



Safety and Environment Committee Charter

1 Terms of reference

1.1 Remit

The key purposes of the Committee are to act as a forum for presentation of the safety performance and environmental impact management of the Resolute operations including exploration, consultation, discussion and dissemination of information on matters which are likely to affect the safety performance and environmental management of Resolute workplaces.

1.2 Scope

The scope of the Committee remit will include, but not be limited to, the following matters.

Monitoring

The scope of the Committee's monitoring remit will include, but not be limited to, the following matters:

- monitoring key risks to the business in the areas of Health, Safety, Security and Environment;
- monitoring Resolute's compliance with relevant laws, regulations and Resolute operational policies and standards;
- monitoring the culture that is promoted within Resolute to promote compliance with and responsibility for Health Safety, Security and Environmental Management; and
- establishing and tracking of measurable workplace health, safety and environment objectives and targets, including recognising and celebrating their achievement.

Program Development

The scope of the Committee's program remit will include, but not be limited to, advising Resolute on the implementation and management of programs that:

- ensure that Resolute has appropriate processes and procedures in place for receiving and considering information regarding incidents, hazards and risks, responding to that information and disseminating that information amongst the group;
- seek continuous improvement in Health, Safety, Security and Environmental performance, taking into account developing knowledge and technology, management practices and community expectations;
- train and ensure individual Personnel and contractors understand their obligations and are held accountable for their area of responsibility;
- communicate and consult openly with Personnel, contractors, government and the community on Health, Safety, Security and Environment issues; and
- develop risk management systems to identify, assess, monitor and control hazards in the workplace.

Generally

The Committee may be requested by the Board to perform other related tasks to the above functions.

2 Governance

2.1 Establishment of the Committee

The Committee is established under the authority of the Board.

The composition, terms of reference, functions and procedures of the Committee may be amended from time-to-time by the Board including on recommendation of the Committee.

The Committee should be of sufficient size and independence to discharge its mandate effectively, including appropriate diversity of membership to avoid entrenching unconscious bias.

2.2 Membership of the Committee

The Committee will comprise:

- the CEO;
- at least one non-executive Director;
- the CFO;
- the COO; and
- such other executives that are responsible for the Health, Safety, Security and Environmental performance of Resolute as nominated by the CEO from time-to-time.

The Chair of the Committee will be the CEO.

The Committee may invite observers to attend its meetings at the discretion of the Committee.

3 Definitions

Board means the board of directors of RSG.

CEO means the chief executive officer of RSG.

CFO means the chief financial officer of RSG.

Committee means RSG's Safety and Environment Committee as described in section 1.1 of this Charter.

Constitution means the constitution of RSG.

Director means a director of RSG.

Employee means an employee of, or consultant to, Resolute.

Personnel means all Directors and Employees.

Resolute means RSG and its subsidiaries and related entities.

RSG means Resolute Mining Limited ACN 097 088 689.

4 Related documents

- Board Charter.
- Constitution.

5 Approval and review

This document is to be reviewed annually by the Health and Safety Committee and the Board.

Version	RIGS Document Category	Date	Status	RIGS Document Owner	Reviewer	Approver	Approval Date
1.0	Board	25 October 2018	Initial issue	Amber Stanton <i>General Counsel & Company Secretary</i>	John Welborn <i>Managing Director & CEO</i>	Martin Botha <i>Chair</i>	25 October 2018