbed areas. Critical Habitat Screening was conducted in 2021 at Sanbrado. With the acquisition of Kiaka, WAF will develop a biodiversity strategy across its three projects in 2022.



DEVELOPING A BIODIVERSITY MANAGEMENT STRATEGY FOR KIAKA

In 2021, WAF acquired the Kiaka Gold Project, which was granted its mining permit in 2015. Construction works are expected to start in 2022.

The project is located in close proximity to the Barrage de Bagré, designated a Ramsar site. It consists of a man made dam on the Nakambé River recognised for its biodiversity and supporting agricultural activities. It is home to various aquatic species of fish, reptiles, amphibians, molluscs and most notably the hippopotamus. The stable waters of the lake enable numerous socio-economic and agricultural activities, including irrigation of the surrounding land. The site is also valuable for erosion control, sediment and nutrient retention, storm protection and groundwater replenishment (Ramsar, 2022).

While an environmental and social impact assessment (ESIA) for the Kiaka project was completed in 2014 as part of the mining permit application process, WAF will be undertaking an update to the ESIA in 2022, including updating various environmental and social baseline studies. Biodiversity studies will form a key component of this update to ensure that WAF has the necessary information to develop a

strong biodiversity management strategy as part of the Kiaka environmental and social management plan.

WAF has appointed national and international experts to undertake biodiversity studies incorporating information from the regulatory context and following the IFC Performance Standard 6 and associated updated guidance. These studies will include expanded geographic scope, critical habitat assessment, updates to the impact assessment and development of a site-specific biodiversity management plan.

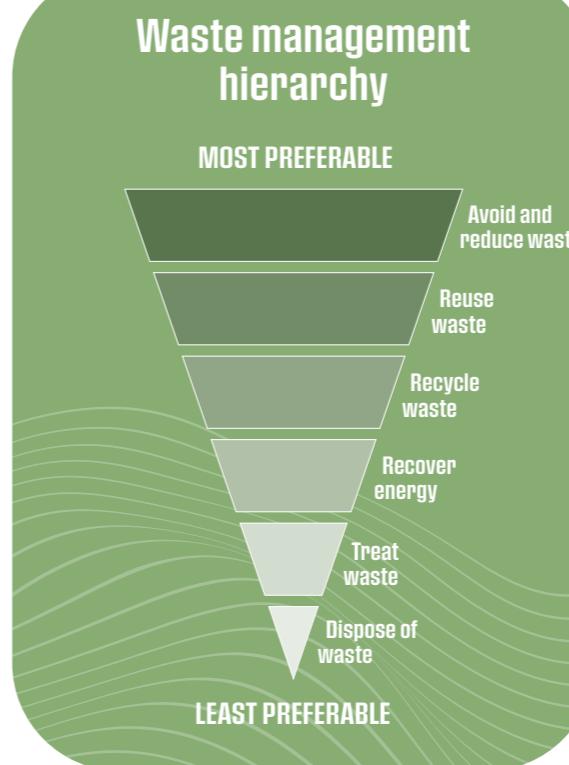
As well as managing impacts within the mining area, WAF is committed to the improvement of environmental and social outcomes for the wider Barrage de Bagré site. In 2022, WAF will seek to partner with organisations to support biodiversity management activities within the Ramsar site.



Waste and Tailings Management

Waste minimisation and management

WAF is committed to the responsible management of waste, through the application of the waste management hierarchy. This calls for the minimisation of waste through avoiding its creation, reusing waste products (either through repairs and refurbishment or through finding alternative uses for functional parts), and recycling materials wherever possible. If none of these are possible, the remaining waste could be used for energy generation or treated to minimise environmental impact before disposal.



Waste rock is the largest waste stream to be managed at Sanbrado. In 2021, almost 20 million tonnes of waste rock was extracted during mining operations and deposited in waste rock dumps or used in constructing the tailings storage facility. The Geology Department assesses the waste rock for any potentially acid-forming (PAF) material, which is then encapsulated within non-PAF material to prevent acid generation and associated environmental impacts.

At Sanbrado, non-hazardous waste is segregated at disposal points around the site. Colour-coded bins are provided for segregating waste and an awareness campaign for employees was delivered in 2021.



A variety of waste streams are created during mining operations, with the largest by volume being tailings and waste rock (managed by the Mining Department), with much smaller but still significant volumes of hazardous and non-hazardous waste (managed by the Environment Department). All of these are managed according to international good practice to appropriately handle the waste, minimise the amount of waste sent for disposal and minimise the environmental impact of waste disposal.

Food waste is donated to local pork farmers for re-use. Hazardous and non-hazardous waste that can be recycled, re-used or treated prior to disposal is sent off-site with a Government-approved waste management contractor. The remaining non-hazardous waste is disposed of on-site in a permitted lined landfill facility.

More than
1,000 tonnes
of waste diverted from disposal

Tailings management

WAF currently operates one tailings storage facility (TSF) at Sanbrado. The TSF is a HDPE lined, compacted soil and rock structure into which tailings are deposited. The TSF currently comprises two cells, with a final design capacity of approximately 12.5Mt each. Each year, one TSF cell is raised for future deposition, while the other is operated. The tailings are pumped to the TSF as a slurry. Once deposited, the solids settle out and water can be recycled through the processing plant. The TSF structure and associated drainage infrastructure are monitored regularly and subject to periodic external auditing. A network of groundwater bores are used to monitor groundwater level and quality in the area around the TSF.

To safeguard the integrity of the TSF against damage due to extreme events, the design adopted the 1 in 10,000 year earthquake as the Maximum Design Earthquake and a 1 in 100 year, 72 hour duration rainfall event.

Cyanide and Reagent Management

Gold extraction requires the use of different reagents. WAF has strict protocols for the handling and storage of these reagents according to their chemical properties to ensure that any hazard to human health or the environment is minimised. Where necessary, reagents that need to be diluted or mixed have storage capacity for at least one day's operating needs under most conditions, which allows reagent management to be undertaken on day shifts only. The quantity of each reagent held in reserve at any one time varies as a function of shipping schedules and cost, as well as time of year allowing for difficulties with wet season access and other influences.

Cyanide is a key reagent in gold and silver processing. WAF uses the International Cyanide Code⁹ as a key guideline for managing cyanide transport, handling and storage at Sanbrado and will apply the same at Kiaka. Cyanide is delivered to site in one tonne bulk bags and stored in the reagent store. Cyanide is mixed with raw water to create a 30.5% w/w solution. The mixed solution is transferred by a cyanide transfer pump to a separate cyanide storage tank, where duty/standby cyanide recirculating pumps, circulate the cyanide solution through the process plant. The cyanide mixing and storage tank is contained within a concrete bund with a collection sump to recover spillage, which is delivered back into the processing circuit. The original delivery units are safely transported to an authorised incineration facility.



⁹. International Cyanide Management Code For the Manufacture, Transport, and Use of Cyanide In the Production of Gold. Source: <https://cyanidecode.org/>





WORKING WITH OUR LOCAL COMMUNITIES

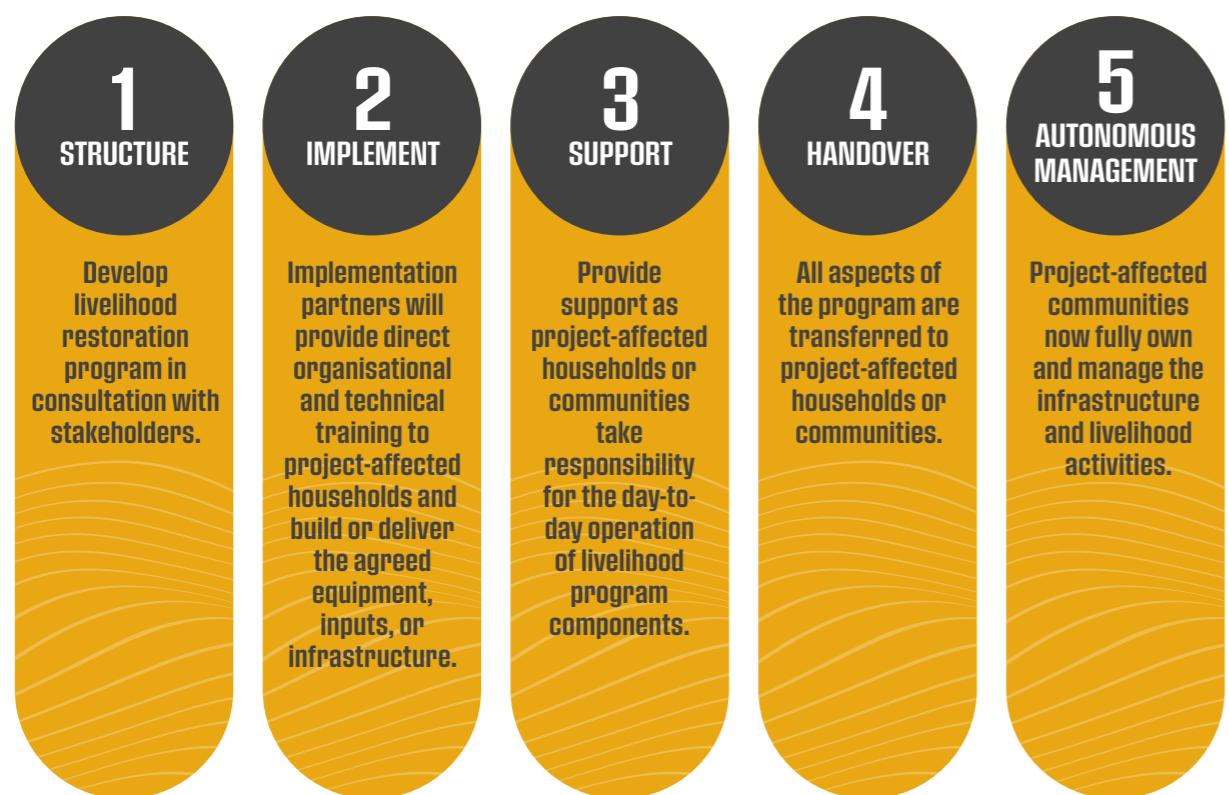
WAF recognises that the success of the Company relies on our ability to maintain a social license to operate. Social investment programs are developed through social surveys, regular community consultations and by providing avenues for stakeholders to share feedback and concerns. Close collaboration with host communities and the government allows us to jointly identify areas of need and how WAF can best contribute to sustainable community development. In 2021, WAF invested \$3.8M directly into community development initiatives, resettlement and livelihood restoration, and community relations activities in addition to the \$7M paid to the Government of Burkina Faso's Local Development Management Fund.



Livelihood Restoration and Training

WAF is undertaking a series of livelihood restoration activities to support the people, households and communities affected by Sanbrado which involved acquisition of 1,150 hectares of land, including land used for agriculture, grazing, and illegal artisanal and small-scale mining (ASM). The process resulted in relocation of 247 households, and loss of access to 401 hectares of agricultural fields and an estimated 749 hectares of fallow fields or uncultivated land. Displaced households received replacement residences at resettlement sites of their choice, in addition to compensation and entitlements through the livelihood restoration program.

The objective of the livelihood restoration program is to provide affected households with an adequate opportunity to restore their livelihoods to better than pre project levels. The program is planned to run for five years. All long-term livelihood restoration programs will progress through the following phases at different rates, but the goal is to have all programs transition from being developed by WAF (with input from stakeholders) to ownership and autonomous management by project-affected communities as soon as possible within the five-year timeframe.



A livelihood restoration working group (LRWG) was convened in 2020 to support the development of appropriate long-term livelihood restoration programs and includes elected male and female representatives from each project-affected community. The membership of the LRWG was formalised in February 2021 in an Arreté [Decree] issued by the Commune of Boudry authorities. Following this, two representatives from the Mairie of Boudry and one from each of the Technical Services of Agriculture, Livestock and Natural Resources have joined the LRWG. The project has consulted extensively with Provincial and Commune level authorities and Technical Services to develop the livelihood restoration plan, as well as with implementation partners. Implementation partners were identified by WAF's Community Relations and Procurement Departments, both from past contracts and through research into organisations undertaking similar projects elsewhere in



Burkina Faso. The key implementation partners in 2021 were: Organisation Catholique pour le Développement et la Solidarité (OCADES), the Institut de l'Environnement et de Recherches Agricoles (INERA), Green Cross and Oubda Wimdbe.

At the time of the land acquisition process, it was not possible to identify enough suitable land to offer in-kind replacement for agricultural fields. As a short-term compensation measure, households that were economically displaced from agricultural fields are receiving an annual cash compensation equivalent to the value of crops they would have derived from their fields. While longer-term measures were under development, the project implemented several other short-term livelihood interventions to respond to emergent needs and to pilot programs that could be beneficial in the long-term. These included:

- Financial literacy training
- Donation of agricultural inputs
- Skills training for 50 artisanal and small-scale mining (ASM) practitioners in various trades
- Training on agricultural practices
- Ploughing or subsoiling of agricultural fields
- Harvest and distribution of fodder collected within project footprint

Long-term livelihood restoration activities underway in 2021 were focussed upon improving the sustainability of pastoral and agricultural livelihood activities due to the loss of significant areas of land in a region where land is already scarce. Key activities included:

- Construction of watering points for livestock
- Construction of the first of four market gardens
- Training and supply of equipment or infrastructure to improve agricultural productivity (donation of mowers, building

a grain milling platform, building storage warehouses for crops, building livestock watering points)

- Supporting the creation of cooperatives for farmers and associations for livestock breeders (enabling access to national markets and reduced expenses)

• Training to prevent soil erosion and improve soil management

- Supply of improved seed varieties for rain-fed crops and training on their use
- Identification of areas suitable for fodder production

• Food security and vulnerability assessment

WAF has also been running an annual reforestation program for the broader project area. While this is not specifically targeted at project-affected households, it could be tailored to benefit them directly in the future.





ADAPTATION



INCORPORATING CLIMATE CHANGE ADAPTATION INTO LIVELIHOOD RESTORATION PROGRAMS

WAF's livelihood restoration programs have a strong focus on increasing resilience in the face of climate change. Increasing population pressure on land in Burkina Faso is combining with climate change to worsen the conditions for agriculture and pastoralism, two of the most critical national livelihoods.



In this context, WAF is implementing training on sustainable soil improvement techniques, erosion control and adaptive resource management. This programming is implemented by Green Cross Burkina Faso, a national chapter of Global Green.

The programs are designed to stimulate discussions around the negative impacts of deforestation, ecological degradation, pesticide use, and slash and burn agricultural techniques. More sustainable techniques that have been discussed and demonstrated include:

- Subsoiling
- Planting grass strips for moisture retention
- Mulching
- Composting
- Planting of windbreaks and living fences
- Use of short-cycle and improved seeds
- Certification for farmers in the production of improved seeds
- Stone bund construction for erosion control
- Landscaping for erosion control
- Participatory planning of sustainable reforestation, grazing patterns and forest resource harvesting

As with other livelihood restoration and community development activities, these programs have been implemented in collaboration with the national and regional technical services.

OUR LOCAL COMMUNITIES CONTINUED



Measures of success

Monitoring and evaluation are the processes by which we assess the success of our program and whether they are meeting the overall objectives of the livelihood restoration plan. Internal monitoring will track a series of indicators to measure achievement against objectives and commitments over time. Three types of indicators will be used for monitoring:

Input indicators quantify the financial and human resources and the number of consultation activities undertaken with stakeholders.

Output indicators quantify whether the programs are being implemented as planned.

Outcome indicators quantify whether the long-term objectives of the program are being achieved and the impacts to participants' quality of life. Outcome indicators would ultimately demonstrate whether project-affected people have restored their livelihoods to pre-project levels or above.

Evaluation analyses the results from internal monitoring to determine whether the project is adequately mitigating its impacts and the livelihood restoration plan is meeting its objectives and commitments. Evaluation will be undertaken internally by the livelihood restoration team under the supervision of the site Sustainability Manager, as well as external third-party audits. Regular internal updates will provide progress reports on the programs, any issues to be addressed and note the achievement of objectives. A report will be prepared at the end of each year that will constitute the annual internal evaluation of the project's livelihood restoration programs. The report will document livelihood restoration activities undertaken, present data for all tracked indicators and provide analysis of trends.

Some of the indicators to be tracked include the total numbers of households that have:

- Improved their livelihood activities compared to the previous year
- Restored their livelihood activities from baseline level
- Improved their livelihood activities from baseline level
- Participated in livelihood restoration program training
- Indicated they have improved access to markets
- Indicated they have diversified their income generation activities
- Indicated being satisfied with livelihood restoration programming
- Indicated general livelihoods improvement
- Indicated one or more periods when the household did not have enough to eat in the previous 12 months
- Indicated increased food security
- Indicated increased financial security



OUR LOCAL COMMUNITIES CONTINUED



OUR LOCAL COMMUNITIES CONTINUED



INVESTMENTS IN LOCAL INFRASTRUCTURE AND SERVICES

Education

A key focus in WAF's community investment program is increasing access to education for the communities surrounding our project sites. This is in support of SDG 4 – Quality Education, which aims to improve rates of literacy and numeracy, and the quality and accessibility of education more broadly. Surveys undertaken during the ESIA for Sanbrado and Toega identified that school attendance in the area is very low, with distance to schools and financial difficulties being the main contributing factors. Literacy in the adult population is also low. In 2021, WAF has supported the construction of a school at Sanbrado and donation of furniture and learning materials, in addition to two schools built in the Commune of Boudry in prior years. In addition, we have funded the installation of solar power generation systems at five schools in local communities to improve the learning environment and enable students to study at night. Evening classes are also offered for adults who have not previously had the chance to attend school or learn French. This knowledge will better enable them to participate in civil and economic affairs conducted in French (as the official language of Burkina Faso).



Health

WAF also aims to support access to health care for local communities. In 2021, we donated equipment to the Centre de Santé et de Promotion Sociale (CSPS) a health centre built by WAF in Pousghin, a village close to the Sanbrado Mine. This equipment has enabled the opening and effective operation of the Community Health Center (CSPS) and reduced the distance to a health centre for villages surrounding the mine. It is expected that this will lead to better health outcomes for the local population, directly benefiting some 6,300 people. In addition, WAF also supported local health awareness programs by providing information to school children and communities around malaria, HIV/AIDs, Hepatitis B, women's health and family planning, road safety and COVID-19.

SUPPORTING THE LOCAL ECONOMY

WAF's operations in Burkina Faso are designed to support sustainable economic development in the area. The introduction of new employment, training and business opportunities are likely to increase average income in the project-affected villages and result in an improvement of living standards. Around Sanbrado, prior to the mine's commencement, most households were economically reliant on subsistence activities or cash income from livestock production, agriculture and illegal artisanal gold mining. Wage-based employment provides a direct economic contribution both locally and nationally, as well as indirect stimulus through increased spending in other sectors. WAF's demand

OUR LOCAL COMMUNITIES CONTINUED



for goods and services has resulted in increased business opportunities for local villages and regional economic centres, while the community investment projects described in the previous section provide opportunities for economic diversification and a greater degree of resilience to market shocks.

There is a risk that increased spending associated with the Project may lead to high rates of local inflation or increased inequality between those that gain employment or associated benefits and those that do not. These potential impacts are actively managed through ongoing consultation and engagement with local villages, as well as taking note of any issues raised through the grievance mechanism to ensure that unexpected social issues can be identified and appropriately addressed.

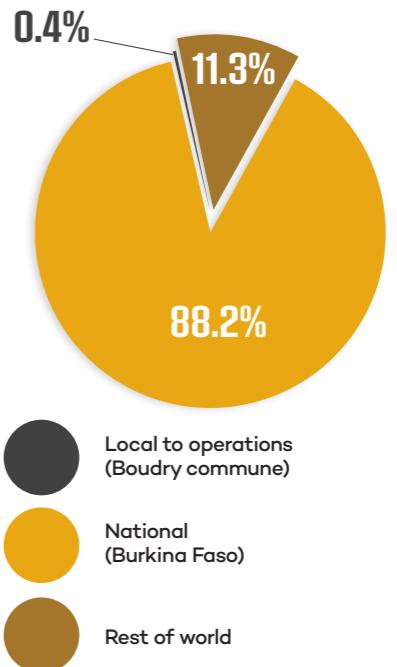
Increased opportunities for local employment

One of the key ways that WAF supports the local economy is through prioritising local communities for employment, both direct employment by the company and employment by subcontractors. Of the 1,200 workers associated with the Sanbrado Project (of which around 500 are directly employed by WAF), approximately 45% have been hired from the communities within the Boudry Commune.

As the Toega and Kiaka projects transition into construction and operations, we anticipate further

Proportion of spending on local suppliers

Sanbrado and Toega Projects



growth in employment opportunities in the region, as well as supporting continued employment at Sanbrado. WAF is also committed to the training of local workers hired by its operations. The experience and skills gained will increase the skills base in the local area and create a lasting benefit for local residents, as well as improving their prospects for future employment.

Local procurement

WAF aims to source necessary goods and services within the local area or nationally wherever possible. In 2021, 62% of all suppliers were registered in Burkina Faso (a total of 637 vendors) and 88.6% of total expenditure on goods and services was spent within Burkina Faso. An additional \$3.8M was spent on community investments.

WAF has supplied facilities, equipment and training to enable local communities to pursue new economic activities related to the production of goods which are in increasing demand from the project (e.g., establishing a poultry farm, soap making, production of calico sample bags for the Geology Department).

GRI CONTENT INDEX

DISCLOSURES	REFER TO SECTION	GROUNDS FOR OMISSION
Disclosure 2-1: Organisational details	About West African Resources GRI Data Tables – Disclosure 2-9	
Disclosure 2-2: Entities included in the organisation's sustainability reporting	About This Report	
Disclosure 2-3: Reporting period, frequency and contact point	About This Report	
Disclosure 2-4: Restatements of information	n/a	Not applicable as WAF has not previously issued a Sustainability Report
Disclosure 2-5: External assurance	About this Report	
Disclosure 2-6: Activities, value chain and other business relationships	About West African Resources	
Disclosure 2-7: Employees	Our People – Employment and workforce GRI Data Tables – Disclosure 2-7	
Disclosure 2-8: Workers who are not employees	Our People – Employment and workforce GRI Data Tables – Disclosure 2-8	
Disclosure 2-9: Governance structure and composition	GRI Data Tables – Disclosure 2-9	
Disclosure 2-10: Nomination and selection of the highest governance body	GRI Data Tables – Disclosure 2-10	
Disclosure 2-11: Chair of the highest governance body	About West African Resources - Governance	
Disclosure 2-12: Role of the highest governance body in overseeing the management of impacts	About West African Resources - Governance	
Disclosure 2-13: Delegation of responsibility for managing impacts	About West African Resources - Governance	
Disclosure 2-14: Role of the highest governance body in sustainability reporting	About This Report	
Disclosure 2-15: Conflicts of interest	About West African Resources - Governance	
Disclosure 2-16: Communication of critical concerns	About West African Resources - Governance	
Disclosure 2-17: Collective knowledge of the highest governance body	Governance GRI Data Tables – Disclosure 2-9	

DISCLOSURES	REFER TO SECTION	GROUNDS FOR OMISSION
Disclosure 2-18: Evaluation of the performance of the highest governance body	About West African Resources - Governance	
Disclosure 2-19: Remuneration policies	About West African Resources - Governance	
Disclosure 2-20: Process to determine remuneration	About West African Resources - Governance	
Disclosure 2-21: Annual total compensation ratio	GRI Data Tables – Disclosure 2-21	
Disclosure 2-22: Statement on sustainable development strategy	Message from Chairman	
Disclosure 2-23: Policy commitments	About West African Resources – Governance	
Disclosure 2-24: Embedding policy commitments	About West African Resources Our Approach to Sustainability Our People Managing Our Environmental Footprint Working with our Local Communities	
Disclosure 2-25 Processes to remediate negative impacts	Our Approach to Sustainability – Stakeholder Engagement Our People Managing Our Environmental Footprint Working with our Local Communities	
Disclosure 2-26: Mechanisms for seeking advice and raising concerns	About West African Resources – Governance	
Disclosure 2-27: Compliance with laws and regulations	GRI Data Tables – Disclosure 2-27	
Disclosure 2-28: Membership associations	About West African Resources – Memberships and Commitments	
Disclosure 2-29: Approach to stakeholder engagement	Our Approach to Sustainability – Stakeholder Engagement	
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GRI CONTENT INDEX CONTINUED

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Disclosure 3-1: Process to determine material topics	About This Report – Materiality Assessment Process	
Disclosure 3-2: List of material topics	About This Report – Materiality Assessment Process	
Disclosure 3-3: Management of material topics	Our People Managing Our Environmental Footprint Working with our Local Communities	
Disclosure 201-1: Direct economic value generated and distributed	GRI Data Tables – Disclosure 201-1	
Disclosure 203-1: Infrastructure investments and services supported	Working with our Local Communities – Investments in Local Infrastructure and Services GRI Data Tables – Disclosure 203-1	
Disclosure 204-1: Proportion of spending on local suppliers	Working with our Local Communities – Supporting the Local Economy GRI Data Tables – Disclosure 204-1	
Disclosure 303-1: Interactions with water as a shared resource	Managing Our Environmental Footprint – Water Stewardship	
Disclosure 303-2: Management of water discharge-related impacts	n/a	Not applicable as effluent is not discharged to waterbodies.
Disclosure 303-3: Water withdrawal	GRI Data Tables – Disclosure 303-3	
Disclosure 303-4: Water discharge	GRI Data Tables – Disclosure 303-4	
Disclosure 303-5: Water consumption	GRI Data Tables – Disclosure 303-5	
Disclosure 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI Data Tables – Disclosure 304-1	
Disclosure 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Data Tables – Disclosure 304-4	
Disclosure 305-1: Direct (Scope 1) GHG emissions	Managing Our Environmental Footprint – Climate Change and Emissions GRI Data Tables – Disclosure 305-1	
Disclosure 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI Data Tables – Disclosure 305-7	
Disclosure 306-1: Waste generation and significant waste-related impacts	Managing Our Environmental Footprint – Waste and Tailings Management	

DISCLOSURES	REFER TO SECTION	GROUNDS FOR OMISSION
Disclosure 306-2: Management of significant waste-related impacts	Managing Our Environmental Footprint – Waste and Tailings Management	
Disclosure 306-4: Waste diverted from disposal	GRI Data Tables – Disclosure 306-4	
Disclosure 306-5: Waste directed to disposal	GRI Data Tables – Disclosure 306-5	
Disclosure 401-1: New employee hires and employee turnover	GRI Data Tables – Disclosure 401-1	
Disclosure 403-1: Occupational health and safety management system	Our People – Occupational Health and Safety	
Disclosure 403-2: Hazard identification, risk assessment, and incident investigation	Our People – Occupational Health and Safety	
Disclosure 403-3: Occupational health services	Our People – Occupational Health and Safety	
Disclosure 403-4: Worker participation, consultation, and communication on occupational health and safety	Our People – Occupational Health and Safety	
Disclosure 403-5: Worker training on occupational health and safety	GRI Data Tables – Disclosure 403-5	
Disclosure 403-6: Promotion of worker health	Our People – Occupational Health and Safety	
Disclosure 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People – Occupational Health and Safety	
Disclosure 403-8: Workers covered by an occupational health and safety management system	Our People – Occupational Health and Safety	
Disclosure 403-9: Work-related injuries	GRI Data Tables – Disclosure 403-9	
Disclosure 403-10: Work-related ill health	GRI Data Tables – Disclosure 403-10	
Disclosure 404-1: Average hours of training per year per employee	n/a	Information unavailable
Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs	GRI Data Tables – Disclosure 404-2	
Disclosure 405-1: Diversity of governance bodies and employees	GRI Data Tables – Disclosure 405-1	
Disclosure 405-2: Ratio of basic salary and remuneration of women to men	GRI Data Tables – Disclosure 405-2	
Disclosure 406-1: Incidents of discrimination and corrective actions taken	GRI Data Tables – Disclosure 406-1	
Disclosure 413-1: Operations with local community engagement, impact assessments, and development programs	GRI Data Tables – Disclosure 413-1	
Disclosure 413-2: Operations with significant actual and potential negative impacts on local communities	GRI Data Tables – Disclosure 413-2	

GRI DATA TABLES

Disclosure 2-7: Employees

Methods: All numbers represent a headcount of employee numbers at the end of the reporting period. There has been no significant fluctuation in employee numbers during the reporting period. A net increase in employee numbers (approximately 7%) is in line with increasing activities within the company.

REGION	NUMBER OF EMPLOYEES (HEADCOUNT)		
	FEMALE	MALE	TOTAL
Africa – Burkina Faso	103	405	508
Africa – Other	1	13	14
Asia	-	6	6
Australia	6	15	21
Europe	1	8	9
North America	2	1	3
South America	-	1	1
Total	113	449	562

This table presents a breakdown for WAF Corporate and SOMISA. Total employee numbers for other WAF subsidiaries in Burkina Faso total approximately 70 people. The activities and employment data for these subsidiaries will be presented in greater detail in future reports.

REGION	TYPE OF EMPLOYMENT	NUMBER OF EMPLOYEES (HEADCOUNT)	
		FEMALE	MALE
Africa – Burkina Faso	Number of permanent employees	103	405
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	103	405
	Number of part-time employees	-	-
Africa – Other	Number of permanent employees	1	13
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	1	13
	Number of part-time employees	-	-
Asia	Number of permanent employees	-	6
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	-	6
	Number of part-time employees	-	-
Australia	Number of permanent employees	6	15
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	3	15
	Number of part-time employees	3	-
Europe	Number of permanent employees	1	8
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	1	8
	Number of part-time employees	-	-
Middle East	Number of permanent employees	-	-
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	-	-
	Number of part-time employees	-	-
North America	Number of permanent employees	2	1
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	2	1
	Number of part-time employees	-	-
Pacific	Number of permanent employees	-	-
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	-	-
	Number of part-time employees	-	-
South America	Number of permanent employees	-	1
	Number of temporary employees	-	-
	Number of non-guaranteed hours employees	-	-
	Number of full-time employees	-	1
	Number of part-time employees	-	-

GRI DATA TABLES CONTINUED

Disclosure 2-8: Workers who are not employees

Methods: All numbers represent a headcount of worker numbers at the end of the reporting period for SOMISA. There has been no significant fluctuation in worker numbers during the reporting period.

	HEADCOUNT	TYPE OF CONTRACTUAL RELATIONSHIP	TYPES OF WORK PERFORMED
Contractors	711	Direct contract with WAF	Mining services, maintenance engineers, security, equipment supply and servicing.
Interns	34	Direct contract with WAF	Training relevant to their studies

Disclosure 2-9: Governance structure and composition

WAF ENTITIES	COUNTRY OF INCORPORATION	OWNERSHIP INTEREST 2021 (%)
Parent company		
West African Resources Limited	Australia	
Direct subsidiaries		
WAF Finance Pty Ltd	Australia	100
Wura Resources Pty Ltd SARL	Burkina Faso	100
West African Resources Development SARL	Burkina Faso	100
Channel Resources Ltd	Canada	100
Volta II Ltd ¹	Cayman Islands	100
Indirect subsidiaries		
Channel Resources (Cayman I) Ltd	Cayman Islands	100
Channel Resources (Cayman II) Ltd	Cayman Islands	100
Tanlouka SARL	Burkina Faso	100
Société des Mines de Sanbrado SA ²	Burkina Faso	90
Volta Resources (Cayman) Inc.	Cayman Islands	100
Volta Properties SARL	Burkina Faso	100
Kiaka Gold SARL	Burkina Faso	100
Kiaka SA ²	Burkina Faso	90

¹Incorporated on 23 September 2021.

²The remaining 10% is held by the government of Burkina Faso which is entitled to a free carried 10% interest in the Project.

NAME	COMPOSITION OF THE BOARD				
	EXECUTIVE	INDEPENDENT	TENURE (YEARS)	GENDER	OTHER SIGNIFICANT POSITIONS / COMMITMENTS
Richard Hyde (Chairman)	yes	no	16	male	-
Lyndon Hopkins	yes	no	3	male	-
Rod Leonard (Lead Independent Director)	no	yes	3	male	Director, Lycopodium Limited
Nigel Spicer	no	yes	3	male	-
Libby Mounsey	no	yes	2	female	Human resources consulting services to WAF.
Stewart Findlay	no	yes	2	male	-

GRI DATA TABLES CONTINUED

Disclosure 2-9: Governance structure and composition (continued)

Richard Hyde is both Chair of the Board and Chief Executive Officer. Given Mr Hyde's longevity with the Company (founder, director and shareholder) and technical and corporate experience, the Board considers this to be in WAF's best interests and therefore to the benefit of WAF's shareholders and stakeholders. This situation is subject to ongoing review by the Board and is contingent upon independent Directors forming the majority of the Board. Should the above situation change, the chairman and the CEO would have defined roles in the organisation (as set out in the Board Charter).

NAME	COMMITTEES OF THE BOARD		
	AUDIT	REMUNERATION	TECHNICAL AND RISK
Richard Hyde			x
Lyndon Hopkins			x
Rod Leonard	x	x	x
Nigel Spicer	x		Chair
Libby Mounsey		Chair	
Stewart Findlay	Chair	x	

Three committees sit under the Board, namely the Audit Committee, Remuneration Committee, and the Technical and Risk Committee. Given the current size of the company and the Board, the directors believe there are no efficiencies to be gained from forming separate Nomination or Risk Management Committees, so these functions are performed by the full Board.

Disclosure 2-10: Nomination and selection of the highest governance body

Nomination of the Board of Directors is done following the ASX Principles on Good Governance. Nomination and selection of Board members is described in the Board Charter available at www.westafricanresources.com. The Board is to comprise a majority of non-executive directors and will be of such size and competence necessary to deal with the current and emerging issues of the business of the Company. The Board appoints the Chairman, CEO and independent directors. The Board Charter sets out criteria for mandatory disclosures by independent directors, including clauses related to disclosure to the market and in instances of potential conflicts of interests.

Nominations are announced in the Company's releases and at the shareholders annual meeting.

Board performance is conducted at least once each financial year and includes a performance evaluation of:

- The Board
- Individual director's contribution to the Board
- Establishing goals and objectives of the Board for the upcoming year

The results are internal to the Board, but disclosure is made in the Corporate Governance Statement and on the Company's website: www.westafricanresources.com.

Disclosure 2-21: Annual total compensation ratio

	RATIO OF TOTAL COMPENSATION (HIGHEST PAID : AVERAGE)
WAF Corporate ¹	3.2:1
Burkina Faso – expatriate employees ²	3:1

¹ Based on gross base salary.

² Calculated using net salaries after in-country taxes.

Salaries have been annualised (i.e. part-time salaries to full-time equivalent salary).

Annual total compensation ratio information for Burkinabé employees is excluded as it is regulated by national salary remuneration frameworks.

GRI DATA TABLES CONTINUED

Disclosure 2-27: Compliance with laws and regulations

There were no significant instances of non-compliance with laws and regulations in the reporting period.

Disclosure 201-1: Direct economic value generated and distributed

		AUD\$'000
Direct economic value generated	Revenues	712,140
Economic value distributed	Operating costs	183,320
	Employee wages and benefits	21,965
	Payments to providers of capital	50,848
	Payments to government (Burkina Faso) ¹	98,414
	Payments to government (Australia) ²	29
	Payments to government (Canada) ³	1,142
	Community investments	3,873
Economic value retained		352,551

Categories of government payments:

¹ Royalty, FMDL (Local Development Management Fund), income tax, other tax

² Income tax

³ Withholding tax

GRI DATA TABLES CONTINUED

Disclosure 203-1: Infrastructure investments and services supported

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED*	DESCRIPTION OF PROJECT	KEY IMPACTS
Creation of a 2 hectare market garden	Location: Commune of Boudry, village of Sanbrado Completion date: Q1 2021 Cost: \$128,000	DIRECT IMPACTS Provision of a market garden for the benefit of 74 producers from four impacted villages in order to: <ul style="list-style-type: none">• diversify production• increase productivity• generate household income• restore the livelihoods of affected communities. INDIRECT IMPACTS Creation of jobs Creation of a value chain Access to products for local communities Estimated indirect impacts: 2,265 people
Supply of groundwater bore, solar pumping system and water troughs for grazing stock	Location: Commune of Boudry, 4 areas around the mining permit Completion date: Q1 2021 Cost: \$137,000	DIRECT IMPACTS Make water available for the livestock of the impacted communities. This impacts 251 livestock breeders, supporting a population of 741 people with around 8,596 head of cattle. INDIRECT IMPACTS Make water available to livestock from surrounding communities (not impacted by the project). Estimated indirect impacts: 2,939 people.
Construction of 4 fodder storage warehouses with a capacity of 60 tonnes each	Location: Commune of Boudry, 4 areas around the mining permit Completion date: Q4 2021 Cost: \$214,000	DIRECT IMPACTS Storage and preservation of food supplies for the impacted communities to help achieve self-sufficiency. Storage and conservation of fodder to feed livestock. This will increase the number of livestock and reduce the need to move stock seasonally in search of grazing. Directly impacted: 178 breeders and farmers. INDIRECT IMPACTS Indirect job creation. Reduction of animal diseases. Estimated indirect impacts: 2,939 people.
Construction of a school at Sanbrado	Location: Commune of Boudry, Village of Sanbrado. Completion date: Q1 2021 Cost: \$62,000	DIRECT IMPACTS Provide access to education for children of Sanbrado and surrounding areas. Improvement of the study environment for students. INDIRECT IMPACTS Trade around the school.
Improvement of the multifunctional platform	Location: Municipality of Boudry, Village of Douré Completion date: Q1 2021 Cost: \$6,000	DIRECT IMPACTS <ul style="list-style-type: none">• Production of electricity• Wealth creation• Improvement of the living conditions of the communities.• Reduction of manual labour. Directly impacted: 10 people in charge of operation and management. INDIRECT IMPACTS <ul style="list-style-type: none">• Enables welding activities• Promotes trade around the multifunctional platform• Creation of indirect jobs Estimated indirect impacts: 388 people

GRI DATA TABLES CONTINUED

Disclosure 203-1: Infrastructure investments and services supported (continued)

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED*	DESCRIPTION OF PROJECT	KEY IMPACTS
Installation of a solar system in 5 schools	Location: Municipality of Boudry, schools in the villages affected Completion date: Q1 2021 Cost: \$23,000	DIRECT IMPACTS Improvement of the study conditions for students. Allow students to study at night. Directly impacted: around 700 students. INDIRECT IMPACTS Evening classes for men and women who have not had the chance to go to school (Learning French). Estimated indirect impacts (elementary, middle and high school students, adults): 1,400 people.
Setting up a poultry farm	Location: Commune of Boudry, Village of Pousghin Completion date: Q3 2021 Cost: \$38,000	DIRECT IMPACTS Creation of wealth for the benefit of artisanal gold miners who lost their source of income after the installation of the mine. Directly impacted: 3 representatives of the artisanal gold miners' union. INDIRECT IMPACTS Creation of indirect jobs. Creation of a value chain. Retraining of artisanal gold miners. Estimated indirect impacts: 300 artisanal gold miners.
Donation of materials to the Sanbrado school (tables-benches, chairs, desks, wardrobe)	Location: Commune of Boudry, Village of Sanbrado Completion date: Q4 2021 Cost: \$4,000	DIRECT IMPACTS Improvement of the study conditions for students. Directly impacted: 90 students and 3 teachers. INDIRECT IMPACTS Students from neighbouring communities attend school.
Donation of equipment to the Centre de Santé et de Promotion Sociale (CSPS) at Pousghin.	Location: Commune of Boudry, Village of Pousghin Completion date: Q4 2021 Cost: \$22,000	DIRECT IMPACTS Enable the opening and effective operation of the WAF built CSPS. Enable health services for villages impacted by the mine (reducing the distance to a health centre). Directly impacted: 6,288 people. INDIRECT IMPACTS Job creation. Improving the health of local communities. Reduced mortality rate. Indirectly impacted: The entire municipality of Boudry

* All projects were completed on a pro bono basis.

Disclosure 204-1: Proportion of spending on local suppliers

SANBRADO AND TOEGA PROJECTS	PERCENTAGE OF SPENDING
Local to operations (Boudry commune)	0.4%
National (Burkina Faso)	88.2%
Rest of world	11.3%

GRI DATA TABLES CONTINUED

Disclosure 303-3: Water withdrawal

SOURCE	WATER WITHDRAWAL (MEGALITERS)		
	FRESHWATER ¹	OTHER WATER ²	TOTAL WATER WITHDRAWAL
Surface water ³	1,510	-	1,510
Groundwater	1,543	-	1,543
Total water withdrawal	3,053	-	3,053

Notes:

¹ Freshwater refers to water containing ≤1,000mg/L total dissolved solids.

² Other water refers to water containing >1,000mg/L total dissolved solids.

³ Surface water includes collected or harvested rainwater.

Disclosure 303-4: Water discharge

RECEIVING ENVIRONMENT	WATER DISCHARGE (MEGALITERS)		
	FRESHWATER ¹	OTHER WATER ²	TOTAL WATER DISCHARGED
Surface water ³	763	-	763
Total water discharged	763	-	763

Notes:

¹ Freshwater refers to water containing ≤1,000mg/L total dissolved solids.

² Other water refers to water containing >1,000mg/L total dissolved solids.

³ Pit dewatering discharged to designated vegetation area.

Disclosure 303-5: Water consumption

WATER CONSUMPTION (MEGALITERS)		
VOLUME OF WATER CONSUMED	VOLUME OF WATER RECYCLED OR REUSED	CHANGE IN WATER STORAGE CAPACITY
87	Not available ¹	661

Notes:

¹ Monitoring of water recycling and reuse commenced in 2022 and volumes will be reported in future years.

Disclosure 304-1: Proximity to protected areas or areas of high biodiversity value

The Kiaka Gold Project is in close proximity to the Barrage de Bagré Ramsar site. Studies are underway to better understand the biodiversity characteristics of the Project site and will be reported in future reports.

Disclosure 304-4: Number of listed species with habitat in areas impacted by operations

	SANBRADO	TOEGA
National list species*	64	68
IUCN Red List species		
Critically endangered	1	1
Endangered	1	1
Vulnerable	4	3
Near threatened	1	3
Least concern	107	52

Notes:

* Number listed is those species observed during ESIA studies that are afforded protection under national legislation.

GRI DATA TABLES CONTINUED

Disclosure 305-1: Direct (Scope 1) GHG Emissions

2021 EMISSIONS	
Gross direct (Scope 1) GHG emissions (metric tons, CO ₂ equivalent)	107,676
Gases included in calculation	CO ₂ , CH ₄ , N ₂ O
Biogenic CO ₂ emissions (metric tons, CO ₂ equivalent)	-
BASE YEAR	
Base year for the calculation	2020
Rationale for choosing base year	Start of operations
Emissions in base year	76,461
Any significant changes that have triggered recalculation of base year emissions?	No

Methods:

- Source of emission factors and global warming potential rates used: Australian National GHG Accounting Factors (2020), Table 3.
- Consolidation approach for emissions: One operational mine, no consolidation required.
- No acquisitions/divestitures, outsourcing/insourcing, changes in reporting boundaries or calculation methodologies that may have significantly changed the Scope 1 GHG emission estimates in 2021. Although WAF acquired Kiaka in late 2021, the Project is not yet operational and therefore has been excluded from emissions calculations.
- Standards, methodologies, assumptions and/or calculation tools used: Calculation tool developed by Earth Systems Pty Ltd consultancy.

Disclosure 305-7: NOx, SOx and other significant air emissions

	EMISSIONS (KG)
Nitrous oxides (NOx)	1,008,223
Sulphur oxides (SOx)	Not available
Particulate matter	Not available
Carbon monoxide	33,542
Hydrocarbons	48,339

Notes:

Calculation of emissions is based upon emissions factors provided by manufacturers of fixed power generation.

Emissions = emissions factor x total annual energy generation

Disclosure 306-3: Waste generated

TYPES OF WASTE	SOURCES OF WASTE	VOLUME OF WASTE CREATED (METRIC TONS)
Mineral waste (waste rock and tailings)	Mining	19,963,455
	Processing	3,155,000
Non-mineral waste	Maintenance	847
	Other (offices, camp, clinic) ¹	232
Total		23,119.534

Notes:

¹ Volume does not include any non-hazardous domestic waste which was disposed of in an on-site landfill facility.

GRI DATA TABLES CONTINUED

Disclosure 306-4: Waste diverted from disposal

Hazardous waste

TYPES OF WASTE	HAZARDOUS WASTE DIVERTED FROM DISPOSAL ¹ (METRIC TONS)				
	PREPARATION FOR RE-USE	RECYCLING	DECONTAMINATION	TREATMENT	TOTAL
IBCs (chemical containers)	31				31
Used oil		147			147
Batteries		4			4
Oil filters			456		456
Drums filled with used oil			26		26
Empty oil barrels			13		13
Oil contaminated IBCs			1		1
Oil contaminated water				145	145
Total	31	151	496	145	823

Notes:

¹ All waste diverted off-site.

Non-hazardous waste

SOURCE	NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL ¹ (METRIC TONS)	
	PREPARATION FOR RE-USE	RECYCLING
Non-hazardous waste (grouped)	232	
Total	232	

Notes:

¹ All waste diverted off-site.

Disclosure 306-5: Waste directed to disposal

Hazardous waste

TYPES OF WASTE	HAZARDOUS WASTE DIRECTED TO DISPOSAL ¹ (METRIC TONS)			
	INCINERATION (WITH ENERGY RECOVERY)	INCINERATION (WITHOUT ENERGY RECOVERY)	LANDFILL	TOTAL
Used grease	-	10	-	10
Cyanide boxes	-	8	-	8
Empty chemical bags	-	2	-	2
Mixed waste	-	3	-	3
Other hazardous waste (grouped)	-	1	-	1
Total	-	24	-	24

Notes:

¹ All hazardous waste disposed of off-site.

Non-Hazardous waste

All non-hazardous waste that could not be diverted from disposal (e.g. unsorted domestic waste) was directed to an on-site landfill. No data is available on the volume of waste sent to the landfill.

GRI DATA TABLES CONTINUED

Disclosure 401-1: New employee hires and employee turnover

New Hires

Number of new employee hires	77
Total number of employees	562
New hires as a proportion of total staff	14%

NEW HIRES BY REGION	NUMBER	AS PROPORTION OF TOTAL STAFF
Africa – Burkina Faso	68	12.1%
Africa – Other	3	0.5%
Asia	1	0.2%
Australia	2	0.4%
Europe	2	0.4%
North America	1	0.2%

NEW HIRES BY GENDER	NUMBER	AS PROPORTION OF TOTAL STAFF
Female	21	3.7%
Male	56	10%

NEW HIRES BY AGE GROUP	NUMBER	AS PROPORTION OF TOTAL STAFF
Under 30 years old	36	64%
30-50 years old	37	6.6%
Over 50 years old	4	0.7%

Employee Turnover

Number of departed employees	37
Total number of employees	562
Departed employees as a proportion of total staff	7%

EMPLOYEE TURNOVER BY REGION	NUMBER	AS PROPORTION OF TOTAL STAFF
Africa – Burkina Faso	21	3.7%
Africa – Other	3	0.5%
Australia	5	0.9%
Europe	6	1.1%
North America	1	0.2%
Pacific	1	0.2%

EMPLOYEE TURNOVER BY GENDER	NUMBER	AS PROPORTION OF TOTAL STAFF
Female	5	0.9%
Male	32	5.7%

EMPLOYEE TURNOVER BY AGE GROUP	NUMBER	AS PROPORTION OF TOTAL STAFF
Under 30 years old	4	0.7%
30-50 years old	24	4.3%
Over 50 years old	9	1.6%

GRI DATA TABLES CONTINUED

Disclosure 403-5: Worker training on occupational health and safety

Generic training for all workers	General induction for all workers before their first day of work. Basic risk assessment training (e.g. undertaking a personal risk assessment, such as Take 5). Job hazard analysis training within departments. Specific induction depending on where they work (e.g. process plant, underground, open pit, workshop).
Specific training for work-related hazards and hazardous activities or situations	Training for individuals and teams involved in: working at height, isolation and tagging, confined spaces, lifting and rigging, chemical handling.
Assessment of training needs	A training needs analysis is completed, from which a training matrix is generated that helps to track who needs which training, when and how often. Training is provided by the OHS team who speak French, English and the local language. The assessor says the question in local language and records the answer if the trainee cannot read or write.

Disclosure 403-9: Work-related injuries

Employees

	NUMBER	RATE (PER MILLION HOURS WORKED)
Fatalities	0	0
High-consequence work-related injuries	0	0
Recordable work-related injuries	1	0.908
Total number of hours worked	1,101,126	
Main types of work-related injury	First aid injuries	

Workers

	NUMBER	RATE (PER MILLION HOURS WORKED)
Fatalities	0	0
High-consequence work-related injuries	0	0
Recordable work-related injuries	2	0.732
Total number of hours worked	2,730,517	
Main types of work-related injury	First aid injuries	

TRIFR for workforce (employees + workers): 0.78 per million hours worked

GRI DATA TABLES CONTINUED

Work-related hazards that pose a risk of high-consequence injury

KEY HAZARDS	HOW WERE HAZARDS IDENTIFIED?	ACTIONS TAKEN TO ELIMINATE HAZARDS AND MINIMISE RISKS	CAUSED OR CONTRIBUTED TO A HIGH-CONSEQUENCE INJURY IN 2021?
Working at height and risk of falling	Job Hazard Analysis and inclusion on risk register	<ul style="list-style-type: none"> Systematic training for all workers who will work at height, including safe operating procedures and a work permit system. Provision of fall arrest/restraint equipment that is regularly inspected. Inspections and process audits developed and in use for work at heights. 	No
High voltage electricity and risk of electrocution if the source is not isolated	Job Hazard Analysis and inclusion on risk register	<ul style="list-style-type: none"> Systematic training for all workers involved in electrical work, including safe operating procedures and a work permit system. Provision of lock-out/tag-out equipment and tools that isolate and lock the electrical circuit during maintenance work. Inspections and process audits developed and in use for electrical works. 	No
Fire in the underground mine and risk of entrapment of operators	Job Hazard Analysis and inclusion on risk register	<ul style="list-style-type: none"> A refuge chamber is placed wherever there is a risk of entrapment. ERT team available 24/7. 	No
Pinch points and risk of finger/hand injuries (amputation)	Job Hazard Analysis and inclusion on risk register	<ul style="list-style-type: none"> Guards around all pinch points. Training and sensitisation of the team, including safe operating procedures and a work permit system. Provision of appropriate gloves. Sensitisation on the line of fire when working with hand tools. Inspections and process audits developed and in use for 'Line of Fire'. 	Yes

Disclosure 403-10: Work-related ill health

	EMPLOYEES	WORKERS
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0

Notes: worker is defined as not employed directly by WAF or a subsidiary of WAF.

Work-related hazards that pose a risk of ill health

KEY HAZARDS	HOW WERE HAZARDS IDENTIFIED?	LIST ACTIONS TAKEN TO ELIMINATE HAZARDS AND MINIMISE RISKS	CAUSED OR CONTRIBUTED TO CASES OF ILL HEALTH IN 2021?
Lead	Job Hazard Analysis and inclusion on risk register	<ul style="list-style-type: none"> Installation of an automatic system for the mixing of the lead nitrate. Installation of additional extractor fan at the lab. Installation of a dedicated laundry for the lab technician for the decontamination of their work clothes. Development of safe operating procedure, training and provision of chemical masks. No eating/drinking at the workplace rule enforced. Blood test conducted as part of occupational health monitoring plan. 	No

GRI DATA TABLES CONTINUED

Disclosure 404-1: Average hours of training per year per employee

No data was available on the duration of trainings undertaken in 2021, nor was there a breakdown of trainings by gender or employee category.

Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs

NAME OF PROGRAM	SCOPE	OBJECTIVE	PARTICIPANTS IN 2021
Performance Management	All employees in professional roles	Identify training needs and employees requiring assistance to better perform. Identify high performers and employees with leadership potential.	484
Leadership Development Training	Burkinabè employees in management roles	Develop management capacity and leadership value.	17
Internship Excellency Program	Academic students	Identify and develop talent in technical fields of study.	1

WAF currently doesn't have a transition assistance program in place.

Disclosure 405-1: Diversity of governance bodies and employees

DIVERSITY OF INDIVIDUALS ON THE BOARD	
Number of board members	6
GENDER	
Female	17%
Male	83%
AGE GROUP	
under 30 years old	0
30-50 years old	17%
over 50 years old	83%

DIVERSITY WITHIN EMPLOYEE CATEGORIES - SANBRAZO

	UNSKILLED	SKILLED	MANAGEMENT	SENIOR MANAGEMENT
Number of employees	57	376	91	26
GENDER				
Female	32%	18%	19%	19%
Male	68%	82%	81%	81%
AGE GROUP				
under 30 years old	32%	34%	19%	-
30-50 years old	61%	63%	71%	77%
over 50 years old	7%	2%	10%	23%

GRI DATA TABLES CONTINUED

Disclosure 405-1: Diversity of governance bodies and employees (continued)

DIVERSITY WITHIN EMPLOYEE CATEGORIES - WAF CORPORATE				
	UNSKILLED	SKILLED	MANAGEMENT	SENIOR MANAGEMENT
Number of employees	-	3	3	7
GENDER				
Female	-	67%	100%	14%
Male	-	33%	-	86%
AGE GROUP				
under 30 years old	-	-	-	-
30-50 years old	-	100%	100%	43%
over 50 years old	-	-	-	57%

Notes:

Unskilled: entry level, no previous professional or industry experience

Skilled: Technical, experienced administration, professional

Management: Senior leadership role, Superintendent, Principal, Manager

Senior Management: Executive, General Manager, Head of Department, Direct Report to Executive

Disclosure 405-2: Ratio of basic salary and remuneration of women to men

Sanbrado

	RATIO OF BASIC SALARY (FEMALE:MALE)
Unskilled	1:1
Skilled	1:1
Management	1:1
Senior management	1:1

WAF - Corporate

	RATIO OF BASIC SALARY (FEMALE:MALE)
Unskilled	n/a*
Skilled	0.91
Management	n/a**
Senior management ¹	0.71

Notes:

Unskilled: entry level, no previous professional or industry experience

Skilled: Technical, experienced administration, professional

Management: Senior leadership role, Superintendent, Principal, Manager

Senior Management: Executive, General Manager, Head of Department, Direct Report to Executive

* Not applicable: No employees in this category

** Not applicable: There are no males in the management category

GRI DATA TABLES CONTINUED

Disclosure 406-1: Incidents of discrimination and corrective actions taken

	NUMBER
Total number of incidents of discrimination	1
STATUS OF THE INCIDENTS	
Incident reviewed by the organisation	1
Remediation plans being implemented	-
Remediation plans have been implemented, results reviewed through internal management processes	-
Incident no longer subject to action	1

Disclosure 413-1: Operations with local community engagement, impact assessments and development programs

	SANBRAZO	TOEGA*
Social impact assessment	x	x
Environmental impact assessment and ongoing monitoring	x	x
Public disclosure of ESIA	x	
Community development program	x	
Stakeholder engagement plan	x	
Community consultation groups and inclusion of vulnerable groups	x	
Employee representation forum or committees	x	
Community grievance process	x	

* The ESIA for Toega has been submitted to the Government as part of the mining permit application. Following approval, the ESIA will be publicly disclosed and the subsequent community development and engagement plans will be developed.

Disclosure 413-2: Significant actual and potential negative impacts on local communities

	SANBRAZO	TOEGA
Displacement (residential / economic) or loss of access (cultural heritage)	x	x
Environmental impacts (air quality, noise, water quality and availability)	x	x
Potential for local economic inflation	x	x
Potential impacts to community safety (increased traffic, movement of hazardous materials)	x	x

GLOSSARY

area of high biodiversity value	Area not subject to legal protection, but recognised for important biodiversity features by a number of governmental or non-governmental organisations
area protected	Area that is protected from any harm during operational activities, and where the environment remains in its original state with a healthy and functioning ecosystem
base year	Historical datum (such as year) against which a measurement is tracked over time
baseline	Starting point used for comparisons
basic salary	Fixed, minimum amount paid to an employee for performing his or her duties
biogenic carbon dioxide (CO₂) emission	Emission of CO ₂ from the combustion or biodegradation of biomass
carbon dioxide (CO₂) equivalent	Measure used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential
catchment	Area of land from which all surface runoff and subsurface water flows through a sequence of streams, rivers, aquifers, and lakes into the sea or another outlet at a single river mouth, estuary, or delta
circularity measures	Measures taken to retain the value of products, materials, and resources and redirect them back to use for as long as possible with the lowest carbon and resource footprint possible, such that fewer raw materials and resources are extracted, and waste generation is prevented
close call	Work-related incident where no injury or ill-health occurs, but which has the potential to cause these
community development program	Plan that details actions to minimise, mitigate, or compensate for adverse social and/or economic impacts, and/or to identify opportunities or actions to enhance positive impacts of a project on the community
direct (Scope 1) GHG emissions	Greenhouse gas emissions from sources that are owned or controlled by the organisation
discrimination	Act and result of treating persons unequally by imposing unequal burdens or denying benefits instead of treating each person fairly on the basis of individual merit
disposal	Any operation which is not recovery, even where the operation has as a secondary consequence the recovery of energy
effluent	Treated or untreated wastewater that is discharged
employee	Individual who is in an employment relationship with the organisation according to national law or practice
employee category	Breakdown of employees by level or function
employee turnover	Employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service
energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation
environmental laws and regulations	Laws and regulations related to all types of environmental issues applicable to the organisation
formal joint management-worker health and safety committee	Committee composed of management and worker representatives, whose function is integrated into an organisational structure, and which operates according to agreed written policies, procedures, and rules, and helps facilitate worker participation and consultation on matters of occupational health and safety
freshwater	Water with concentration of total dissolved solids equal to or below 1,000 mg/L
full-time employee	Employee whose working hours per week, month, or year are defined according to national law or practice regarding working time
global warming potential	Value describing the radiative forcing impact of one unit of a given greenhouse gas relative to one unit of CO ₂ over a given period of time
governance body	Formalised group of individuals responsible for the strategic guidance of the organisation, the effective monitoring of management, and the accountability of management to the broader organisation and its stakeholders
greenhouse gas	Gas that contributes to the greenhouse effect by absorbing infrared radiation

greenhouse gas trade	Purchase, sale or transfer of greenhouse gas emission offsets or allowances
grievance	Perceived injustice evoking an individual's or a group's sense of entitlement, which may be based on law, contract, explicit or implicit promises, customary practice, or general notions of fairness of aggrieved communities
grievance mechanism	Routinised process through which grievances can be raised and remedy can be sought
groundwater	Water that is being held in, and that can be recovered from, an underground formation
hazardous waste	Waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation
hierarchy of controls	Systematic approach to enhance occupational health and safety, eliminate hazards, and minimise risks
high-consequence work-related injury	Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months
high-potential work-related incident	Work-related incident with a high probability of causing a high-consequence injury
human rights	Rights inherent to all human beings, which include, at a minimum, the rights set out in the UN International Bill of Rights and the principles concerning fundamental rights set out in the ILO Declaration on Fundamental Principles and Rights at Work
impact	Effect the organisation has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development
incineration	Controlled burning of waste at high temperatures
indigenous peoples	Indigenous peoples are generally identified as: - Tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other section of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations; - Peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions
infrastructure	Facilities built primarily to provide a public service or good rather than a commercial purpose, and from which the organisation does not seek to gain direct economic benefit
landfilling	Final depositing of solid waste at, below, or above ground level at engineered disposal sites
local community	Individuals or groups of individuals living or working in areas that are affected or that could be affected by the organisation's activities
local supplier	Organisation or person that provides a product or service to the organisation, and that is based in the same geographic market
material topics	Topics that represent the organisation's most significant impacts on the economy, environment, and people, including impacts on their human rights
mitigation	Action(s) taken to reduce the extent of a negative impact
non-guaranteed hours employee	Employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required
occupational health and safety management system	Set of interrelated or interacting elements to establish an occupational health and safety policy and objectives, and to achieve those objectives
occupational health and safety risk	Combination of the likelihood of occurrence of a work-related hazardous situation or exposure, and the severity of injury or ill health that can be caused by the situation or exposure
occupational health services	Services entrusted with essentially preventative functions, and responsible for advising the employer, the workers, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health
operation with significant actual or potential negative impacts on local communities	Operation, considered alone or in combination with the characteristics of local communities, that has a higher than average potential of negative impacts, or actual negative impacts, on the social, economic or environmental well-being of local communities

GLOSSARY CONTINUED

other indirect (Scope 3) GHG emissions	Indirect greenhouse gas emissions not included in energy indirect (Scope 2) GHG emissions that occur outside of the organisation, including both upstream and downstream emissions
ozone-depleting substances	Substance with an ozone depletion potential greater than 0 that can deplete the stratospheric ozone layer
part-time employee	Employee whose working hours per week, month or year are less than the number of working hours for full-time employees
permanent employee	Employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work
preparation for reuse	Checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived
produced water	Water that enters the organisation's boundary as a result of extraction (e.g., crude oil), processing (e.g., sugar cane crushing), or use of any raw material, and has to consequently be managed by the organisation
protected area	Geographic area that is designated, regulated, or managed to achieve specific conservation objectives
recordable work-related injury or ill health	Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness
recovery	Operation wherein products, components of products, or materials that have become waste are prepared to fulfil a purpose in place of new products, components, or materials that would otherwise have been used for that purpose
recycling	Reprocessing of sector or components of products that have become waste, to make new materials
remedy / remediation	Means to counteract or make good a negative impact or provision of remedy
remuneration	Basic salary plus additional amounts paid to a worker
reporting period	Specific time period covered by the reported information
runoff	Part of the precipitation that flows towards a river on the ground surface (i.e., surface runoff) or within the soil (i.e., subsurface flow)
scope of GHG emissions	Classification of the operational boundaries where greenhouse gas emissions occur
services supported	Services that provide a public benefit either through direct payment of operating costs or through staffing the facility or service with an organisation's own employees
significant air emission	Air emission regulated under international conventions and/or national laws or regulations
significant impact on biodiversity	Impact that can adversely affect the integrity of a geographic area or region, either directly or indirectly, by substantially changing its ecological features, structures, and functions across its whole area, and over the long term, so that habitat, its population levels, and the particular species that make the habitat important cannot be sustained
stakeholder	Individual or group that has an interest that is affected or could be affected by the organisation's activities
supply chain	Range of activities carried out by entities upstream from the organisation, which provides products or services that are used in the development of the organisation's own products or services
surface water	Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams
sustainability / sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
temporary employee	Employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)
value chain	Range of activities carried out by the organisation, and by entities upstream and downstream from the organisation, to bring the organisation's products or services from their conception to their end use
vulnerable group	Group of individuals with a specific condition or characteristic (e.g., economic, physical, political, social) that could experience negative impacts as a result of the organisation's activities more severely than the general population

GLOSSARY CONTINUED

waste	Anything that the holder discards, intends to discard, or is required to discard
water consumption	Sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period
water discharge	Sum of effluents, used water and unused water released to surface water, groundwater, seawater, or a third party, for which the organisation has no further use, over the course of the reporting period
water stewardship	Use of water that is socially equitable, environmentally sustainable, and economically beneficial, achieved through a stakeholder-inclusive process that involves facility- and catchment-based actions
water storage	Water held in water storage facilities or reservoirs
water stress	Ability, or lack thereof, to meet the human and ecological demand for water
water withdrawal	Sum of all water withdrawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period
worker	Person that performs work for the organisation
worker representative	Person who is recognised as such under national law or practice, whether they are: - A trade union representative, namely, a representative designated or elected by trade unions or by members of such unions; or - An elected representative, namely, a representative who is freely elected by the workers of the undertaking in accordance with provisions of national laws, regulations, or collective agreements, whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned
work-related hazard	Source or situation with the potential to cause injury or ill health
work-related injury or ill health	Negative impacts on health arising from exposure to hazards at work



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