



Resolute

Diversity and Inclusion Policy

1. Overview

This document outlines Resolute's policy on diversity and inclusion.

This Policy applies to all Personnel.

2. Goal

It is Resolute's goal to have a high performing workforce that takes into account and recognises the communities in which we operate. This includes, but is not limited by, representation of gender, indigenous and national workforce diversity.

3. Policy statements

Resolute undertakes to treat all Directors, Employees, prospective Employees, partners, contractors, consultants, stakeholders and suppliers fairly and equally regardless of and not limited to, their gender, age, culture/ethnicity, sexual orientation, religious beliefs and disabilities.

Resolute seeks to recruit the best people from a diverse field of candidates.

Resolute is committed to providing a safe workplace, one that is free from bullying and harassment.

Resolute is committed to promoting an inclusive culture that values diversity and differences by developing and offering work arrangements that help to meet the needs of a diverse work force.

Resolute will develop the skills of its workforce to mutually meet Resolute's business needs and those of the communities in which we operate.

Resolute is committed to establishing measurable objectives for gender diversity.

Resolute values diversity of perspective, including the diverse thinking, styles, skills and experiences of our people.

4. Responsibilities

The Board along with the executive and management team, is responsible for devising and implementing strategies to achieve Resolute's diversity objectives. This includes:

- on an annual basis the Nomination Committee will approve measurable diversity objectives;
- annually management will report to the Nomination Committee on the progress towards achieving these measurable objectives; and
- complying with the ASX Corporate Governance Principles and Recommendations on diversity.

Personnel are required to:

- comply with this Policy;
- contribute towards a high performing diverse culture; and
- report any breaches or concerns related to this Policy to the Company Secretary or a representative from the People and Culture team.

5. Definitions

ASX means ASX Limited ACN 008 624 691 or the stock market operated by it, as the context requires.

Board means the board of directors of RSG.

Company Secretary means the company secretary of RSG.

Director means a director of RSG.

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

Personnel means all Directors and Employees.

Policy means this Diversity and Inclusion Policy, as amended from time-to-time.

Resolute means RSG and its subsidiaries and related entities.

RSG means Resolute Mining Limited ACN 097 088 689.

6. Related documents

- Nomination Committee Charter.
- Whistleblower Policy.

7. Approval and review

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

Version	RIGS Document Category	Date	Status	RIGS Document Owner	Reviewer	Approver	Approval Date
1.0	Board	23/08/2018	Reviewed	Amber Stanton <i>General Counsel & Company Secretary</i>	John Welborn <i>Managing Director & CEO</i>	Martin Botha <i>Chair</i>	23/08/2018
2.0	Board	21/02/2019	Reviewed	Amber Stanton <i>General Counsel & Company Secretary</i>	John Welborn <i>Managing Director & CEO</i>	Martin Botha <i>Chair</i>	21/02/2019
3.0	Board	19/02/2020	Reviewed	Amber Stanton <i>General Counsel & Company Secretary</i>	John Welborn <i>Managing Director & CEO</i>	Martin Botha <i>Chair</i>	19/02/2020