

# ESG REPORT

2023



**Great Boulder**  
RESOURCES LIMITED

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## ABOUT GREAT BOULDER RESOURCES

Great Boulder Resources (**'Great Boulder'** or **'Company'**) is a mineral exploration company with a portfolio of highly prospective gold and base metals assets in Western Australia ranging from green fields through to advanced exploration. The Company's core focus is the Side Well Gold Project at Meekatharra in the Murchison gold field, where the Company has an Inferred Mineral Resource of 6.192Mt @ 2.6g/t Au for 518,000oz Au. The Company is also progressing early-stage exploration at the Wellington Base Metal Project located in an emerging MVT province in the Earraheedy Basin. With a portfolio of highly prospective assets plus the backing of a strong technical team, Great Boulder is well positioned for future success.

## REVIEW OF OPERATIONS

Great Boulder's flagship is the Side Well Gold Project at Meekatharra in Western Australia. Side Well hosts a high-grade Inferred mineral resource estimate (MRE) of 518,000oz @ 2.6g/t Au, announced on [February 1st 2023](#), and the Company is now working towards its target of one million resource ounces. The Gnaweeda Project is approximately 10km east of Side Well on the Goldfields Highway.

Wellington is a very large green fields project within the Earraheedy Basin east of Wiluna, an area with potential to become a world-class zinc-lead province. The Wellington target was identified by desktop studies in 2020 using open-file GSWA surface geochemistry. Tenements were pegged in 2021 and granted in the first half of 2023. The Company expects to commence field exploration at Wellington in early 2023.

Whiteheads is a large project north of Kalgoorlie with a large number of historical and recent gold prospects, as well as potential for komatiite-hosted sulphide nickel occurrences north of the Silver Swan nickel mine. Much of Great Boulder's exploration work at Whiteheads has focused on the gold potential on the Arsenal Trend on the eastern side of Whiteheads, with surface geochemistry and drilling discovering the Blue Poles deposit in 2020.

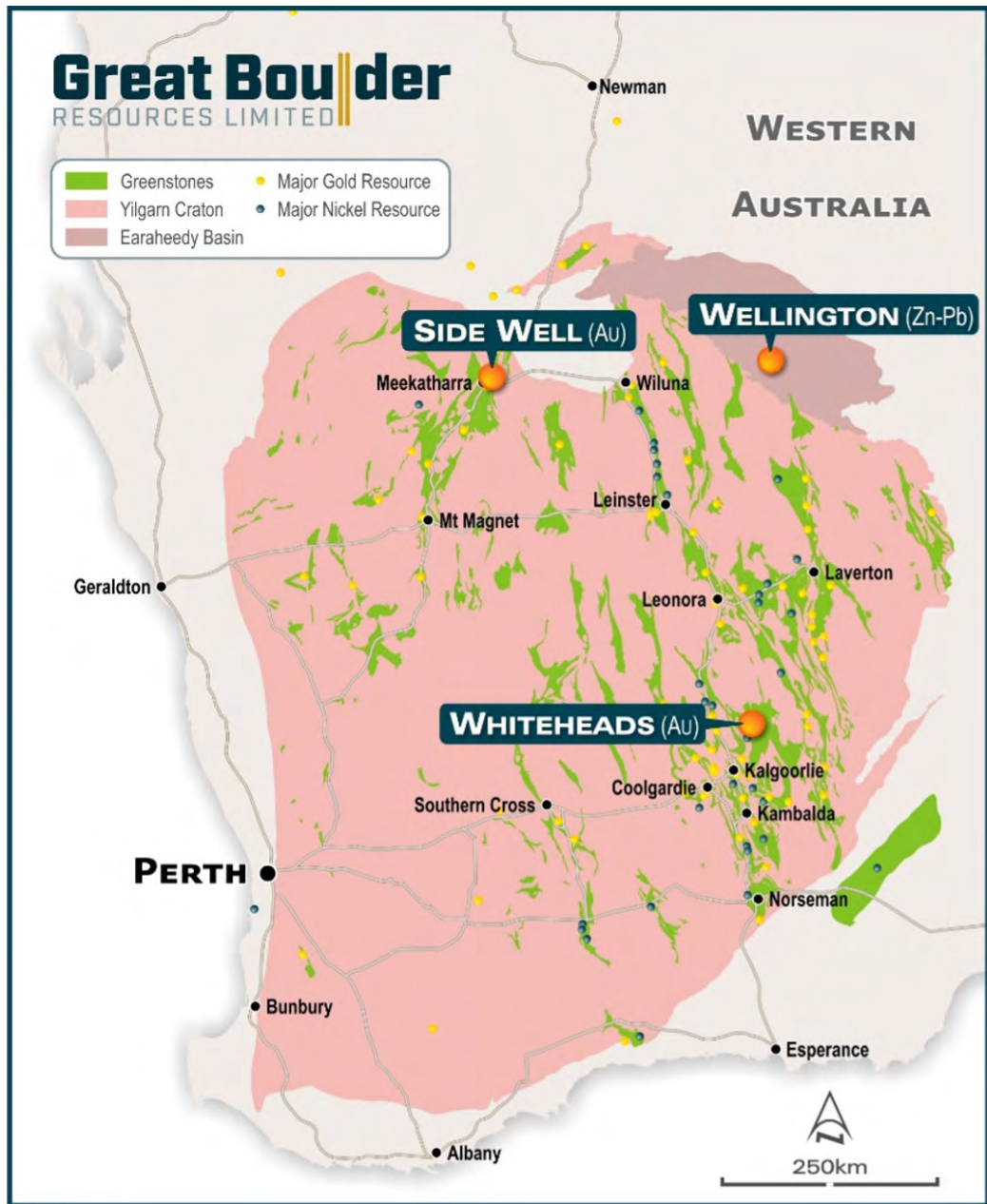


Figure 1: Great Boulder's projects.



## ESG AT GREAT BOULDER

While this is our first ESG Report<sup>1</sup>, in many ways, ESG has always been a focus at Great Boulder Resources. We are proud to have a track record which demonstrates responsible operations, a focus on sustainable development, and a history of constructive, respectful relationships with our stakeholders.

### OUR VALUES

**RESPECT**

**HONESTY**

**PASSION & COMMITMENT**

**TRANSPARENT COMMUNICATION**

**PRIDE**

*“We take these values seriously, and you can see that reflected in the quality of the team we have assembled to help the company grow. The performance, professionalism, and alignment of this group is as good as I have seen in any company.”*

**Gregory Hall**  
**Non-Executive Chairman**

We believe that ESG performance is a reflection of a company’s values, and in April 2022 our leadership team got together to define ours.

Our values guide our decision making and behaviour as we continue our mission to create sustainable value through the discovery and development of mineral deposits using technical excellence and respectful collaboration with all stakeholders.

In this, our inaugural ESG report, we aim to provide our stakeholders with an overview of our areas of focus and how a strategic approach to ESG will enable success.

<sup>1</sup> This report covers the Financial Year 2023 (FY23) reporting period and is produced based on the organisational boundary of Great Boulder Resources Limited.

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#### OUR VISION

“To be the best example for ethical exploration and mineral development.”

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#### OUR MISSION

“We create sustainable value through the discovery and development of mineral deposits using technical excellence and respectful collaboration with all stakeholders.”

## OUR REPORTING FRAMEWORK

Our approach to ESG reporting has been developed in line with mining sector best-practice and incorporates the following global standards: United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), and the Taskforce on Climate-related Financial Disclosures (TCFD).

*“For Great Boulder, ESG reporting isn’t just a box-ticking exercise. We have always endeavoured to have a positive impact wherever we can with all stakeholders. This approach applies across all aspects of the business, from the local communities we work in, to service providers, and our employees”*

**Andrew Paterson, Managing Director**

## SUSTAINABLE DEVELOPMENT GOALS

Great Boulder supports the [SDGs](#) and their intention – “to promote prosperity while protecting the planet”. As a mining exploration company, we support the shift to a more sustainable mining sector. We understand this requires the industry to explore and extract responsibly, operate with less waste, use safer processes, incorporate, and develop sustainable technologies, support the wellbeing of local communities, manage, and reduce emissions, and improve how we manage natural resources.

We have identified four SDGs that the Company most effectively aligns with and contributes to, based on our current operations as a mineral explorer.

### SUSTAINABLE DEVELOPMENT GOALS



**Table 1: Our contributions to the Sustainable Development Goals.**

| Sustainable Development Goal                                  | Our Alignment and Contribution   |
|---|--|
| <p><b>SDG 10 – Reduced inequality</b></p>                     | <p>In an industry and particularly a segment of the industry (mineral explorers and developers) we champion and lead with gender diversity at a leadership level with a 50:50 male:female gender split on our Board.</p> <p>We work constructively and openly with the Traditional Owners of the lands on which we operate and aim to support them through the generation of work and sustainable economic activity.</p> |
| <p><b>SDG 12 – Responsible Consumption and Production</b></p> | <p>Through our responsible exploration approach, we operate with awareness of our impacts and a commitment to the sustainable management of natural resources.</p>   |
| <p><b>SDG 15 – Life on Land</b></p>                           | <p>Through our responsible exploration approach, we work to ensure we tread lightly and repair and restore the ecosystems in which we operate through going above the minimum standard required.</p>   |
| <p><b>SDG 16 – Peace, Justice and Strong Institutions</b></p> | <p>We ensure that we operate with good governance and are accountable and transparent at all times.</p>  |



## GLOBAL REPORTING INITIATIVE

The GRI Standards are the most widely used standards for ESG and sustainability reporting. They are used extensively across the local and global mining and metals sectors and provide Great Boulder with a set of principles and standards that support best-practice ESG reporting.

### GRI Reporting Principles

ACCURACY

BALANCE

CLARITY

COMPARABILITY

COMPLETENESS

SUSTAINABILITY CONTEXT

TIMELINESS

VERIFIABILITY

## TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

The TCFD was created in 2015 by the Financial Stability Board (FSB) to develop consistent climate-related financial risk disclosures for use by companies, banks, investors to improve and increase reporting of climate-related financial information.

Consisting of four disclosure areas (Governance, Strategy, Risk, Metrics), at this stage, our alignment is primarily with the early consideration of climate risks from the perspective of an explorer and mine developer. In this reporting period, we have taken the first step in understanding our emissions profile through a scope 1 and 2 GHG assessment which can be viewed in the [Environmental Impact](#) chapter. We intend to formally align to the TCFD recommendations and/or any aligned regulatory requirements in coming years.

## STAKEHOLDER ENGAGEMENT

At the heart of our ESG approach is meaningful engagement and constructive working relationships with all our stakeholders. Through our day-to-day operations, we engage frequently in open dialogue which provides the Company with insights to issues that are topical and of interest or concern to them.

In FY22, Great Boulder conducted a formal stakeholder engagement survey to collaboratively define and prioritise the ESG topics that our stakeholders deemed the most important to them and to the sustainable success of Great Boulder. This survey was sent out to stakeholders from seven different categories as defined in Figure 2 below.

*“Through a focus on ESG, we aim to leave a positive impact on the environment and communities within which we operate.”*

**Great Boulder ESG Leadership Survey**

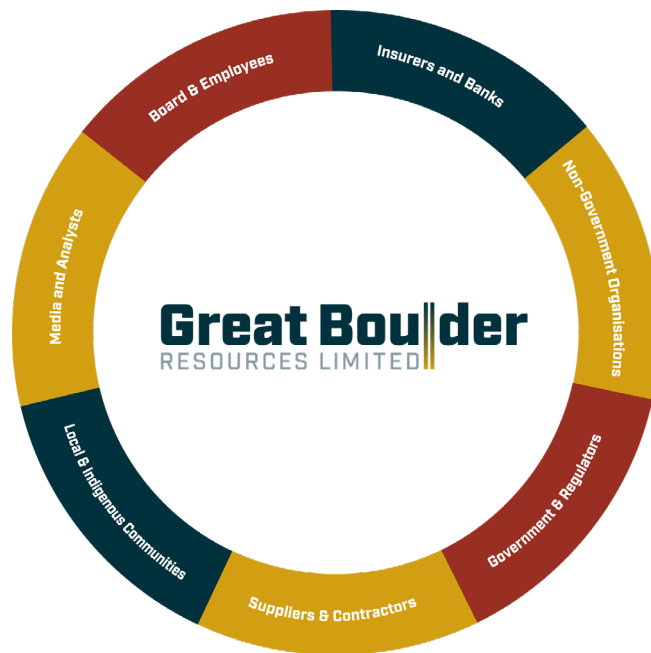
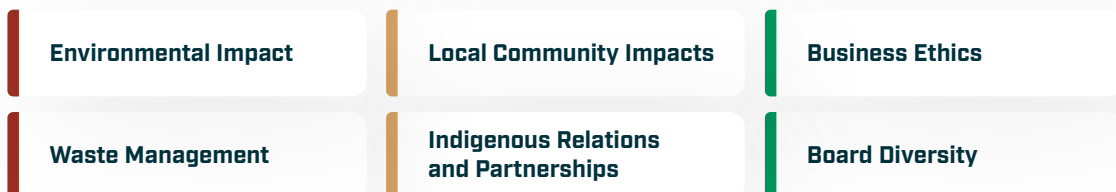


Figure 2: Our valued stakeholder groups.

The survey identified six priority topics which were further validated by Great Boulder’s Leadership team:



We are committed to conducting a formal stakeholder engagement survey every 2 years. A stakeholder engagement register will also be developed to allow for the tracking of informal stakeholder engagements and the issues discussed.

# MATERIAL TOPICS

## ENVIRONMENTAL IMPACT



### Responsible exploration

We plan and undertake our exploration activities to minimise any environmental disturbances. Any areas disturbed are carefully rehabilitated to encourage restoration to pre-disturbance conditions. This includes scarifying all clearances and the reintegration of topsoil to promote seed recruitment and reduce water erosion. Our aim in doing so is to encourage the accelerated revegetation of all disturbed areas including drill holes, pads, sumps, and tracks.

To ensure compliance with Department of Mines, Industry Regulation and Safety (DMIRS) standards, we conduct Geographic Information System (GIS) rehabilitation reporting on disturbed and rehabilitated areas to ensure accountability. GIS rehabilitation reporting is managed by our Exploration Manager, Daniel Doran, and is included per requirement in our Mining Rehabilitation Fund (MRF) reporting.

As part of our exploration program, Great Boulder has disturbed 32.8Ha of land and revegetated/rehabilitated 35.3Ha of land. The rehabilitated area includes some disturbance from FY22 which was remediated this year.

*“Great Boulder attempts to conduct its exploration activities with the minimum disturbance to the local environment that is practical. We have reduced the amount of plastics used in our drilling operations so that we now have majority compostable materials on site. The rehabilitation of our drill pads is an ongoing focus for our team as we continue to advance our projects.”*



**DAN DORAN**  
EXPLORATION MANAGER

### Pastoral land consideration

For exploration programs located on land subject to pastoral leases, we manage land access and environmental impacts in collaboration with neighbouring pastoral lease holders. We take a pragmatic approach to balance their priorities and our program of work. The Company has now established a feedback loop with the pastoral lease holders that ensures that exploration impacts on grazing activity and land are minimised. This includes the effective management of waste as outlined in [Waste Management](#) of this report.

The Company has also conducted flora and fauna baseline surveys as per statutory requirements, which identifies any flora and fauna risks. Any risks are then considered and incorporated into the planning of exploration programs and mobilisation to avoid any adverse impacts on biodiversity.

In FY23, the flora and fauna survey conducted showed that there were no flora or fauna at risks on our active exploration sites.

### Greenhouse gas emissions

We acknowledge that climate risks for mining companies can be both physical and transitional. To manage these risks, we have taken the first steps to understand our emissions profile. We tracked all relevant Scope 1<sup>2</sup> and 2<sup>3</sup> emissions activity data for all on-site (drilling and exploration) and corporate activities conducted in FY23. A GHG emissions assessment was then conducted with reference to the GHG Protocol Corporate Standard and the Australian National Greenhouse and Energy Reporting (Measurement) Determination 2008, using an operational control approach. The emissions total and breakdown by scope is detailed in Table 2.

**Table 2: Total Scope 1 and 2 GHG emissions associated with all activities conducted in FY23.**

| GHG Scope Category               | Emissions (tCO <sub>2</sub> -e) |
|----------------------------------|---------------------------------|
| Scope 1                          | 685.36                          |
| Scope 2                          | 3.99                            |
| <b>Total (tCO<sub>2</sub>-e)</b> | <b>689.35</b>                   |

As our operations evolve, so too will our emissions profile. The Company will continue to measure and assess our Scope 1 and 2 emissions and will review this approach as required to meet the expectations of regulators, investors, other stakeholders to effectively manage our climate impact.

With climate risk reporting mandates anticipated in the next 12 months, we are focused on ensuring that the Company is prepared for these requirements.

<sup>2</sup> Greenhouse gas emissions emitted as a direct result of an activity, or series of activities at a facility level.

<sup>3</sup> Greenhouse gas emissions emitted as an indirect result consumption of an energy commodity.

## WASTE MANAGEMENT



### Plastics

Exploration programs generate a substantial amount of plastic waste – plastic sample bags and core trays. Through our regular engagement with pastoralists, we are aware of the negative impacts of this waste on livestock. To avoid this, we endeavour to use plastic sample bags in a conscious manner and take additional steps to ensure complete removal of plastic sample bags and other associated waste when conducting drilling and sampling activities. We are currently exploring the feasibility of alternative material sample collection bags (e.g., recyclable plastic bags, hessian, and paper bags) that offer a lower environmental impact.

In FY23 we utilised 108 core trays, 100% of which are made from recycled plastic. This supports plastic waste circularity and reduces the amount of plastic entering landfill. We actively advocate for and encourage other mining companies to increase their usage of recycled plastic core trays. For our FY24 operations, we are committed to maintaining 100% usage of recycled plastic core trays.

### Spills

Spills are a risk for all active mining explorers and producers. As part of our contractor due diligence, all contractors must demonstrate preparedness for spill incidents and have spill protocols in place. This ensures that in the case of a spill incident, environmental risks are minimised.

In FY23, Great Boulder is proud to share that there were zero environmental incidents on site. For FY24, the Company will look to establish formalised procurement guidelines for contractors and suppliers and consider environment and work health safety-linked performance targets for staff remuneration.



**Photo:** Our field assistant, Joel Doran, on-site cutting cores and using recycled plastic core trays.

## LOCAL COMMUNITY IMPACTS



Having strong community relations and support is fundamental to our success not just as a mining company, but also as a good corporate citizen. Since 2019, Great Boulder has been engaging and activating indigenous and at-risk Laverton students by sponsoring a competition to design the cycling jersey for the Perth-Laverton Cycling Classic. Great Boulder also sponsors arts programs at Laverton schools, previously by supporting the Children's Charity Network and more recently by direct support to the schools' programs.

### Case Study Perth-Laverton Cycling Classic jersey design

In 2021, the winner of the Laverton Classic jersey design competition was local Laverton student, Jenae Evans. As the Laverton schools were unable to hold the annual jersey design, Great Boulder opted to continue our support by sponsoring Jenae to design the 2023 Perth-Laverton Cycling Classic jersey. Her stunning jersey design was featured prominently at the Kent Street Gallery in Victoria Park for NAIDOC 2023, and the Company in conjunction with the Cycling Development Foundation helped bring Jenae and her family to Perth for the week to attend the exhibition opening.

Since then, Jenae has won the Emerging Artist division of the 2023 Laverfest art competition and been commissioned by the West Australian Government to design a mural for the refurbished Laverton hospital.

This is an example of a small grassroots initiative which generated enormous community goodwill and identified an extremely talented young indigenous artist. During Jenae's trip to Perth, she was able to visit the Art Department of the North Metropolitan TAFE and the design headquarters of Pedal Mafia to discuss future opportunities for her art and graphic design skills.

Great Boulder would particularly like to thank Sabine Bird, coordinator at the Cycling Development Foundation for scheduling and organising Jenae's trip to Perth, and Brad Hall at the Exercise Institute for his ongoing contribution to the Laverton community with the annual Laverton Classic cycling event.



**Photo (from left to right):** Jenae Evans at the Kent Street Gallery with her jersey design. Jenae Evans pictured together with cyclists that participated in Perth to Laverton Cycling Classic 2022.



As Great Boulder's Side Well project continues to make headway in Meekatharra, the Company's local community support has increased too. In FY23, Great Boulder provided sponsorship to the Meekatharra Golf Club which supports local community amenity and fellowship. The Company is planning to expand its local community efforts in FY24, starting with planned ranger programs for local indigenous groups and cultural awareness training for crew.

Creating and sharing economic value at a local level is an enduring focus. Local to Great Boulder means a business that is physically located in the city (Perth) or town (Meekatharra, Kalgoorlie, and Wiluna). At the Perth corporate office, the Company has purposefully selected to work with small-medium local businesses. At Meekatharra, Kalgoorlie, and Wiluna, whenever possible, we hire and purchase from the local community.

We are proud to share that the Company has spent AUD\$3.8million on local suppliers.

**Table 3: Amount spent on local suppliers broken down by region.**

| Location                                   | Perth     | Meekatharra | Kalgoorlie <sup>4</sup> | Wiluna   |
|--|-----------|-------------|-------------------------|----------|
| Amount spent (AUD\$)                       | \$548,000 | \$50,000    | \$3,211,000             | \$35,000 |
| Percentage of procurement budget spent (%) | 8         | 1           | 49                      | 1        |



**Photo:** Mulla-mulla over granite country east of Saltbush (Side Well project site).

<sup>4</sup> Kalgoorlie subtotal includes GBR's main drilling contractors.

## INDIGENOUS RELATIONS & PARTNERSHIPS



We acknowledge and respect the Traditional Owners of the lands that we work on. We remain committed to proactively managing constructive and mutually beneficial relationships with native title holders, supporting their needs, and protecting indigenous culture and heritage. In FY23, Great Boulder conducted more than 10 engagements with local native title groups.

The Company is currently working with the Yugunga Nya Aboriginal Corporation a to negotiate a mining agreement for the Meekatharra projects. Our fundamental belief is that we can best support Traditional Owner groups through a combination of career opportunities, business support, community benefits, and compensation.

In FY24, Great Boulder will record and report engagements and outcomes with landowners and indigenous partners.



**Photo (top to bottom):** Gregory Hall signing a heritage agreement with Robbie Wongawol, representative from the Tarrlka Matuwa Piarku Aboriginal Corporation (Wiluna Native Title); Heritage survey conducted in December 2021 with Traditional Owners and Heritage Service Providers at Side Well project site (Meekatharra).

## BUSINESS ETHICS



### Transparency & Disclosure

Having a team culture where employees and contractors feel safe and comfortable to speak up is important to the continuous success of Great Boulder. In early 2023, there was an incident involving adverse behaviour by an employee which impacted the team's effectiveness. As a result, we engaged an independent HR consultant to investigate the circumstances and conduct an employee culture survey. All employees were asked to complete an anonymous online survey, followed by an individual face-to-face interview. All participants were also given the opportunity to provide additional feedback via email.

The results saw our team culture was rated as good or higher by 80% of employees. Following this survey, the Company has actioned on some recommendations and will conduct another employee culture survey in FY24 to measure and monitor progress.

The Company's response in this case demonstrated to all employees that we take team culture and alignment seriously. Any employee can raise concerns with management, be treated with respect and have their concerns addressed. In this case, our response turned a potential negative into a win for the team.

After our employee culture survey, we engaged an organisational psychologist to run a teambuilding workshop which included psychometric testing of all employees from top-to-down. We have always known that Great Boulder has a high-performing team. The outcome from this exercise further solidified our claim of a high-performing team. We are justifiably proud of our group and the quality work they achieve in the field.

*"This was cited in both the survey and the interviews, with team members often referring to the 'top-down' approach as a strength and reason for the positive team culture."*

#### **Team Culture Exercise & Recommendations (2023)**

The Company firmly believes that transparency builds trust. In line with our Value of *Transparent Communication*, we are committed to providing our stakeholders with continuous disclosures including annual ESG reporting going forward.

In FY23, Great Boulder recorded zero non-compliance notices, fines, and breaches of policies.



## Governance

Corporate policies provide clear, robust, and comprehensive guidance for companies and their stakeholders. In FY23, Great Boulder conducted a policy suite review to identify gaps and missing policies. The Company has now since rectified it and published its approved [Environmental](#) and [Anti-Bribery and Corruption](#) policies<sup>5</sup> on Great Boulder's website.

In FY24, Great Boulder will ensure that anti-corruption-related policies (which includes the [Whistleblower](#) policy) and environmental policy will be communicated to all Board members, employees, contractors, and suppliers.



**Photo:** Ironbark South Heritage survey conducted in September 2023 with the Yugunga Nya traditional owners, Trace Archaeology and Great Boulder staff at the Side Well project site.

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5 Both policies (Environmental and Anti-Bribery and Corruption) were published after the reporting period.

## BOARD DIVERSITY



As a lean team of nine full-time employees, bringing the right mix of skills and experience together is central to our success, as is the culture at both a Board and operational level. Research studies have shown that diversity (i.e., **skills** and **gender**) on corporate boards support stronger financial profits. In FY23, Great Boulder appointed Non-Executive Director, Karen O'Neill bringing Great Boulder's Board to a total of four members and achieving a 50:50 ratio of board gender diversity. The appointment of Karen has also improved the Board's skills diversity, in particular given her financial experience and expertise.



**GREGORY HALL**  
NON-EXECUTIVE CHAIRMAN



**MELANIE LEIGHTON**  
NON-EXECUTIVE DIRECTOR



**ANDREW PATERSON**  
MANAGING DIRECTOR



**KAREN O'NEILL**  
NON-EXECUTIVE DIRECTOR

Following Karen’s appointment, the Board completed its Board Skills Diversity Matrix (Figure 3) that assisted the Board to identify the strengths, capabilities, and potential gaps. This also allows the Board to identify upskilling opportunities for Board members. This will be reviewed annually.

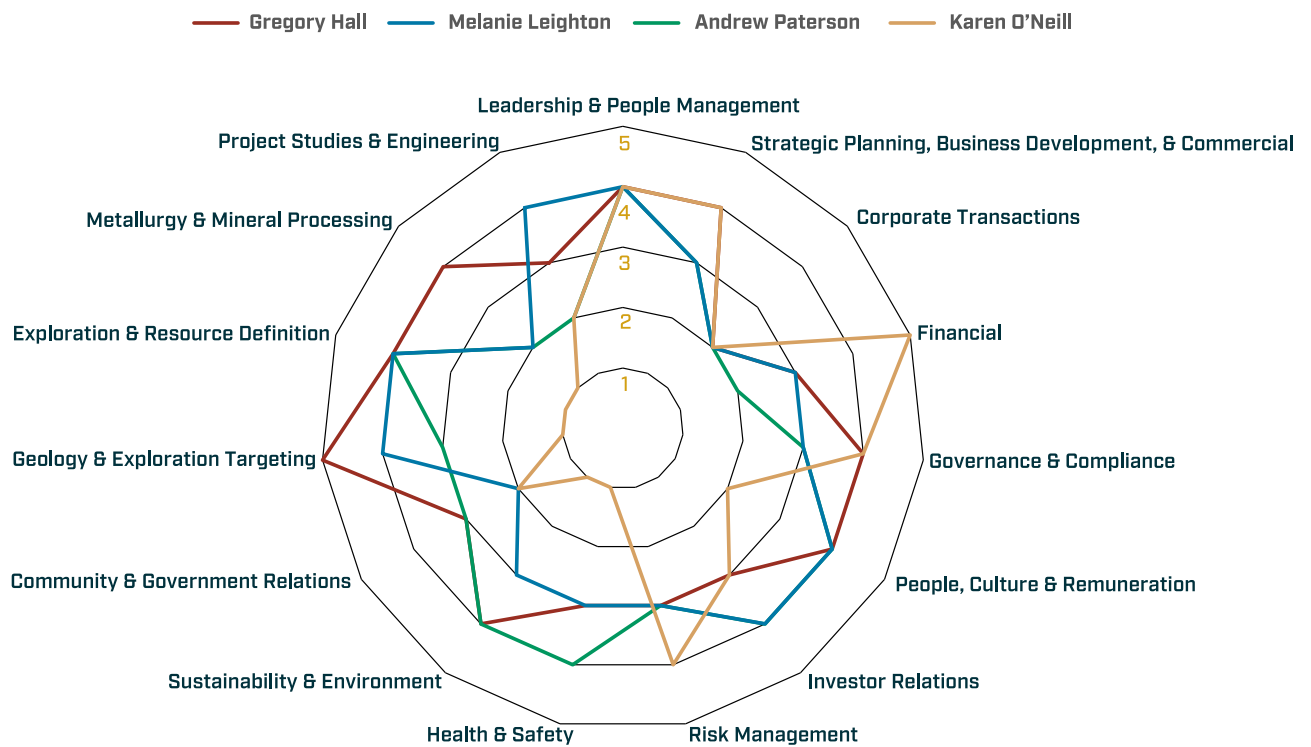


Figure 3: Great Boulder’s Board Skills Matrix for all four Board members.



# GRI CONTENT INDEX

|                         |   |
|-------------------------|---|
| <b>Statement of use</b> | Great Boulder Resources has reported the information cited in this GRI content index for the period (FY23; 1st Jul 22 – 30th Jun 23) with reference to the GRI Standards. |
| <b>GRI 1</b>            | GRI 1: Foundation 2021  |

| <b>GRI Standard</b>                        | <b>Disclosure</b>   | <b>Location</b>  |
|--|---|--|
| <b>GRI 2: General Disclosures 2021</b>     | <b>2-1 Organizational details</b>   | (a) – (d) ESG Report FY23: <a href="#">About Great Boulder Resources</a> .   |
|  | <b>2-3 Reporting period, frequency, and contact point</b>   | (a) Financial Year 2023, and on an annual basis.<br>(b) Financial reporting is on an Australian financial year basis.<br>(c) September 2023<br>(d) The contact point for questions about the report or reported information can be directed to the Managing Director ( <a href="mailto:admin@greatboulder.com.au">admin@greatboulder.com.au</a> ).                 |
|  | <b>2-26 Mechanisms for seeking advice and raising concerns</b>  | (a) ESG Report FY23: <a href="#">Business Ethics</a> .   |
|  | <b>2-27 Compliance with laws and regulations</b>  | (a) – (d) ESG Report FY23: <a href="#">Business Ethics</a> .   |
|  | <b>2-28 Memberships Associations</b>  | (a) Member of the Association of Mining and Exploration Companies (AMEC).  |
|  | <b>2-29 Approach to stakeholder engagement</b>  | (a) ESG Report FY23: <a href="#">Stakeholder Engagement</a> .  |
| <b>GRI 3: Material Topics 2021</b>         | <b>3-2 List of material topics</b>  | (a) ESG Report FY23: <a href="#">Stakeholder Engagement</a> .<br>(b) N/A. This is Great Boulder's inaugural ESG Report.  |
| <b>GRI 201: Economic Performance 2016</b>  | <b>201-2 Financial implications and other risks and opportunities due to climate change</b>           | (a) ESG Report FY23: <a href="#">Environmental Impact</a> .  |
| <b>GRI 204: Procurement Practices 2016</b> | <b>204-1 Proportion of spending on local suppliers</b>  | (a) – (c) ESG Report FY23: <a href="#">Local Community Impacts</a> .   |
| <b>GRI 205: Anti-Corruption 2016</b>       | <b>205-3 Confirmed incidents of corruption and actions taken</b>                                      | (a) – (d) ESG Report FY23: <a href="#">Business Ethics</a> .   |
| <b>GRI 305: Emissions 2016</b>             | <b>305-1 Direct (Scope 1) GHG emissions</b>   | (a) ESG Report FY23: Table 2.<br>(b) CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O.<br>(c) N/A.<br>(d) N/A, this is the first year that Great Boulder is measuring its emissions.<br>(e) – (g) ESG Report FY23: <a href="#">Greenhouse Gas Emissions</a> .  |
|  | <b>305-2 Energy indirect (Scope 2) GHG emissions</b>  | (a) ESG Report FY23: Table 2.<br>(b) Market-based energy indirect (Scope 2) GHG emissions were not calculated for this reporting period.<br>(c) CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O.<br>(d) N/A, this is the first year that Great Boulder is measuring its emissions.<br>(e) – (g) ESG Report 2022: <a href="#">Greenhouse Gas Emissions</a> . |
| <b>GRI 413: Local Communities 2016</b>     | <b>413-1 Operations with local community engagement, impact assessments, and development programs</b> | (a) ESG Report FY23: <a href="#">Local Community Impact</a> .  |