

# Social Performance Policy

Resolute Mining Limited (Resolute) is an African focussed, multi-asset, gold mining, development and exploration company which trades on the Australian Securities Exchange (ASX:RSG) and the London Stock Exchange (LSE:RSG).

Resolute will maintain high standards of social performance and will seek to implement robust management systems, practices, standards and safeguards to mitigate impacts, and contribute to the sustainable development of its host communities.

As a member of the World Gold Council, Resolute is committed to the Responsible Gold Mining Principles which define a set of principles for responsible gold mining across the mine life-cycle. We will also develop good practice approaches taking into consideration the International Finance Corporation Performance Standards on Environmental and Social Sustainability, the International Council of Mining & Metals Sustainable Development Framework and other leading practice guidelines and standards.

## To meet this commitment Resolute will:

- Comply with all applicable laws, regulations and license conditions in the jurisdictions in which it operates.
- Ensure social risks and opportunities are captured in the Company's Risk Management Framework, are periodically updated and are managed effectively.
- Incorporate social risk and impact assessment into all significant planning processes and investment decisions and ensure that asset-level assessments are accessible to affected communities.
- Seek to implement measures to avoid, minimise, mitigate or compensate for adverse business-related impacts, whilst acknowledging that women, children, indigenous people and other vulnerable groups are likely to experience different levels of impacts.
- Establish baseline socio-economic conditions that provide a robust, quantified and scientifically-defensible understanding of the area of impact and influence. Implement systems that seek to monitor and manage our impacts on host communities and other stakeholders.
- Engage regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our operations.
- Establish effective grievance mechanisms where complaints related to our activities can be raised by communities and are aimed to be resolved in a timely manner. Resolute will seek to ensure that all mechanisms are fair, accessible, consistent and culturally appropriate.
- Respect the collective rights, history, culture and connection to the land of Indigenous People, and will consult meaningfully to seek to obtain their free, prior and informed consent for any business activity that could adversely impact them throughout the lifecycle of the mine.
- Preserve, and manage the impacts of mining operations on cultural heritage during the lifecycle of the mine.
- Avoid the physical and economic displacement of host communities and, where unavoidable, we will proceed via meaningful consultation with affected communities, a publicly available planning framework, the restoration of livelihoods and the provision of fair and timely compensation.
- Seek to create benefits for host communities by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of these communities and the principles of sustainable development.
- Plan for responsible mine closure in consultation with authorities, affected communities and other relevant stakeholders. Incorporate closure objectives into life of mine planning and make financial and technical provision for progressive rehabilitation.
- Provide our people with training aimed at allowing them to effectively identify and address social risks and impacts and report all infringements in the workplace.
- Set company targets to drive accountability and improve social performance. Implement external assurance mechanisms across operations to ensure compliance with this Policy.
- Report on social risk, impact, opportunity and performance to Resolute's Sustainability Committee. Proactively disclose information to relevant stakeholder groups and issue annual sustainability reports.



**John Welborn** Managing Director and CEO