



Sustainability

The Perth Mint is committed to playing our role in building a sustainable and responsible future for the precious metals industry. We are focused on improving our sustainability performance and having a positive impact in areas that matter most to our customers, communities and employees as we respond to the challenge to transition to a net-zero future in an inclusive and socially responsible way.

Our sustainability approach is the culmination of the way we engage with our employees, our external stakeholders, our industry and the natural environment. We recognise that we need to continually seek to understand and manage the environmental, social and governance (ESG) risks and impacts resulting from our operations.





Our sustainability approach



A central focus of our efforts lies in enhancing governance processes across our organisation, as reflected in the goals outlined in our five-year corporate strategy, Our Perth Mint. This strategy, launched in March 2023, has at its heart a continual improvement mindset, with the objective of doing no harm from our operations.

It prioritises safety performance, the establishment of an environmental stewardship program encompassing a Paris Agreement-aligned roadmap to net zero emissions and the rehabilitation of legacy State battery sites.

The renewed strategy provides a solid foundation for the Mint to evaluate and refine our approach to sustainability, which we defined under five distinct pillars.



Build a sustainable mindset

We will embrace a sustainability mindset. Sustainability is everyone's responsibility – we aim to be the sustainability benchmark.



Deliver on our commitment

We will continue to build the policies, expectations, standards, tools and procedures to become the ESG benchmark.



Set the benchmark

We will take a proactive approach to external engagement, being open and transparent in our communications.



Drive a responsible value chain

Our value chain will be responsible and sustainable, forming the benchmark for the industry and attracting the value chain partners with whom we want to work.



Look after the planet

We will take responsibility for the local environments where our people live, work and operate, delivering initiatives to protect and improve them.





We recognise that sustainability is an ongoing journey that requires commitment throughout our organisation.

We continue to work closely with our stakeholders to communicate our progress on sustainability and to address shared challenges as we strive to make a positive contribution to the communities in which we operate.

Material topics

At the core of our sustainability framework are seven material topics, which are areas that have a significant impact on the Mint's long-term performance and our relationships with stakeholders:



Business ethics and values

We strive to be considered 'clean', above board and beyond reproach by the industry.



Anti-Money Laundering and Counter Terrorism Financing

A clear, transparent and appropriate risk appetite drives our customer and supplier onboarding decision-making process and is the filter through which we continually evaluate all our business relationships.



Cybersecurity, data and privacy

We seek to ensure that our data and the data of those we interact with is secure, protected, safe and well managed.



Health, safety and wellbeing

The health and safety of all our stakeholders are at the heart of our activities. Employee wellbeing is embedded in our culture, from the top down.



Responsible sourcing

We aim to consistently exceed societal expectations in the ethical sourcing of our inputs and the placement of our products across the global value chain.



Air quality and greenhouse gas emissions

We will focus on reducing all atmospheric emissions from our operations. We will develop a roadmap to net-zero carbon, set ambitious targets and invest resources in meeting them.



Waste management

Our respect for the environment motivates us to do more than just meet external compliance standards.

In addition to the material topics, we have continued to invest in employee diversity, inclusion and engagement and community relationships. These topics are an integral part of The Perth Mint's approach to sustainability, and we also include the key activities and outcomes in these areas in this report.



Governance



Our governance framework supports high standards of corporate behaviour and risk management.

The Perth Mint’s governing legislation is the *Gold Corporation Act 1987 (WA)* (GC Act) which sets out our functions and responsibilities.

Our sole owner is the Government of Western Australia, and the Responsible Minister is the Hon. Bill Johnston MLA, Minister for Mines and Petroleum, Energy, Hydrogen Industry and Industrial Relations.

Supported by management, the Gold Corporation Board oversees the strategic direction of the Mint. In February 2023, the Board approved the Mint’s corporate strategy, which includes a governance pillar to improve capabilities to reduce regulatory risks, supported by a sustainable governance and stakeholder engagement model.

The Board has three committees, each chaired by an independent non-executive director:

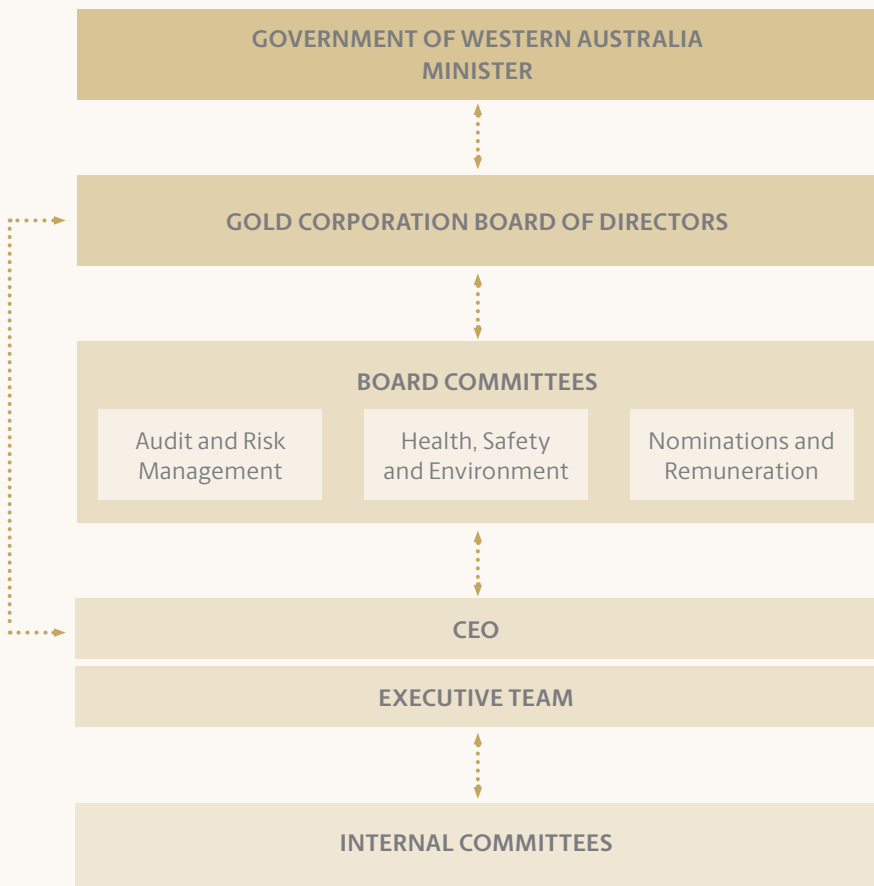
- Audit and Risk Management Committee, which reviews the quality, integrity, reliability and adequacy of our information, finance, accounting and control systems, as well as the risk management framework and compliance with laws, regulations and key internal policies.
- Nominations and Remuneration Committee, which has delegated

authority for determining conditions of employment. Its responsibilities include providing the Board with advice on executive appointments and succession planning; reviewing and advising the Board on remuneration policy; determining senior employee salary levels; alterations to core conditions of employment and employee incentive schemes.

- Health, Safety and Environment Committee, which oversees

safety and environmental strategies, reviews health, safety and environmental performance, determines that systems and procedures are in place to maintain compliance with our policies, legislative requirements and Australian Standards; review activities carrying potentially inappropriate levels of risk; and have management plans to mitigate these risks.

Our Governance Structure



“ We aim to build trust with all our stakeholders by maintaining transparency and consistency in how we interact with customers and clients at all levels.



Material topic Business Ethics and Conduct

We undertake to be a respected and trusted partner in the precious metals industry and demonstrate our corporate values in all our activities.

The values – Responsibility, Integrity, Safety and Excellence – are the standards we set ourselves and are at the heart of all our operations.

We aim to build trust with all our stakeholders by maintaining transparency and consistency in how we interact with customers and clients at all levels.

We conduct our business in accordance with various internal codes and policies, including the Gold Corporation Code of Conduct, Human Rights Policy, Anti-Bribery and Corruption Policy, Privacy Policy and Whistleblowing Policy.

We encourage employees, contractors, officers, suppliers and customers to speak up if they become aware of potential misconduct. A disclosure may be made internally to a disclosure officer, through our external intermediary service Your Call, or to other external authorities and entities.

Disclosures by employees and contractors are treated in confidence and those who make a disclosure with reasonable grounds for suspecting misconduct has or may occur, and have not engaged in misconduct or illegal conduct relating to the disclosure, will have immunity from disciplinary action by the Mint.

RISK MANAGEMENT

The Perth Mint takes an enterprise-wide approach to risk management aligned to AS/NZS ISO 31000:2018 Risk management – Guidelines. The objectives of our Enterprise Risk Management policy and framework are to:

- embed risk management as an integral part of all business activities to assist in strategic and operational decision making
- provide tools to identify and assess all risks, to respond by applying appropriate controls and mitigation, and monitor and report risk status
- promote a risk aware culture to manage risks.

Key risk management activities during the year include:

- review of the Mint's existing strategic and corporate risks
- facilitated risk workshops to refresh our understanding of operational risks across the entire business
- monitoring and review of operational risks managed through business unit risk registers
- quarterly risk reports to the Audit and Risk Management Committee.

The Mint's business continuity management program is designed to protect the safety of employees and visitors, and to provide continuity of priority services if the business is disrupted. Our business continuity management framework is aligned to our strategic risk objectives and enterprise risk management approach and includes processes consistent with the International Standard for Security and Resilience – Business Continuity Management Systems (AS ISO 22301:2020).

Material topic AML/CTF

The Perth Mint has a range of systems and processes in place to meet obligations under the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (Cth) (AML/CTF Act). The Mint adopts a continuous improvement approach to this important aspect of our business. We are implementing Phase 2 of our AML Remediation Program, which has three interdependent components:

- **Customer Data Remediation Project** – a dedicated customer contact centre was established during the year with a team of customer information specialists remediating the Know Your Customer data for 70,000 customer records.
- **Customer Process Uplift Project** – a project was launched to enhance and standardise processes around taking on new customers across the business. After a successful pilot of a centralised customer onboarding model at The Perth Mint Shop, this function will be implemented across the organisation by a new Customer Operations Team.
- **Customer Lifecycle Technology and Data Project** – this IT-based project will connect and protect the data of our customers across our systems. The detailed solution design phase has been completed and implementation planning is underway with development to continue over the next year.



New team, new opportunities



AML senior customer relationship specialist Liana Eales.

The Perth Mint is working hard to meet its obligations to the WA community, the gold mining sector and its business partners and customers.

At the forefront of this effort is our AML Customer Data Remediation team which is making its way through tens of thousands of customer records to keep us in compliance with our obligations as a designated services provider.

Leading the remediation project is Program Manager Jaslyn Angus, who has built her team from scratch. She says one of the most rewarding aspects of the job has been providing opportunities for employees who have transferred from other areas of the business.

“We've had the opportunity to focus on quality and training and getting people the right support that they need to be successful in their roles,” she says.

Liana Eales is one such team member. The 19-year-old had been working in the inspection area of the coining division for a year when she saw internal vacancies for the AML remediation project. She applied successfully and is now a senior customer relationship specialist.

“I really enjoy working here. I feel valued and I'm listened to. Especially in my role and being younger, I feel like everyone still respects me and gives me the opportunities they would anyone else,” she says.

Other team members bring broad AML experience, including Mohammad Shahriar Hossain, who joined the Mint in mid-2023 as Team Lead Financial Crime Remediation. Mohammad has a strong background in financial crime compliance, especially in the banking sector.

“Our team come from diverse backgrounds which suits the diversity of areas we work in, from transaction monitoring and regulatory insight to technological solutions,” Mohammad says. “Our project harnesses the collective experience of professionals across all these domains.”

Material topic Cybersecurity, data and privacy

The Perth Mint's cybersecurity response is aligned to three industry benchmarks – Australian Cyber Security Centre Essential 8, the WA Government Cyber Security Policy and the US National Institute of Standards and Technology Cyber Security Framework – which form the foundation of our protective architecture.

We are committed to keeping our customers' data as secure as possible and in line with applicable legislation and regulatory standards.

Our Business Technology team works with external specialists to undertake regular audits of our cybersecurity infrastructure and we reshaped the scope of these tests against the backdrop of significant cybersecurity events in Australia in 2022-23.

We completed a successful comprehensive technical test of our security infrastructure early in 2023, and continue to monitor, test and enhance our systems and procedures for cybersecurity preparedness.

Material topic Health, safety and wellbeing

The Perth Mint's corporate safety mantra “Safe People, Safe workplace, Safely home” underpins everything we do in the workplace because we believe every employee should go home safe and well at the end of every shift.

Our Health and Safety Policy sets out our approach to safety, including our commitment to providing a safe and healthy workplace for our workers, contractors and visitors, and that we are all responsible for our own safety and the safety of our colleagues.



“One of the initiatives in our corporate strategy is to drive improved safety across all our sites.”



OUR SAFETY PERFORMANCE

Recordable injury statistics 2022-23

LTIFR	LTIFR target	TRIFR	TRIFR target
1.79	0	13.42	<10.0

Number of Recordable Injuries

LTI	RWI	MTI
2	12	1

Significant incidents 2022-23

SIFR	SIFR target
2.68	<1.0

Number of significant incidents

Total
3

LTIFR – Lost Time Injury Frequency Rate (per million hours worked)
 TRIFR – Total Recordable Injury Frequency Rate (per million hours worked)
 TRIFR relates to the following categories of injuries

LTI – Lost Time Injury
 RWI – Restricted Work Injury
 MTI – Medical Treatment Injury
 SIFR – Significant Injury Frequency Rate (per million hours worked)
 SI – An incident that has the potential to cause fatality or permanent disabling injury

We have continued to adapt our processes and policies to maintain compliance with the *Work Health and Safety Act 2020 (WA)* (WHS Act) as part of a 12-month transition to the new requirements which came into effect in March 2022. The Mint also complies with the *Workers' Compensation and Injury Management Act 1981 (WA)* and is committed to providing a suitable injury management and return to work program to support injured workers.

We have elevated psychosocial safety throughout the organisation by establishing and maintaining processes that enhance the mental health and wellbeing of our people.

STRATEGY HIGHLIGHTS

One of the initiatives in our corporate strategy is to drive improved safety across all our sites. We set ambitious targets to reduce our annual Significant Incident Frequency Rate (SIFR) to less than one and our annual Total Recordable Injury Frequency Rate (TRIFR) to less than two.

This initiative is backed by individual projects which cover aspects such as workplace safety culture, improved training, identifying and managing critical risks, compliance with all workplace health and safety legislation and standardising health and safety documentation.

These include:

- **Critical risk management (CRM)** program which has been designed to support:
 - a deep understanding across the Mint's operations of the risks that can result in serious injury or fatality

- effective preventative and mitigative controls for identified risks
- processes to monitor and verify that critical controls are in place and effective.

Risk assessments were conducted to determine critical risks and critical controls. These assessments were peer reviewed and validated and endorsed by senior management. Work also commenced on developing critical control observations which will form a key part of the monitoring and verification process.

Work Health and Safety (WHS) Compliance:

An external consultant conducted a detailed gap analysis of the Mint's WHS management system against *Work Health and Safety Act 2020*. A plan was developed to close all identified gaps, with progress reported and monitored at senior management and Board level.





Musculoskeletal risk management:

Our industrial and manufacturing processes often involve repetitive tasks and manual handling, posing a higher risk of musculoskeletal injuries. An external consultant was engaged to support the Mint to:

- identify and prioritise processes that pose the highest risk of musculoskeletal injury
- conduct risk assessments on the prioritised processes to identify longer-term engineering solutions to reduce risk as well as shorter-term interim controls
- provide input into “safety in design” for the current capital program that involves purchasing new manufacturing equipment
- develop and implement a targeted training and awareness program to build competence in basic manual handling techniques, and in identifying and mitigating musculoskeletal risks.

Training our people: The Mint commenced an organisation-wide training needs analysis in 2022-23 with aims to:

- undertake a comprehensive analysis of current training data
- consult with key staff to identify training relevant to each role/team, with a focus on mandatory training
- create a training matrix for each team that is reflected in the Mint’s learning development system.

Safety leadership: Safety leadership has been recognised as a key leadership competence in the Mint’s leadership framework, the draft of which was completed in the final quarter of 2022-23 and will be implemented in the coming year.

SAFETY CULTURE

A significant step towards lifting our safety performance has been in changing the workplace safety culture around identifying hazards and reporting incidents as they occur. This has led to a higher level of willingness from employees across the business to report concerns and incidents, a shift which is reflected in the slight rise in TRIFR this year on the previous year.

A focus on investment in new equipment and processes in our refinery and coining operations has led to a safer environment for our people as well as efficiency improvements. There has also been renewed attention on strategic asset management, including preventative maintenance to reduce the risks to operators from equipment failure.

The Mint has adopted a proactive approach to employee psychosocial safety, undertaking a risk assessment process and is currently developing a psychosocial safety management framework. Employees also undertake training around mental health at work and have access to a confidential Employee Assistance Program.

Material topic Responsible sourcing

We remain committed to the principles of responsible sourcing which aim to keep all precious metals and other material in our value chain free of the risk of money laundering, terrorist financing and human rights abuses, and for all our customers and suppliers to operate in a way that respects the natural environment and the communities in which they operate.

The Responsible Gold Guidance version 9 came into effect on 1 January 2023. To keep our program aligned with the requirements of the LBMA’s Responsible Sourcing Program, we have:

- improved system functionality to capture required lodgement details
- completed all mine site visits for high-risk suppliers and continue to work with these suppliers in improving any related risks
- completed a due diligence refresh of 70% of our refinery clients by 30 June 2023
- reviewed and continually improve our responsible sourcing program.

COMPLIANCE MANAGEMENT SYSTEM

Supporting the Governance strategic pillar in our corporate strategy, we have initiated a project to enhance our compliance framework. This will include:

- leveraging technology to create a centralised compliance model
- engaging an external provider to ensure:
- our understanding of current legislative obligations is well entrenched
- we remain aware of changes to these obligations as they are proposed or implemented.

MODERN SLAVERY

The Mint remains alert to the potential for modern slavery to be present in precious metals supply chains in various forms of exploitation, including trafficking, servitude, child labour, forced labour, debt bondage and deceptive recruiting.

We continually review our policies and procedures, including our Human Rights Policy, internal Code of Conduct, Supplier Code of Conduct and Ethics, Responsible Metals and Supply Chain Policy, and Risk Management Framework, and we work to support our people and suppliers conform with these.

As part of the review of our corporate governance model, we updated our Modern Slavery Statement in 2023.



Environment



The Mint applies a risk-based approach to environmental management that is guided by relevant Commonwealth and State legislation and focuses on identifying, evaluating and addressing environmental risks. This approach promotes a proactive and preventative stance on environmental protection, leading to more sustainable and resilient ecosystems.

Our refinery operations at Perth Airport are subject to the *Airports (Environment Protection) Regulations 1997* (Cth) and national environment protection measures under section 14 of the *National Environment Protection Council Act 1994* (Cth), as well as the *Environmental Protection Act 1986* (WA) (EP Act), and the *Mining Act 1978* (WA).

Our Environmental Policy provides the framework for the implementation of our Environmental Management System (EMS). The refinery is accredited to ISO14001:2015 – EMS standard.

Our Environmental Management Plan covers relevant aspects of our operations, including energy and carbon, waste and resource management, noise, water management and emissions to air.

There were no significant environmental incidents or exceedances from our operations in 2022-23.

We continued to participate in local and international committees and industry groups, such as Gold Industry Group, London Bullion Market Association, Chamber of Minerals and Energy and Minerals Council of Australia, to engage on emerging developments in environmental policy, issues and trends.

Material topic Air quality and greenhouse gas emissions

AIR QUALITY

Air quality and emissions play a pivotal role in our pursuit of environmental sustainability. We are conscious of the potential for industrial processes, such as our refining and coining operations, to release pollutants into the atmosphere, affecting air quality and the ecosystem.

The *Australian National Environment Protection (National Pollutant Inventory) Measure 1998* (Cth) provides the framework for reporting emissions. The Mint reports annually to the National Pollutant Inventory (NPI) on emissions of substances that meet the relevant reporting thresholds.





New system a win for safety



One of the new PAM units at the refinery.

The Perth Mint Refinery is always looking for ways to make processes cleaner, safer and more efficient.

This year we installed new Pyrometallurgical Advanced Melting (PAM) units, which enable gold to be refined with significantly reduced use of potentially harmful gases.

“PAM doesn’t require chlorine gas or any other hazardous chemicals to refine the gold – instead, it uses a state-of-the-art system involving vacuum and condensation,” refinery manager Jacques Du Toit says.

Reductions in gas input have already been achieved since the units were brought online and this will increase as they are progressively ramped up to full capacity over the coming year.

Jacques says the system will also bring safety benefits for refinery team members, removing their exposure to molten metal at this stage of processing.

GREENHOUSE GAS EMISSIONS

The Mint recognises the need to address climate change, assess our risks and reduce our carbon footprint. As part of our corporate strategy, we continue to work in collaboration with our stakeholders towards a lower-carbon future.

Material topic

Waste management

We recognise all aspects of refining, manufacturing and shipping of products can have a significant impact on the environment and we have implemented an Environmental Management System (EMS) to monitor and assess our performance.

Central to the EMS is the Mint’s Environmental Impacts and Aspects Register, which identifies the waste streams resulting from the refining of precious metals and minted product manufacturing. All controlled hazardous waste is disposed of in accordance with the relevant consignment authorisation using approved controlled waste carriers.

WASTEWATER MANAGEMENT

Our ISO14001 accredited Environmental Management Plan drives our approach through management of three key wastewater streams:

- Industrial process water
- Collected surface water (site run-off)
- Abstracted groundwater.

Effluent discharge comprising these streams is monitored daily to verify compliance with the *Airports Act 1996 (Cth)* and *Airports (Environment Protection) Regulations 1997 (Cth)* (airport legislation) and site-specific trade waste permits.

GROUNDWATER REMEDIATION

The Mint has previously reported that legacy operations at the refinery resulted in the historical contamination of groundwater. In 2022-23, we continued to progress a remediation action plan in line with our obligations under airport legislation and other relevant laws. Key stakeholders are kept informed on progress.

WATER-RELATED COMPLIANCE

The Mint had no significant environmental incidents or incidents of non-compliance associated with its water licences during 2022-23.





Throughout the year, we proactively assessed and strengthened our Environmental Management System, resulting in the following achievements:

- an update of our water quality monitoring procedures
- a review of historical investigation and remediation work and an internal assessment of our existing groundwater contamination remediation plan.

ENVIRONMENTAL MANAGEMENT

From 1898 to 1958, State governments established State-owned 'batteries' to provide low-cost ore crushing and gold recovery services for small-scale prospectors and goldminers in Western Australia.

In the 1980s, 22 State battery sites were vested with the Western Australian Mint, a subsidiary of Gold Corporation.

The Mint has identified that the 22 sites may represent risks in relation to public safety and the environment. As part of our corporate strategy, we are investing in the development and implementation of a solution to address these risks.

The Mint has commenced a program of work to assess the sites and develop remediation plans for their management.

We continue to engage with the WA Government and other stakeholders regarding the most appropriate and sustainable management approach for these sites in future.

Social



The Perth Mint aims to foster an organisation which is driven by our people, who are motivated to work with us because of our culture of accountability and transparency and commitment to diversity, equity and inclusion.

We are committed to attracting talented and capable people and working with them to develop their potential. Our aim is to build a skilled, professional and ethical workforce with the tools and confidence to adapt to changing business, technology and environmental needs.

In 2022-23, we progressed a range of initiatives to continue to develop a sense of wellbeing and belonging among our people.

ENGAGEMENT

In 2022-23, we engaged workplace analytics specialists Gallup to undertake a culture survey of our workforce. We had a pleasing response, with 72% of employees completing the survey. The overall engagement score of 3.8 out of 5 will be our benchmark for what will become an annual survey. Our people scored the Mint highly on questions relating to clarity around their roles and caring for employees but sought improvement in the areas of recognition and access to resources.

As part of our work to improve the culture of the organisation in the year ahead, we will support our leaders and our people to encourage greater accountability and agility across the organisation.

DIVERSITY, EQUITY AND INCLUSION

The Perth Mint aims to achieve greater innovation by drawing on a wider set of experiences, approaches and resources and a greater sense of belonging in our people.

The launch of our Diversity, Equity and Inclusion Strategy 2023-25 was a highlight in this area. The document sets out our progress and outlines our plans and aspirational goals.

The strategy is supported by the appointment of a dedicated diversity and inclusion team member and executive steering committee. This committee will build on the success of the organisation in this area, along with existing employee-driven committees which share information, host events and provide support, networking and learning opportunities for our people across the focus areas of:

- Aboriginal and Torres Strait Islander peoples
- Culturally and linguistically diverse people
- Disability, mental health and neurodiversity
- Gender
- Pride (LGBTIQ+)

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Our updated Reconciliation Action Plan (RAP), our first at Innovate level, was released in April 2023. This was complemented by the recruitment of an Advisor Aboriginal Engagement, and ongoing positive engagement with our Aboriginal and Torres Strait Islander employees, contractors and the wider community.

The success of the 2022 silver Maali (black swan) coin and the installation of the impressive *Kwobidak Boodja* (pretty country) mosaic in the forecourt of our historic East Perth building, both of which were collaborations with Aboriginal artist and designer Kevin Bynder, were highly visible outcomes of our commitment to reconciliation.

Half of our RAP committee members are people who identify as Aboriginal and/or Torres Strait Islander.

Key initiatives under the 2023-25 RAP include increasing the proportion of Aboriginal and Torres Strait Islander people in our workforce from the current 2% to 4% by 2025, delivering cultural awareness training to 95% of our people by 2025 and establishing a native plant garden and yarning circle at our East Perth premises.

GENDER

We introduced more options for flexible work arrangements this year, including the opportunity to work a nine-day fortnight or a four or 4½ day week, with the aim of providing a better balance between our employees' personal lives and work requirements.

We introduced paid parental leave of 14 weeks for the primary caregiver and six weeks for the secondary caregiver.

The Mint was endorsed by independent agency Work180 in 2023 as one of the top 10 workplaces for women in Australia for our commitment to gender equity, diversity and inclusion, and making it easier for women to find fulfilling roles.

MENTAL HEALTH

The Perth Mint is accredited as an advanced mentally healthy workplace by Mental Health First Aid Australia. We deliver mental health first-aid training to people across the business and support initiatives to support employees' mental wellbeing, including safe spaces to speak up if they need additional support. Mandatory mental health training was introduced this year for our people in leadership positions.

We extended our Employee Assistance Program to offer on-site psychologist sessions for the first time.



“We are committed to attracting talented and capable people and working with them to develop their potential.”



Overcoming obstacles



The Perth Mint has a proud history of supporting charitable organisations and employment partnerships.

The collaborations are always hugely rewarding for the opportunities they provide new employees and what they bring to our teams.

Such was the case for recent Mint recruit Olga Hurina.

Olga was connected to the Mint via Australian Red Cross and Dress for Success charities. She fled Ukraine after the war with Russia broke out, leaving behind her husband and her job as an anti-corruption lawyer.

Olga, pictured, didn't speak English before she arrived in Australia. She's undertaken an immense amount of study and joined the Mint in March 2023 as a financial crime compliance analyst.

“My journey to Australia has been a challenging yet rewarding experience. Through the help and support of my newfound friends, I have been able to overcome the obstacles that came my way,” she says.

“I believe that Australia offers great opportunities for assistance to humanitarian entrants and refugees who take a proactive approach towards their professional growth. While I have left much behind, I know that there are many exciting events and opportunities waiting for me in the future.”

DISABILITY

We engaged an external party to undertake an accessibility audit across our premises to confirm that all our public facilities are accessible and inclusive.

In line with our target to offer more opportunities to people with a disability, we recorded an increase in the number of employees with a long-term impairment from 5.6% to 8.3% of our workforce. This is against our target of 10% by 2025.

We continued partnerships with the Autism Association of WA and Down Syndrome WA offering job pathway opportunities in our business.

CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE

The Perth Mint continued a partnership with Australian Red Cross, which has provided employment opportunities to six people as part of a program to support newly arrived refugees.

Our proportion of employees from culturally and linguistically diverse backgrounds has exceeded our 2025 target of 30% and now sits at 33.1%.

PRIDE (LGBTIQA+)

The Mint maintains a Pride in Diversity membership and uses that organisation's Australian Workplace Equality Index to benchmark our support for LGBTIQA+ employees against other organisations.

In 2022-23, we have installed gender neutral bathrooms at the refinery and East Perth premises.

In a voluntary survey, 5.1% of our employees self-identified as LGBTIQA+ against our target of 5% by 2025.





Opening work pathways



The Perth Mint's partnership with the Autism Association of WA has opened employment pathways to people who bring valuable skills and insights to the organisation.

Cherith Masters, pictured, a customer relationship specialist with the AML Remediation Program, is a person with autism who was connected to the Mint as part of the program.

She says after a slow start, she is now thriving in the job.

"At first I felt overwhelmed and unsure how to move forward. As someone with autism, I need to understand my job step, by step, by step. It's very stressful when things are unclear," Cherith says.

"I decided to document our existing processes to the letter, in a way that made sense and helped me get through my workday.

"Everyone was super appreciative when I showed the materials to them. Afterwards, the team leaders began sharing the documents with new starters to help them get up to speed. It turns out that other people can benefit from that kind of clarity too."

