



**Resolute**

# Modern Slavery Voluntary Statement

## 1. Modern Slavery Voluntary Statement

This statement is published by Resolute Mining Limited (**Resolute** or **Company**) in accordance with the requirements of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and details our approach in addressing human rights and modern slavery risks across our business and supply chains.

This statement is Resolute's initial modern slavery statement, in advance of its first reporting period covering the year ending 31 December 2020. This statement was developed by the Resolute sustainability team and approved by the Board of Directors.

## 2. About Resolute

Resolute is a successful gold miner with more than 30 years of experience as an explorer, developer and operator of gold mines in Australia and Africa which have collectively produced more than 8 million ounces of gold. Resolute is listed on the Australian Securities Exchange (ASX:RSG) and the London Stock Exchange (LSE:RSG).

The Company currently operates two gold mines, the Syama Gold Mine in Mali (**Syama**) and the Mako Gold Mine in Senegal (**Mako**). The Company's Global Mineral Resource base comprises more than ten million ounces of gold.

Syama is located in the South of Mali and was originally established as an open-pit mining operation. The move to underground mining in 2016 is expected to result in annual average production of approximately 250,000 ounces of gold from Syama and extend the asset's mine life to beyond 2032.

Mako is located in Eastern Senegal and is an open pit gold mine. Resolute is targeting annual average production from Mako of 140,000 ounces of gold.

In addition, Resolute is engaging in active exploration drilling campaigns across its African portfolio with a particular focus on Mali, Senegal, Côte d'Ivoire and Guinea.

Resolute is headquartered in Perth, Australia, with a corporate office in London, UK. Resolute employs several thousand employees and contractors across a global footprint.

## 3. Our Commitment

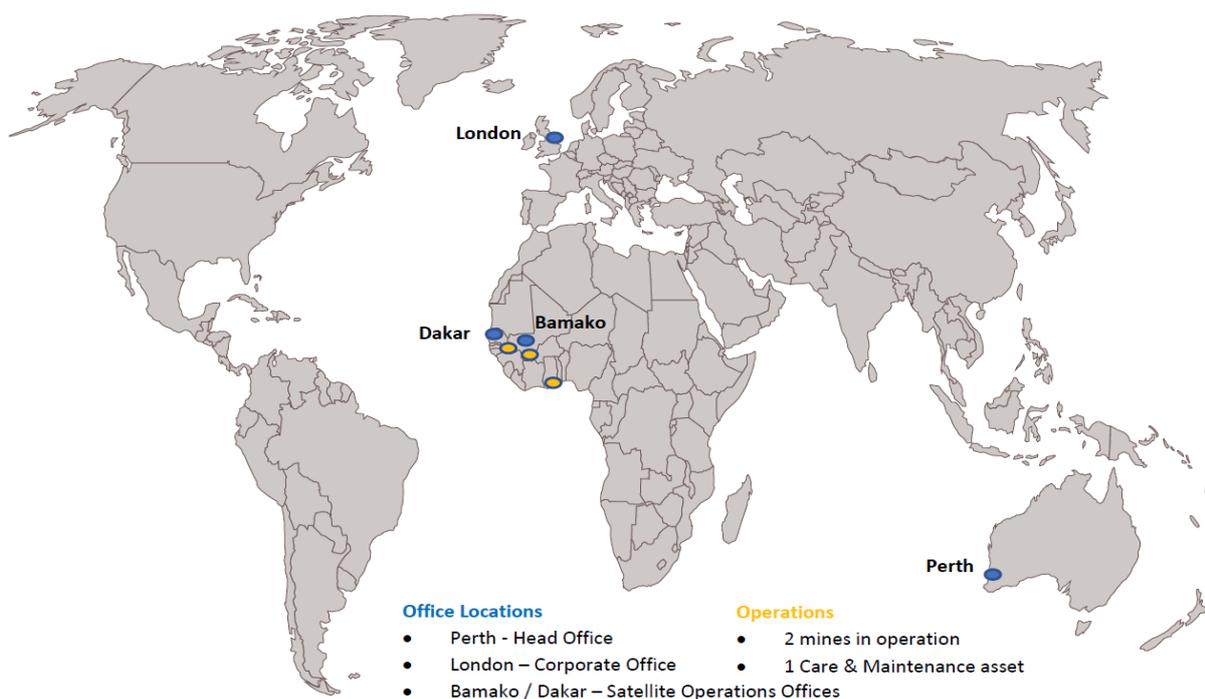
Resolute is committed to respecting and protecting the human rights of all employees, contractors, suppliers, business partners and the communities that we interact with through the course of our business activities, and this includes eliminating all forms of modern slavery. We view this responsibility as not just an essential ethical business practice, but also key to ensuring we create long-term value for our shareholders, to promoting sustainable development in our host countries, and integral to maintaining our licence to operate.

As an international mining company, we are cognisant that the risk of modern slavery exists within our business and supply chain, due to the nature and location of our activities, and the broader socio-political environments in which we operate. As a maturing company, we are committed to implementing and enforcing effective internal processes that aim to eliminate the risk of modern slavery both within our business and our supply chain. We understand that identifying instances of modern slavery, especially in areas where business relationships are further from core operations, will be complex, and that working collaboratively with governments and civil society can drive long lasting sustainable solutions.

## 4. Our Supply Chain

Resolute works across the whole spectrum of the gold mining value chain including exploration, development, mining, processing, rehabilitation and closure.

We partner with a range of suppliers and contractors that provide mining plant, infrastructure, spare parts, consumables, specialist services, security, catering and related services. Many of the critical goods and services required to operate a mine are highly specialised and may only be available from international suppliers. Subject to availability, we source goods and services from national suppliers and where possible from the local regions in which we operate. The procurement of goods and services is performed at both corporate and site level.



## 5. Our Approach

Resolute is a maturing organisation and recognises the need to review its internal processes to ensure modern slavery risks are effectively identified and mitigated. Resolute's approach to addressing the risks caused by modern slavery in its business and supply chain will be founded on its capacity to establish robust systems for corporate governance, policies & procedures, risk identification and management, training and awareness, stakeholder engagement, and performance review.

### 5.1 Corporate Governance

Resolute has a strong corporate governance framework that ensures an efficient oversight of all business operations. The Board has ultimate responsibility for ensuring that material risks faced by the Company are identified and that appropriate control and monitoring systems are in place. The Audit and Risk Committee is mandated by the Board to provide risk management oversight across material risks. The Audit and Risk Committee works closely with management in relation to the assessment, monitoring and ongoing management of business risk across all time horizons and to carry out assessments of internal controls and processes for improvement. In support of this, the Audit and Risk Committee receives reports from management on new and emerging sources of risk, related controls and mitigation measures that management have implemented.

Resolute's corporate governance framework includes a Sustainability Committee which is responsible for governing human rights and modern slavery risks and opportunities across the Group and overseeing the implementation of measures to promptly identify, address and remediate human rights exposures should they arise.

### 5.2 Policies & Procedures

Resolute is committed to being a responsible corporate citizen and to creating a culture of ethical behaviour as set in its Code of Conduct. The Code of Conduct ensures that all personnel comply with legal and ethical standards, and promote the principles of integrity, honesty and respect in the performance of their duties. All contractors and suppliers are also bound by the Code of Conduct, as included in Resolute's standard contractual terms and conditions, ensuring comparable business practices and workplace standards are maintained. Its application is strengthened by a Whistleblower Policy that provides reporting channels for employees and contractors to report inappropriate conduct. These policies are central to creating a business environment where human rights are respected, and where modern slavery practices are systematically identified and mitigated.

Resolute's policies and procedures are reviewed annually, approved by the Board and are consistent with principles of equal opportunity and fair treatment. All personnel must adhere to the Equal Employment Opportunity – Anti-Discrimination, Anti-Bullying and Anti-Harassment Procedure and the responsibility it places on employees to respect the rights of individuals. Personnel are responsible for upholding this procedure and eliminating any practices and behaviour which are discriminatory, or which could lead to discrimination, workplace bullying or harassment in the workplace. At Syama and Mako, we have employee representative committees whose members have been elected by the workforce to represent them in discussions and negotiations with site management. All employees also have access to a grievance mechanism should they wish to file a complaint.

In addition to these policies and procedures, Resolute has developed a robust Sustainability System that will ensure an integrated approach is taken with respect to modern slavery prevention. This system is underpinned by a 'Sustainability Performance Framework' (SPF) which is governed by Board though the Sustainability Committee and who determine the way the Company operates with respect to sustainable development, human rights, environmental protection, health and safety and labour rights.

The SPF includes a set of business principles and commitments aligned with the World Gold Council's Responsible Gold Mining Principles and is guided by a set of best practice principles and standards including the Performance Standards of the International Finance Corporation, the UN Guiding Principles on Business and Human Rights and the Voluntary Principles of Security & Human Rights. Resolute will develop an action plan in 2020 that will aspire to bring all assets into alignment with the commitments of the SPF.

## 5.3 Risk Identification & Management

Resolute adopts a consistent approach to both corporate and asset-level risk management. Significant residual operational risks are integrated into the corporate risk framework which is reviewed regularly by the Resolute executive team, the Sustainability and Audit & Risk sub-committees of the Board, and the Board.

Resolute considers human rights compliance to be a material issue and will ensure human rights and associated modern slavery risks feature prominently in Resolute's risk management processes. The level of risk depends on key intersecting factors including geography, services and employment practices and supplier capacity. These are outlined in further detail below.

### 5.3.1 Geography

*Geography:* Exposure to modern slavery risks will be correlated to the social, political and environmental conditions in the countries in which Resolute and its suppliers operate. Using indicators to assess prevalence, vulnerability and the effectiveness of government responses to address modern slavery in these countries will be central to understanding the level of risk and to prioritising interventions.

Country	Global prevalence index ranking	Estimated number of people living in modern slavery	Vulnerability to modern slavery	Estimated proportion of the population living in modern slavery	Government response rating
Australia	163/167	15,000	4.27/100	0.65/1000	BBB
United Kingdom	132/167	136,000	11.13/100	2.08/1000	BBB*
Mali	95/167	62,000	55.88/100	3.7/1000	CCC
Senegal	109/167	43,000	46.20/100	2.87/1000	B
Ghana	71/167	133,000	51.16/100	4.84/1000	CC
Cote d'Ivoire	56/167	137,000	57.20/100	5.91/1000	B
Guinea	28/167	94,000	66.33/100	7.80/1000	C

*\*The lower the score in the global prevalence index ranking, the higher the prevalence of modern slavery*

### **Prevalence of modern slavery in the countries in which Resolute operates (Global Slavery Index 2018, Walk Free Foundation)**

### 5.3.2 Services & Employment Practices

Exposure to modern slavery risk is also specific to the production of certain goods and services due to sector specific pressures and labour force structures. The services sector and those business models engaging migrant workers, entry-level workers or outsourcing are especially at risk. For Resolute, key supplier categories presenting a higher risk include transport and logistics, construction, consumer goods, electronics, catering and cleaning, maintenance and security. Resolute will prioritise evaluating the employment practices of these suppliers, especially if their operations are in a high-risk country, in order to assess the supply chain modern slavery risks.

### 5.3.3 Supplier Capacity

Identified high-risk suppliers will be evaluated on the strength of their internal governance, processes and practices to ensure they have strong operational safeguards in place to eradicate human rights violations and modern slavery from their operations.

The identification and mitigation of any modern slavery and human rights risks will be strengthened by the adoption of recognised industry tools:

- The Human Rights Impact Assessment (HRIA) developed by the Danish Institute on Human Rights will support the identification, understanding, assessment, management and review of the adverse effects of business activities on the human rights of persons such as workers and community members at the asset-level.
- The Slavery & Trafficking Risk Template (STRT) developed by the Social Responsibility Alliance will facilitate related data collection and analysis and will support Resolute in working together with its suppliers to assist them in engaging in more ethical operations where risk has been identified.

### 5.4 Training & Awareness

Resolute supports training and awareness raising across its workforce. Currently, all employees and contractors receive mandatory induction training on the application of key policies when joining the Company, including the Code of Conduct and Whistleblower Policy. Regular awareness raising campaigns on selected material topics are also delivered. These existing approaches will be essential in ensuring that standalone human rights and modern slavery training packages are developed and implemented across the Company.

### 5.5 Stakeholder Engagement

As a responsible corporate citizen Resolute understands its role in raising awareness and strengthening the capacity of institutions, in the countries in which it operates, to address human rights and modern slavery both locally and nationally.

Resolute engages with its key stakeholders in all countries of operation, regarding business activities, performance, risk identification and management. As it matures, Resolute will implement a stakeholder engagement framework to further develop its networks with governments, civil society, industry bodies, host communities and suppliers. Increased engagement will contribute to the elimination of modern slavery through the sharing of information, resources and the early identification of risks.

### 5.6 Performance Review

Resolute regularly commissions asset-level audits of established processes, management systems and operations to review performance. These audits are contracted to independent third-party organisations, and remedial actions identified are implemented within the calendar year under the oversight of the asset-level General Manager under the authority of Resolute's Chief Operating Officer. Resolute will follow this approach in future to ensure ongoing compliance with human rights and modern slavery best practice and standards.

Resolute will also ensure that human rights indicators are monitored across the group, through our existing sustainability reporting framework, to enable annual performance tracking and target setting. Resolute is committed to increasing disclosure on its management of sustainability issues across operations and will be publishing its first Group Sustainability Report in 2021 for the 2020 period.

## 6. Our Actions

Resolute has taken several actions to identify modern slavery and human rights violations risk within its business and supply chain, which will be built upon during the FY20-22 period.

At Mako, a workforce human rights assessment and supply chain risk assessment was completed in late 2019. Results of these assessments are expected to be available during 2020 and appropriate measures to address any required improvements will be implemented accordingly. In addition, the Company has actively established links in Senegal between our international suppliers and local distributors enabling Resolute to source goods onshore. This is expected to strengthen local supply chains which will assist in the identification of human rights and modern slavery risks.

Similar actions will be implemented across all assets as appropriate to their phase of development and site-specific risk profiles.

## 7. Our immediate ambitions

Resolute has identified several progress areas to address and manage human rights and modern slavery related risks within its operations and supply chains. An action plan will be developed during 2020 to define issues and related actions and will accompany this statement and support the Company's first reporting period. The status of our progress in addressing modern slavery risks will be reported annually as part of the Company's Sustainability reporting.



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Signed by **John Welborn**  
CEO & Director