



2019

SUSTAINABILITY
REPORT




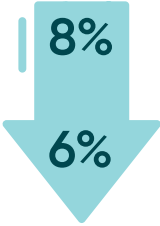
2019 Sustainability Highlights

People

 **29**
TRAINING HOURS
PER EMPLOYEE

 **Women in Mining**
ASSOCIATION FOUNDED
AT SISSINGUÉ

FEMALE
REPRESENTATION
INCREASED TO
13% 

 **REDUCED
TURNOVER
RATE**

Social


**Increased Local
Community Employment**
(FROM 47% IN 2017 TO 58% IN 2019)

 **COMMUNITY
GRIEVANCE
NUMBERS**


CONTRIBUTED MORE THAN
**US \$299
MILLION**
TO THE AFRICAN AND
AUSTRALIAN ECONOMIES

Environmental

**IMPROVED
PERFORMANCE
IN HSE AUDITS** 

 **REUSED OVER
11 MILLION KL
OF WATER**

 **REDUCED TOTAL
GHG EMISSIONS**

OVERVIEW



Message from the Managing Director and CEO



The long-term success of Perseus demands the integration of sustainability into all aspects of our business. This is acknowledged in our corporate mission which strives to generate material benefits for all of our stakeholders, in fair and equitable proportions.

We will achieve our mission through pursuing our sustainability objectives of strong economic performance, developing our people, enhancing our local communities and minimising our environmental impact.

Enhancing Perseus's transparency and disclosures relating to sustainability is a key priority and signals our commitment to operating as a sustainable business.

As people are our most important resource, it was pleasing to see each employee receiving an average of 29 hours of training to help grow and develop. We know that this will benefit the business significantly in the long term.

Making sure our local communities benefit from our business activities has always been a priority for Perseus, which makes it encouraging to see employment from local communities increased by 11% in 2019.

We recognise the many challenges facing the global community, one of which is climate change. Perseus has reduced our emissions again this year but recognise we still have a lot to do in this space.

This is Perseus's first standalone Sustainability Report. Creating a more responsible and sustainable business is a continuous journey and measuring our performance over time helps to assure we are on the right path.

I would like to thank all Perseus employees, contract staff and partners for their efforts in producing this report. We recognise this as an important step on our sustainability journey and look forward to updating our stakeholders on our progress again in 12 months time.

Jeff Quartermaine
Managing Director and CEO



About Perseus

Perseus Mining Limited (Perseus) is a mission-driven organisation guided by its values to deliver benefits to its stakeholders in the context of its Strategic Pillars.

The Perseus Mission is “to generate material benefits for all of our stakeholders, in fair and equitable proportions.”

VALUES

We continue to build a strong culture based on our values.



TEAMWORK

alone we achieve a little, working together we achieve a lot



INTEGRITY

we act with consistency, honesty and accuracy in everything we do



COMMITMENT

we give our all, every time we do something



ACHIEVEMENT

we do what we say, we deliver on our promises... always

STRATEGIC PILLARS

Perseus' corporate vision asserts that "By undertaking socially responsible and commercially successful discovery, acquisition, development and operation of gold mines, we will be able to fund the provision of material benefits to our stakeholders."

To strategically deliver our vision, we will:



Invest in assets

Acquire and replenish through organic or inorganic means, a geopolitically diverse portfolio of mineral resources

Develop mines

Unlock value by efficiently and effectively converting mineral resources into producing gold mines



Produce gold

Consistently perform to plan & generate targeted returns on funds employed

Invest in people

Lead, motivate and continuously up-skill our people



License to operate

Develop and maintain strong relationships with host governments and communities

Continuously improve

Strive to continuously improve our business at all levels



BOUNDARIES AND STRUCTURE OF THIS REPORT

This sustainability report, approved for release by Perseus's Board of Directors, covers the period from 1 January 2019 to 31 December 2019 (Calendar year 2019). The report forms part of Perseus's annual corporate reporting suite. It offers an account of our impacts on our stakeholders and complements Perseus's Annual Report.

The report covers our three West African gold mines and exploration activities in West Africa. The currency used throughout this report is US Dollars (USD).

This Report is structured as follows:

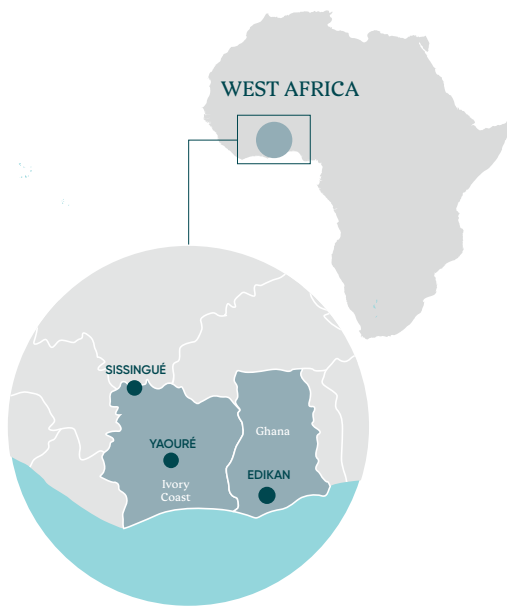
- ◆ An overview introducing Perseus's business
- ◆ Perseus's approach to its sustainability pillars of:
 1. Our business
 2. Our people
 3. Our communities
 4. Our environment
- ◆ Performance data to enable easy comparison and reference.

It is the commitment of Perseus, its Board of Directors (Board) and senior executive team to work towards continually improving its sustainability practices and performance outcomes.

Perseus Mining Limited started life as an exploration company in 2004, with tenements in Ghana and Côte d’Ivoire. In 2006 we acquired a decommissioned heap leach gold mine, Ayanfuri, from AngloGold Ashanti in Ghana which was later renamed to the Edikan Gold Mine.

Significant exploration success followed, and a rising gold price environment saw a rapid evolution from explorer to developer and then gold miner with first gold being produced at the Edikan Gold Mine in August 2011.

Following the start of production at Edikan, we have been actively developing a sustainable gold business in West Africa based on good quality assets, quality management, financial resources and a strong social license to operate.



GROUP STRUCTURE

Edikan Gold Mine

90% Perseus Mining (Ghana) Limited
10% Ghanaian government

Sissingué Gold Mine

86% Perseus Mining Côte d’Ivoire S.A.
10% Ivorian government and 4% local interest

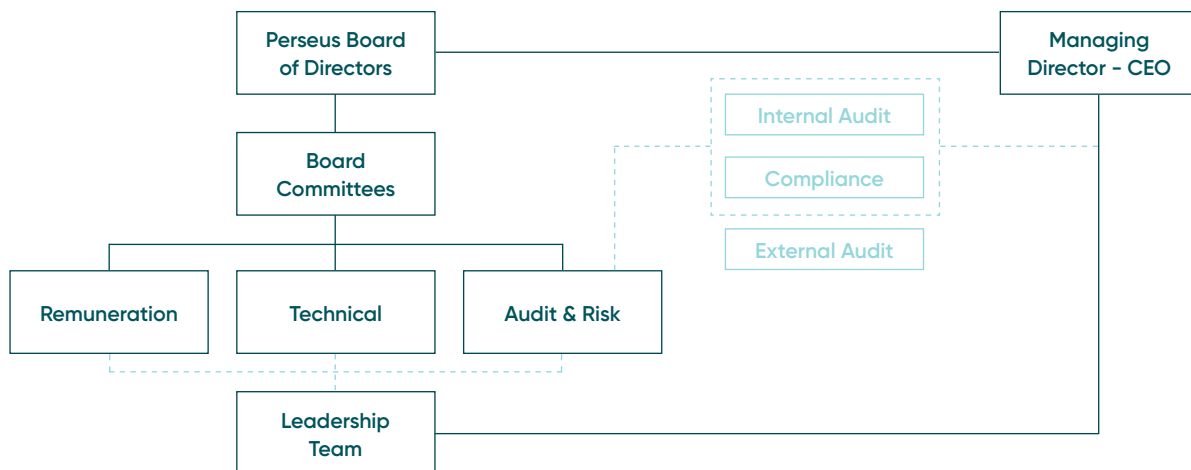
Yaouré Gold Mine

90% Perseus Mining Yaouré S.A.
10% Ivorian government

We are now a multi-mine West African gold producer, developer and explorer, with two operating gold mines one in Ghana and one in Côte d’Ivoire, and are currently developing our third gold mine, also in Côte d’Ivoire:

- ◆ Edikan Gold Mine, Ghana – Perseus’s first mine with commercial production commencing in 2011, and has since produced over 1.6 million ounces of gold.
- ◆ Sissingué Gold Mine, Côte d’Ivoire – We discovered and developed our second mine Sissingué ahead of time and on budget in January 2018, delivering 178,000 ounces of gold to date.
- ◆ Yaouré Gold Mine, Côte d’Ivoire – Perseus is more than half way through the US\$265 million development of Yaouré with first gold forecast for December 2020. Yaouré is not as yet fully incorporated into our sustainability reporting, however we have disclosed as much relevant information as possible.

PERSEUS GOVERNANCE AND MANAGEMENT STRUCTURE



OUR BUSINESS



Sustainability at Perseus

Businesses are increasingly being called on to show that they operate and make decisions in a responsible way. Investors are considering environmental, social and governance concerns when deciding in which companies to invest by supporting companies with sustainable business models.

Consumers want to know that the products they buy have been produced responsibly, under fair and decent working conditions and without harm to the environment. Policymakers are introducing regulations, laws and other requirements to encourage companies to integrate sustainability into their practices and reporting.

Our first annual sustainability report aims to increase transparency and communicate both the positive and negative impacts we make as a company. By better understanding, managing and disclosing our impacts, we can enhance strategic decision-making, reduce risks, identify business opportunities and strengthen stakeholder relationships. This report aims to:

1. Define Perseus's business, operations and value chain.
2. Identify Perseus's key stakeholders.
3. Determine what is material to our stakeholders to report against in the terms of this Report.
4. Measuring, assessing and acting to address material sustainability topics that impact stakeholders and future prospects of the business.

STAKEHOLDER ENGAGEMENT

We strive to develop strong, effective and long-lasting relationships with our stakeholders. In accordance with Perseus's Community Relations Policy, our teams seek to understand the matters that are most material to our stakeholders, including local communities.

Our stakeholder groups include:

- ◆ Investors and shareholders
- ◆ Employees and contractors
- ◆ Suppliers and customers
- ◆ Joint venture partners
- ◆ Regulatory authorities
- ◆ Governments - local and national
- ◆ Industry associations

- ◆ NGOs
- ◆ Local communities including businesses & community groups.

Every Perseus operation has a targeted plan for partnering with local and regional stakeholders to ensure maximum benefits and minimal negative impacts. Each plan is developed following the community consultation process and a review of:

- ◆ Key social responsibility issues and opportunities
- ◆ Analysis of the local stakeholder context
- ◆ Support of strategic operational and exploration objectives for each site and for Perseus
- ◆ The life of mine

MATERIAL TOPICS

Every year we review the topics that matter most to our business and stakeholders. We apply a materiality process to inform the scope and level of disclosures identified in this Sustainability Report.

In 2019 our formal feedback topics from stakeholders were:

Topic	Page number
Economic Performance	16
Local Communities	16-18
Health, Safety & Wellbeing	12-13
Business Ethics	10
Employment	12-14
Tailings Management	21
Training and Education	13-14
Water	20-21
Procurement	10, 17
Diversity and Equal Opportunity	13
Human Rights	18
Emissions and Climate Change	20

Inspired by the Global Reporting Initiative (GRI) Standards in 2019 we prioritised our material topics by combining feedback from Perseus’s leaders and subject matter experts, stakeholder expectations and an analysis of the external environment. Topics were reviewed and prioritised

to ensure the corporate mission and strategic imperatives were considered.

Perseus’s material topics are presented in the following matrix and are described below.

Level of Stakeholder Concern	Very High		<ul style="list-style-type: none"> Training and Education 	<ul style="list-style-type: none"> Economic Performance Local Communities Security Health, Safety & Wellbeing Business Ethics Employment Tailings Management
		<ul style="list-style-type: none"> Human Rights Effluents and Waste 	<ul style="list-style-type: none"> Diversity and Equal Opportunity 	<ul style="list-style-type: none"> Compliance Water Procurement
		<ul style="list-style-type: none"> Emissions and Climate Change 	<ul style="list-style-type: none"> Rehabilitation and Mine Closure 	
	Low	<ul style="list-style-type: none"> Biodiversity 	<ul style="list-style-type: none"> Energy Use 	
	Low	Impact on Perseus		Very High

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We believe in the potential of the United Nations Sustainable Development Goals (SDGs) to increase global prosperity. Perseus focuses on impacting three SDGs:

SDG 3. Good Health and Well-being

- Provision of Health Clinics at all of our African sites and in our surrounding communities contributes to SDG 3 by developing employee health and wellness programs which reduce and treat diseases, particularly those with high prevalence regions we operate in such as malaria.
- Setting of high on-site safety standards minimises the risk of employee and contractor harm from occupational hazards, air pollution, transport accidents and other risks.

SDG 4. Quality Education

- Education is promoted through community scholarships and a graduate employment program. Perseus invests in school, technical and other education facilities for local

communities, to develop the capacity of current and future local employees and suppliers.

- Perseus provides training to employees, local suppliers and service providers to increase the quality and enhance their long term performance.

SDG 8. Decent Work and Economic Growth

- Where practical, Perseus always seeks to support local organisations and businesses as a first option in procurement. This aims to develop the capacity of businesses in our countries of operation to improve local job creation and incomes.
- All hiring and training programs give priority to local employees including women.
- Working with suppliers to set standards requiring high levels of labour rights including fair opportunities and safe working conditions.
- All workers have an opportunity to develop their skills and capabilities for improved professional opportunities, both inside and outside of Perseus.

Governance

We believe good corporate governance is a foundation pillar on which business objectives and stakeholder value must be built.

We review our governance practices and policies regularly and revise these practices as appropriate to reflect changes in law and best practice. Perseus follows the 3rd edition of the ASX Corporate Governance Principles and Recommendations which require the Board to consider carefully the development and adoption of appropriate corporate governance policies and practices.

The Board oversees sustainability strategy, measures performance and considers sustainability risks and opportunities as part of the process. The responsibility for the day to day sustainability operations and administration is delegated by the Board to the CEO who in turn delegates specific responsibilities to the senior management team.

In 2019 we have strengthened our governance structures by:

- ◆ Setting up a compliance management system and database that includes Board reporting. This enables consistent and timely reporting across all of our sites and functions with real-time information availability.
- ◆ Updating our Whistleblower Policy to comply with new Australian requirements that became effective on 1 July 2019. This can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2019/12/Whistle-Blower-Policy-approved-November-2019.pdf>
- ◆ Enhancing our Anti-Bribery and Corruption Compliance Management System.

Further detail about Perseus's corporate governance framework can be found on the Corporate Governance section of our website - <https://perseusmining.com/corporate-governance/>

RISK MANAGEMENT

The Perseus risk management process aligns with the international standard ISO31000 – Risk Management. The framework consists of five stages:



Our Corporate Risk Management Policy was updated in June 2019 and can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2020/03/PML-ERM-policy-June-2019.pdf>

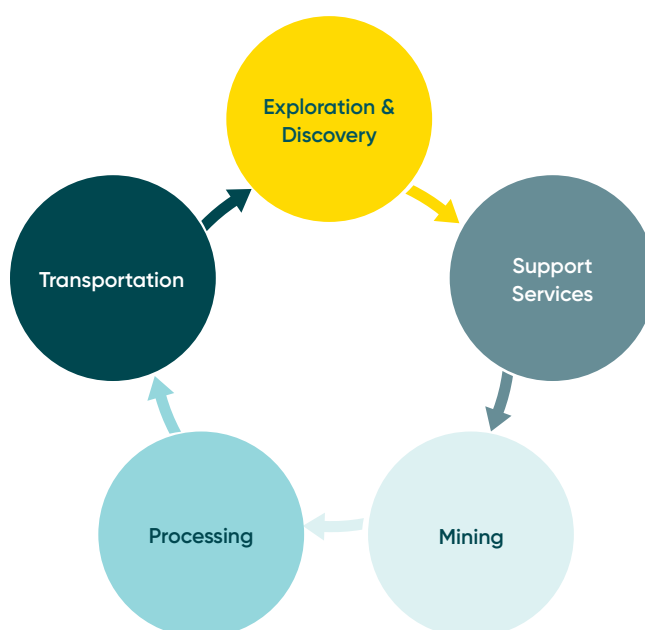
The Leadership Team, the Audit and Risk Committee and the Board regularly review the risk portfolio of the business and the effective management of those risks.

There are Risk Registers for each of Edikan, Sissingué, Yaouré, Exploration and Corporate. Each Risk Register is managed by the respective work group with oversight provided by the Group HSE Manager. Each Risk Register is expected to be formally reviewed and updated at least twice per year and is used in the budget planning process to prioritise expenditure in an effort to mitigate risk.

PERSEUS SUPPLY CHAIN

Contractors and suppliers are integral partners in our business and we rely on them to deliver our strategy and maximise expertise.

Our supply chain includes but is not limited to:



OUR PEOPLE



People are our priority and our most important resource

As people are our most important asset, we are committed to achieving a high level of occupational health and safety performance. We accept that all employees, contractors, visitors and the communities in which we operate have a right to expect prudent and responsible occupational health and safety performance from our activities.

SAFETY PERFORMANCE

Across our operations and exploration group, Perseus recorded zero fatalities and a total of 55 workplace injuries, including first aid injuries, in 2019.

Lost Time Injury Frequency Rate (LTIFR): 0.49

Total Recordable Injury Frequency Rate (TRIFR): 2.45

**NB: the frequency rates are per 1 million man hours and the TRIFR does not include First Aid Injuries.*

The TRIFR and LTIFR both stayed steady across the group compared to the previous year. Edikan improved on their previous years' performances with the total number of injuries decreasing and zero Lost Time Injuries. Sissingué, Yaouré and Exploration however all sustained Lost Time Injuries. More information can be found in the data section at the end of this report.

2019 Health and Safety Incidents

Category	Edikan	Sissingué	Yaoure
Injury	20	18	15
Health	0	3	0
Total	20	21	15

SAFETY MANAGEMENT

We operate an HSE Management System that underpins our Occupational Health and Safety Policy and Code of Conduct. Both can be found in the Corporate Governance Section of our website - <https://perseusmining.com/corporate-governance/>

Our HSE Management System defines the principles by which we conduct our operations with regards to health, safety, and the environment. Management communicates the HSE policies and principles to all employees, customers, contractors and third parties associated with our business. Each Perseus site must conform to system guidance and requirements.

External HSE Management System audits were completed at both Edikan and Sissingué in 2019, which also included auditing the major contractors and their work areas. Audits were undertaken against the Perseus Corporate HSE Standards and International Standards ISO14001 and ISO45001. We are pleased to report a general upward trend over time at both Edikan and Sissingué which indicates HSE performance is continuing to improve, however we recognise opportunities for improvement. The identified gaps had corrective actions raised and are being addressed. A score of 40% to 60% indicates that formal processes are implemented and functional with general conformance to the requirements of the ISO45001 and ISO14001 Standards.

	Edikan	Sissingué
October 2019	48%	40%
February 2018	-	22%
February 2016	45%	-
June 2012	37%	-

HEALTH AND WELLBEING

All of our operating sites have a medical clinic for the use of our employees and contractors, with doctors, nurses and paramedics available on site to attend to general health needs and medical emergencies. Clinics are supplied with modern equipment including life support.

All Perseus sites also have an Emergency Medical Evacuation Plan and relationships with off-site medical providers.

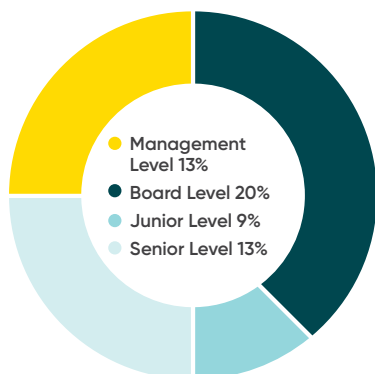
All employees undertake an annual medical check and also monitored for potential health impacts including noise, dust, gases, potable water quality and radiation.

DIVERSITY

We recognise the value contributed to the organisation by employing people with varying skills, gender, cultural backgrounds, ethnicity and experience. A diverse workforce is an important element of continued growth, improved productivity and performance. A diverse workplace creates a high performing environment where all employees are treated equally, regardless of their gender, age, culture and religion. Expectations are outlined in the Diversity, Equal Opportunity and Anti-Discrimination Policy available on the Perseus website: <https://perseusmining.com/wp-content/uploads/2019/10/PML-HRE-POL-005-Diversity-and-Equal-Opportunity-Policy-final-June-2015.pdf>

The proportion of women at various levels in the organisation is as follows:

FEMALE REPRESENTATION



We are committed to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes, we aim to empower women in the communities associated with our operations.

In 2019 a Women in Mining association was founded at Sissingué called "COFEPMCI" in French "Comité des Femmes de Perseus Mining Côte d'Ivoire" (in English: Perseus Mining Côte d'Ivoire Women's Committee). There are currently 29 women involved, from Sissingué, Abidjan and Yaouré. The Committee's aim is to support women in mining, increase the number of females in leadership roles, fight against discrimination and increase sensitisation of families about mining jobs for women.



"To be a woman in mining, especially in Africa, is being in the middle of challenges. From family, parents, a working environment dominated by men and proving your competencies to give your employer confidence in you. But women in mining are strong enough to overcome challenges by being strong in our attitude, being mothers and wives at home and competent workers in our job. The association is helping to express ourselves to promote women inclusion in mining and find the way to share a message to families and employers: I can be a woman and work in mining."

– Efoi Djeouli, Mining Superintendent and president of the Women's Committee at Sissingué.

DEVELOPMENT, TRAINING & PERFORMANCE

The Employee Development Policy commits to providing for all employees, irrespective of gender. It provides support and opportunities to improve employee skills, knowledge and qualifications required for the performance of their existing role and for improving their prospects of promotion to other internal roles. The policy is available on our website - <https://perseusmining.com/wp-content/uploads/2020/05/PML-HRE-POL-009-Employee-Development-Policy-v2.pdf>

Performance reviews were conducted for all employees at Sissingué, Edikan, Yaouré and Corporate offices. Talent reviews were completed at Sissingué, Edikan and Corporate to identify high performing employees and those with potential for advancement through the organisation. Additional training is also being offered to enhance performance. Training provides an opportunity to create stronger, sustainable links to the communities where we operate, providing employees for the future. Extensive training was undertaken in 2019 with over 9,000 hours at both Sissingué and at Edikan.

29
hours
OF TRAINING
PER EMPLOYEE IN 2019

In 2020 we are aiming to create partnerships with educational institutions and external funding providers to deliver community-based training programs.

WAGES AND BENEFITS

In 2019 a new Remuneration Framework was introduced at a corporate level to ensure fair and equal pay across roles, with an individual performance component. Salaries are set on the basis of the level of responsibility of the position, technical skills and qualifications required to perform the role.

FUTURE GENERATIONS

Edikan and our sites in Côte d'Ivoire offer practical work experience opportunities through National Service and Graduate Trainee programs. In 2019, Edikan provided 78 placements and our sites in Côte d'Ivoire placed 11 people.

PREVENTING DISCRIMINATION AND BULLYING

There is zero tolerance for discrimination, harassment, bullying and disrespectful behaviour at Perseus.

The Perseus Diversity, Equal Opportunity and Anti-Discrimination policy ensures the prevention of discrimination & bullying is an ongoing priority.

VALUES AND CULTURE

Updated Perseus values were successfully rolled out in 2019, with Jeff Quartermaine, Managing Director and CEO launching them at all sites. To ensure the values are lived and breathed they have been integrated to all parts of the business including contracts, job descriptions and performance reviews.

These values are reinforced by our Code of Conduct which can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2019/10/PML-HRE-POL-001-Code-of-Conduct-v2-Aug-2018.pdf>

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We support the legal rights of our workforce to associate with others and to join labour organisations of their choice and bargain collectively without fear of discrimination or retaliation. This freedom is instrumental in establishing a harmonious workplace culture built on trust.

Where possible there is frequent engagement with unions and where there is no union involvement, staff representatives are engaged through meetings and complaint resolutions.

At Edikan, all employees other than Managers and Superintendents are represented by an independent trade union. Sissingué is not unionised, instead employees are represented by a Workers Committee with elected delegates.

WHISTLEBLOWING AND RAISING CONCERNS

In accordance with our values, we foster a culture of integrity and honesty of how we conduct our business.

An updated Whistleblower policy was introduced to enable all directors and employees of the Company to report, without the risk of penalty or retribution to themselves or others, concerns about any conduct or practices placing the general public at risk. The new policy can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2019/12/Whistle-Blower-Policy-approved-November-2019.pdf>



“The Edikan Mine Graduate Trainee Program has equipped me with valuable skills and training which is universal and particular to the mining industry.” – Samuel Agyin-Mensah (Scholarship Beneficiary / Graduate Trainee – Ayanfuri Community)

OUR COMMUNITIES



We believe that the success of our business depends on the success of our host communities and countries

Perseus is committed to providing enduring prosperity and lasting benefits to the countries and communities we operate in through investment, community development, capacity building and social infrastructure improvement where appropriate.

SOCIOECONOMIC CONTRIBUTION

Through the payment of taxes, government royalties, workforce wages and supplier payments, we make significant contribution to local, regional and national economies. In 2019 we contributed \$299m to the African and Australian economies.

Interest: \$3.3m

Taxes: \$32.5m

Royalties: \$20.7m

Wages: \$32m

Goods & services: \$210m

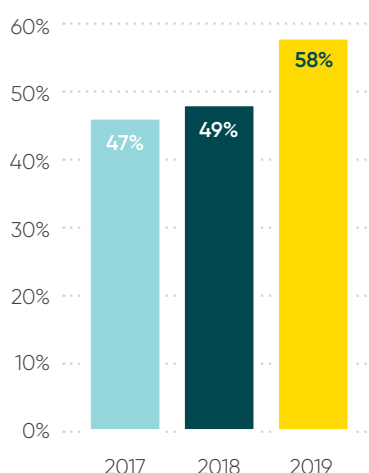
Community investment: \$1.1m

MAXIMISE LOCAL EMPLOYMENT

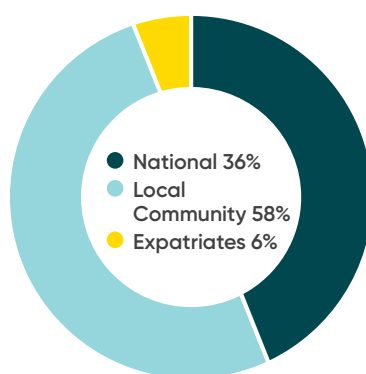
We are committed to providing employment and skills training to the communities in which we operate as a priority. The Edikan Partnership Agreement and Sissingué's Recruitment Procedure commit to 100% of both unskilled and skilled labour will first be sought from the local communities. We are very proud that employees are representative of the community they work in with 58% of all Perseus employees coming from our local communities and 94% coming from respective host countries.



LOCAL COMMUNITY EMPLOYMENT 2017-2019



2019 EMPLOYEE BREAKDOWN



SOCIAL AND COMMUNITY INVESTMENT

Perseus continues to invest in long-term partnerships in the communities and countries where we operate.



2019 scholarship beneficiaries

As highlighted in our mission, we support projects that help generate material benefits for all of our stakeholders. This includes investments in infrastructure, choosing local suppliers and other initiatives that help communities generate sustainable income. This includes local employment, where the total local wage amount was:

OVER
\$22m
 OF LOCAL WAGES PAID IN 2019

As mines are long-term developments, we believe they should facilitate long-term positive economic and social impact through trusting partnerships with local and national stakeholders. Perseus encourages this through Community Development Funds.

COMMUNITY DEVELOPMENT AND SUPPORT

Both Edikan and Sissingué have community development funds.

Perseus contribution to the Edikan Trust Fund is \$300k annually. The funds are used for infrastructure and development projects and controlled by a Board made up of community, Traditional Council, Municipal/District Assembly and two secretaries provided by Perseus. In 2019, \$190k was spent on a range of projects.

At Sissingué, the Community Development Fund is managed by government representatives including Prefects, Sub-Prefects, Mayors, Regional Assembly President, local Minerals Commission Director, Perseus and three representatives from each of the impacted villages. In 2019, Sissingué contributed \$532k to the Community Development Fund.

All of our sites also provide additional donations and in-kind support with a focus on sanitation, education, health, cultural events and sporting activities. In 2019 this totalled \$264k.

ENCOURAGING LOCAL AND NATIONAL ECONOMIC DEVELOPMENT

At Edikan, the life of mine open pit mining contract was awarded to Rocksure, a 100% Ghanaian owned and operated mining contractor. They had developed their capability at Edikan over the preceding

4 years and had improved in capacity and performance to the point where we were confident to award them the mining contract for the whole site. Other Ghanaian contractors used at Edikan include caterers, fuel suppliers and site security services. We aim to replicate this capacity development at both sites in Côte d'Ivoire where possible.

LOCAL PURCHASING

We endeavour to maximise the local and regional content and focus on locally produced or locally value-added products and services. In 2019, local purchasing was undertaken to the value of \$141.5m in Ghana and \$68.62m in Côte d'Ivoire.

OVER
\$210m

OF LOCAL PURCHASES MADE IN 2019

The Board of the Edikan Trust Fund awarded community construction projects to the local artisans to enhance their capacity and create job opportunities for the people. Each community has registered its construction business which enables them to effectively bid for Edikan Trust Fund construction projects.

FAIR AND EQUITABLE ENGAGEMENT AND DEALINGS

In every element of our business, we strongly prohibits any form of bribery and corruption. This commitment flows from our core values and creates a robust and transparent culture of integrity and compliance, which is critical to the long-term success of our business.

All of the Company's directors, employees, contractors, consultants and other business partners and their employees must be aware of and comply with applicable anti-bribery and corruption laws and extensive training is undertaken on a regular basis. We also engage with our major contractors to assist them with setting up their own anti-bribery and corruption compliance programs. Perseus's Anti-bribery and Corruption Policy can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2020/01/ABC-policy-final-August-2018.pdf>

CHANCE FINDS

We recognise the rich cultural heritage that could be present in and around our mining areas. To protect cultural heritage from any unintended impacts of site activities and support its preservation, we undertook cultural heritage and archaeological studies as part of social baseline reports. For any unexpected finds during operational activities, Chance Find procedures are in place to ensure site personnel respond appropriately.



“The Mine has improved sanitation, healthcare and education systems in our communities by providing us with modernised facilities such as privy toilets and school infrastructure”

– Grace Freeman, Women Representative (Denkyira Gyaman)

HUMAN RIGHTS, MODERN SLAVERY AND CHILD LABOUR

We are guided by the UN Guiding Principles on Business and Human Rights and the UN Voluntary Principles on Security and Human Rights (VPSHR) to respect the human rights of all stakeholders, ensuring the fundamental freedoms and basic human rights of all individuals. This commitment forms part of all business interactions, internally and externally. It is reinforced by our Human Rights Policy that can be viewed on our website - <https://perseusmining.com/wp-content/uploads/2019/12/PML-SEC-POL-001-Human-Rights-Policy-approved-November-2019.pdf>

All security personnel, including employees, contractors and government forces were trained in the principles of the VPSHR and reasonable use of force.

Training was aimed at increasing their understanding of human rights considerations and to avoid security-related incidents with possible human rights implications.

Child labour, forced labour and modern slavery are prohibited in our operations. The Australian Government has enacted the Modern Slavery Act 2018 under which we will be reporting annually on the risks of modern slavery in our operations and supply chains. It also requires reporting on actions taken to assess and address those risks, and the effectiveness of our response.

Our inaugural Modern Slavery Statement, reporting on 2020, will be published in 2021. In preparation we have started a dialogue with key supply chain partners, informing them of expectations in their operations.

RESETTLEMENTS

We recognise that our long-term growth and mine operations may require local community resettlement. Resettlement projects aim to deliver improved living conditions for affected communities. Our Resettlement projects are based on international standards, including IFC Performance Standard 5 and World Bank guidelines.

Development of increased mining areas at Edikan up to and including 2019 has required the construction of 284 structures over multiple phases and resettlement is scheduled to be completed in late 2020.



The houses and supporting community structures built reflect extensive consultations through the Resettlement Consultation Committee, comprised of local community members, district authorities and Perseus representatives. New public community facilities including schools, churches, a community centre, a police post and a commercial complex have also been constructed.

All roads within the village comply with legal specifications and allow for proper traffic flow and water drainage has been installed to improve sanitation.



“Perseus gave me a decent home at the resettlement township. I live in a comfortable self-contained one bedroom house with toilet and other facilities. My family is very happy living here.”

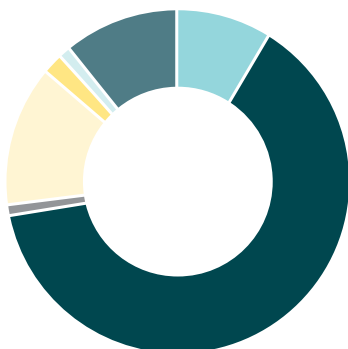
– Paul Eshu, House Owner (Ayanfuri Resettlement Township)

The new settlement provides many people with upgraded homes, including separate bedrooms and living rooms, kitchens and ablutions. The Resettlement site contains a fully reticulated water supply system and all houses are equipped with electrical wiring.

LISTENING TO OUR COMMUNITIES

One of our key methods for collecting stakeholder feedback is through consultation processes that allow community stakeholders across all of our operations to raise and resolve matters in a timely manner.

Community Consultation Committees assist in the interaction between Perseus and its host communities and there are formal grievance management processes in place to assist in the timely resolution of any community complaints. In 2019 there were 104 formal grievances received from local stakeholders.



2019 COMMUNITY GRIEVANCE TOPICS

- Environmental Issues
- Resettlement Issues
- Crop & Land Compensation
- Road Condition
- Building Cracks & Blast Damage
- Local Employment & Training
- Other General

OUR ENVIRONMENT



We are committed to minimising the impact of our activities on the natural environment through all areas of our business

Through the integration of good environmental practices, all of our operations endeavour to comply with the international Standard ISO 14001:2015 - Environmental Management Systems, as well as the environmental regulations of our host countries.

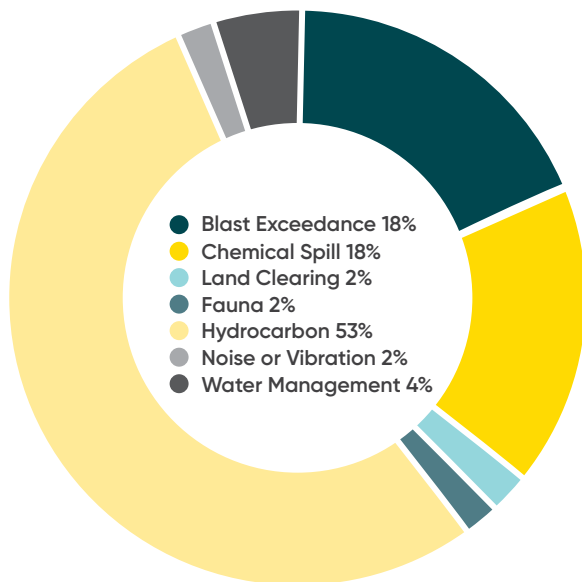
Potential impacts on water, air quality, soil, visual aesthetics and biodiversity at each of our projects were identified during the Environmental Impact Assessment (ESIA) process and controls have been implemented to prevent environmental harm. ESIA reports for each site are available on our website - <https://perseusmining.com/sustainability-documentation/>

Environmental monitoring programs are in place at each of our sites and any identified impacts are addressed as a priority. Our environmental policy can be found on our website - <https://perseusmining.com/wp-content/uploads/2019/10/Environment-Policy.pdf>

At Sissingué 29,992MWh of power was generated onsite by diesel-powered generators as there is no access to grid electricity.

Total Perseus Scope 1 emissions were 105,289 t CO₂-e. Scope 2 emissions from power generation were 56,409 t CO₂-e. For a detailed breakdown see performance data on page 22.

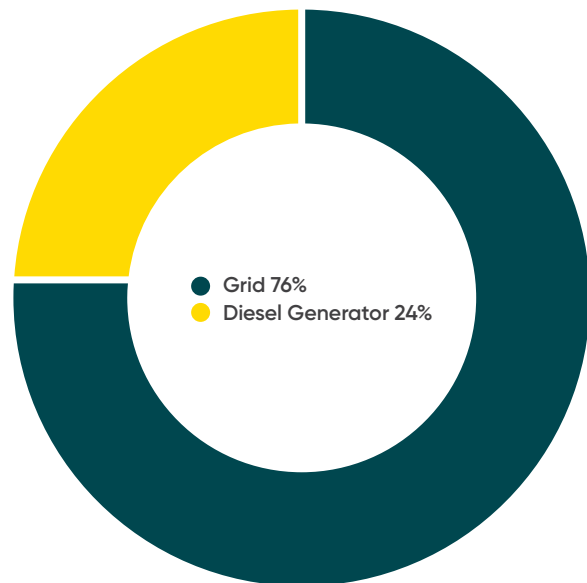
2019 ENVIRONMENTAL INCIDENTS



ENERGY AND EMISSIONS

The Edikan Gold Mine sources its electricity from the grid but has diesel-powered generators on site to produce power should the grid be impacted. This year Edikan was supplied 134,308MWh from the grid and self-generated 3,466MWh.

2019 ENERGY SOURCE



WATER

We recognise water is one of the most valuable resources in mining, not just to our operations but also to our host communities. We aim to demonstrate strong water management by using this resource responsibly and efficiently. We strive to re-use water wherever possible to reduce the draw on local water resources. Local water abstraction is regulated through operating licences and approvals which generally have quantity limits.

2019 fresh water abstraction was 6,032,309kL with re-used water 11,861,475kL.

Edikan obtains most of its water for processing the ore from the Flotation Tailings Storage Facility (FTSF). In addition to recycled water, the FTSF surface catchment area of approximately 380 hectares captures a significant amount of rainfall. Raw water and potable water is abstracted from bores, and occasionally raw water is supplemented by water pumped from mine pits.

The Sissingué Tailings Storage Facility is designed and constructed to store water as well as tailings. Water is pumped from the Bagoé River and bores into the TSF to store water for future processing, and abstracting water from the bores also assists with dewatering the mine pits.

Surface and groundwater samples are collected from our sites and surrounds on a regular basis and are analysed in environmental laboratories.

TAILINGS

Tailings are the leftover material after gold is extracted from ore. They are a slurry like material which consist of fine rock particles, water and residual reagents. Tailings are stored in a Tailings Storage Facility (TSF) which is lined with plastic or compacted clay to prevent groundwater contamination.

Our TSFs are designed, operated and managed in accordance with the TSF Operations and Management Plans as well as country-specific regulatory requirements. They align to ANCOLD and ICOLD Standards.

Mine Closure Plans for all three sites include long-term monitoring of physical, chemical and biological aspects of the TSF post-closure.

Annual independent audits of the TSF are conducted by specialist engineers. The most recent audits were completed in March 2019 at Sissingué and November 2019 at Edikan. The audits found that the Perseus TSFs were operated and managed appropriately with no significant issues identified. Audit reports are publicly available on our website - <https://perseusmining.com/sustainability-documentation/>

MINE CLOSURE

A key topic for stakeholders, particularly local communities, is the restoration of landscapes and ecosystems at all operational sites. Comprehensive preparation planning for mine closure is a central component of all Perseus operations. All of our sites have Mine Closure Plans and aim to undertake progressive rehabilitation as final areas become available.

WASTE AND HAZARDOUS MATERIAL MANAGEMENT

Our most significant streams of non-hazardous waste include metals, cardboard, glass, plastic and aluminium. All of these items are recycled. General household waste from all sites is diverted to landfill.

Hazardous waste generated by our operations includes tyres, batteries, oil, grease and other hydrocarbon-contaminated waste. We have

systems in place to ensure that all hazardous waste is appropriately managed on site, then transported by waste transport companies to licenced and approved facilities off-site where possible.

FLORA, FAUNA AND LAND USE

Progressive rehabilitation is being undertaken at our Edikan site which propagates its own seedlings in an on-site nursery and is staffed by four personnel from the local villages. In 2019, Edikan rehabilitated 13.85ha and to date 182.1ha have been fully rehabilitated.

AT EDIKAN OVER

182ha

OF LAND HAS BEEN REHABILITATED TO A NATURAL STATE

At Sissingué, rehabilitation trials commenced in 2019 with the Ivorian Forestry Department and a botany specialist consulted to determine which species are most suitable for rehabilitating the site back to natural woodland. One endangered flora species identified during the original flora baseline study will be used in the revegetation of the site.



Performance Data

OHS		EDIKAN	SISSINGUE	YAOURE	EXPLORATION ⁴	TOTAL
Reported Hazards	2019	15302	45	162	-	15,509
	2018	13178	22	5	-	13,205
	2017	2503	0	6	-	2,509
Total Site Incidents ¹	2019	639	175	3410	-	4,224
	2018	320	154	107	-	581
	2017	256	143	190	-	589
Total Injuries	2019	20	18	15	2	55
	2018	29	18	5	1	53
	2017	35	38	18	n/a ³	91
LTIFR ²	2019	0.00	0.49	2.40	3.19	0.49
	2018	0.72	0.00	5.51	0.00	0.49
	2017	0.37	0.00	1.16	-	0.37
TRIFR ²	2019	1.61	2.43	5.99	6.38	2.45
	2018	2.33	3.81	2.09	0.00	2.44
	2017	1.66	6.08	11.64	-	3.70
Malaria	2019	534	343	218	9	1,104
	2018	505	296	29	15	845
	2017	567	298	96	-	961
Security Incidents	2019	489	12	3347	-	3,848
	2018	155	4	79	-	238
	2017	40	3	133	-	176

1 Includes environment, security & injuries

2 Per 1 Million Man Hours.

3 Exploration injuries were captured within each site's data until 2018

4 Exploration incidents other than injuries are captured within each site's data

The majority of the security incidents at Edikan and Yaoure are artisanal mining incursions

ENVIRONMENT		EDIKAN	SISSINGUE	YAOURE	TOTAL
Environmental Incidents	2019	16	25	4	45
	2018	18	27	7	52
	2017	30	16	14	60
Energy Use (GJ)	2019	1,458,873	519,543	n/a	1,978,415
	2018	1,683,139	316,777	n/a	1,999,916
	2017	1,669,319	n/a	n/a	1,669,319
Energy Efficiency (MJ/tonnes mined)	2019	61	71	n/a	63
	2018	48	69	n/a	51
	2017	43	n/a	n/a	43
Energy Efficiency (MJ/tonnes milled)	2019	218	301	n/a	235
	2018	233	258	n/a	237
	2017	235	n/a	n/a	235
Total Scope 1 Emissions - CO ₂ -e (tonnes)	2019	68,744	36,545	n/a	105,289
	2018	84,271	22,283	n/a	106,554
	2017	84,050	n/a	n/a	84,050
Total Scope 2 Emissions - CO ₂ -e (tonnes)	2019	56,409	0 ⁵	n/a	56,409
	2018	56,890	0 ⁵	n/a	56,890
	2017	55,648	n/a	n/a	55,648
Total Emissions - CO ₂ -e (tonnes)	2019	125,153	36,545	n/a	161,699
	2018	141,162	22,283	n/a	163,445
	2017	139,698	n/a	n/a	139,698
Emission Intensity (total kg CO ₂ -e/tonnes mined)	2019	5.26	4.96	n/a	5.19
	2018	4.05	4.87	n/a	4.14
	2017	3.62	n/a	n/a	3.62
Emission Intensity (total kg CO ₂ -e/tonnes milled)	2019	18.66	21.17	n/a	19.18
	2018	19.54	18.15	n/a	19.34
	2017	19.70	n/a	n/a	19.70
Fresh Water Abstraction (kL)	2019	4,710,338	1,321,971	n/a	6,032,309
	2018	3,213,288	1,264,310	n/a	4,477,598
	2017	3,413,838	n/a	n/a	3,413,838
Fresh Water Intensity (kL/tonnes milled)	2019	0.70	0.77	n/a	0.72
	2018	0.44	1.03	n/a	0.53
	2017	0.48	n/a	n/a	0.48
Re-Used Water (kL)	2019	10,083,913	1,777,562	n/a	11,861,475
	2018	9,576,486	1,303,603	n/a	10,880,089
	2017	9,044,477	n/a	n/a	9,044,477
Material Mined (tonnes)	2019	23,809,671	7,362,556	n/a	31,172,227
	2018	34,868,074	4,574,666	n/a	39,442,740
	2017	38,601,292	n/a	n/a	38,601,292
Material Milled (tonnes)	2019	6,706,348	1,725,905	n/a	8,432,253
	2018	7,223,612	1,227,706	n/a	8,451,318
	2017	7,091,779	n/a	n/a	7,091,779
Gold Produced (oz)	2019	179,574	86,674	n/a	266,248
	2018	217,218	67,302	n/a	284,520
	2017	208,227	n/a	n/a	208,227
Tailings Produced (tonnes)	2019	6,706,348 ⁶	1,725,905	n/a	8,432,253
	2018	7,223,613 ⁶	1,377,172	n/a	8,600,785
	2017	7,091,779 ⁶	n/a	n/a	7,091,779
Hydrocarbon Waste Produced (L)	2019	611,930	44,300	1,240	657,470
	2018	563,750	27,400	2,300	593,450
	2017	265,650	76,200	2,400	344,250

5 Scope 2 Emissions are from other parties (eg, grid electricity), which Sissingue does not use

6 Edikan tailings are a combination of Flotation and CIL tailings

ENVIRONMENT		EDIKAN	SISSINGUE	YAOURE	TOTAL
Used Tyres (#)	2019	0	10	62	72
	2018	78	Not captured	2	80
	2017	0	Not captured	30	30
Waste to Landfill (tonnes)	2019	2,778	94	Not captured	2,872
	2018	2,252	78	Not captured	2,330
	2017	2,426	150	Not captured	2,576
Scrap Metal Recycled (tonnes)	2019	623	5.3	3.7	632
	2018	543	19.5	1.1	563
	2017	448	0	1.4	449
Plastics Recycled (tonnes)	2019	0.28	Not captured	0.03	0.31
	2018	0.26	Not captured	0.8	1.06
	2017	0.27	0.5	1.5	2.27
Biodiversity Studies	2019	2	1	0	3
	2018	2	0	0	2
	2017	3	0	0	3
Total Cleared Area (ha)	2019	1,318	321	423	2,062
	2018	1,277	302	213	1,792
	2017	1,257	270	187	1,714
Land Rehabilitated to Final (ha)	2019	13.85	0	0	13.85
	2018	27.3	0	0	27.30
	2017	41.8	0	0	41.80

COMMUNITY		EDIKAN	SISSINGUE	YAOURE	PERSEUS SERVICES	TOTAL
Community Grievances	2019	88	10	6	n/a	104
	2018	192	8	11	n/a	211
	2017	230	13	15	n/a	258
Community Meetings ⁸	2019	57	116	130	n/a	303
	2018	42	94	91	n/a	227
	2017	47	68	52	n/a	167
Community Support (USD)	2019	493,135	573,453	23,708	n/a	1,090,296
	2018	423,924	370,211	18,379	n/a	812,514
	2017	485,835	31,338	12,747	n/a	529,920
Local Purchasing ⁷ (USD)	2019	141,527,030	68,627,762			210,154,792
	2018	196,037,396	37,531,034			233,568,431
Total Gross Salaries - Nationals ⁷ (USD)	2019	17,860,277	4,155,644			22,015,921
	2018	18,634,051	3,212,087			21,846,139
Total PAYE Taxes Withheld - Nationals ⁷ (USD)	2019	3,783,342	1,808,251			5,591,593
	2018	3,444,258	1,256,116			4,700,374
Total Gross Salaries - Expats ⁷ (USD)	2019	1,797,411	8,189,643			9,987,054
	2018	1,202,920	4,992,149			6,195,069
Total PAYE Taxes Withheld - Expats ⁷ (USD)	2019	699,173	2,864,905			3,564,079
	2018	515,058	1,877,479			2,392,538
Total Royalties ⁷ (USD)	2019	15,389,016	5,307,972			20,696,988
	2018	18,754,616	3,428,778			22,183,394
Contractor Withholding Taxes ⁷ (USD)	2019	8,476,116	431,523			8,907,639
	2018	7,246,875	437,684			7,684,560
Other Taxes & Duties ⁷ (USD)	2019	2,434,422	464,054			2,898,476
	2018	1,595,764	244,433			1,840,198
Total Income Tax ⁷ (USD)	2019	11,560,880	n/a ⁹			11,560,880
	2018	0	n/a ⁹			0

7 A large amount of our financial data is segmented by country which is why numbers are combined for Sissingue, Yaoure and Services

8 Edikan has only captured their formal community Committee meetings

9 Under the Mining Convention, Perseus is exonerated from paying income tax for the first 5 years of operation

PEOPLE		EDIKAN	SISSINGUE	YAOURE	PERSEUS SERVICES	Corporate	Total
Diversity - Gender(% female)	2019	12%	11%	15%	8%	31%	13%
	2018	12%	9%	7%	5%	32%	11%
	2017	12%	11%	5%	5%	26%	11%
Diversity - age under 30 (%)	2019	8%	19%	5%	8%	0%	11%
	2018	10%	21%	7%	5%	0%	12%
	2017	10%	15%	0%	8%	0%	12%
Diversity - age 30-50 (%)	2019	78%	72%	72%	82%	44%	74%
	2018	79%	72%	73%	81%	46%	74%
	2017	78%	74%	81%	82%	26%	72%
Diversity - age 50+ (%)	2019	14%	9%	23%	10%	56%	15%
	2018	12%	8%	20%	14%	54%	13%
	2017	12%	11%	19%	10%	74%	14%
Employment Type - Permanent (%)	2019	50%	61%	4%	30%	90%	42%
	2018	60%	37%	28%	34%	100%	48%
	2017	55%	21%	27%	44%	100%	47%
Localisation - Nationals (%)	2019	55%	42%	10%	21%	n/a	36%
	2018	60%	36%	38%	22%	n/a	47%
	2017	61%	34%	31%	25%	n/a	48%
Localisation - Local Community (%)	2019	44%	49%	81%	75%	n/a	58%
	2018	40%	53%	54%	77%	n/a	49%
	2017	38%	53%	58%	72%	n/a	47%
Localisation - Expats (%)	2019	1%	10%	9%	4%	n/a	6%
	2018	1%	11%	8%	1%	n/a	4%
	2017	1%	13%	12%	4%	n/a	5%
Training (hours/year)	2019	9,848	9,063	110	n/a	80	19,101
	2018	9,393	12,055	218	n/a	n/a	21,666
	2017	8,719	2,769	365	n/a	n/a	11,853
Turnover Rate (%)	2019	5%	11%	0%	n/a	0%	6%
	2018	8%	11%	4%	n/a	10%	8%
	2017	10%	20%	57%	n/a	15%	15%



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