



**Resolute**

# 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 covers Resolute's first reporting period for the year ending in 31 December 2020. This statement was developed by the Resolute sustainability team and approved by the Board of Directors.

## 1. 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 dual listed on the Australian Securities Exchange (ASX:RSG) and the London Stock Exchange (LSE:RSG).

The Company currently operates two mines, the Syama Gold Mine in Mali (**Syama**) and the Mako Gold Mine in Senegal (**Mako**), and is one of the largest gold producers listed on the Australian Securities Exchange. The Company's Global Mineral Resource base comprises over 13.3 million ounces of gold.

Resolute's flagship Syama Gold Mine is a world class long-life asset capable of producing more than 300,000 ounces of gold per annum. The move to underground mining will continue the asset's history of strong cash generation and extend the mine life to beyond 2032.

Resolute acquired the Mako Gold Mine in 2019. Mako is a high quality, low cost, open pit gold mine which hosts a Mineral Resource of 1.224Moz grading 1.89g/t Au, and an Ore Reserve of 928koz grading 2.05g/t Au. Resolute is targeting annual average production from Mako of 140,000 ounces. In Q3 2020, Mako's life of mine was extended to 2027.

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 approximately 1,146 employees and 3,189 contractors.

## 2. 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.

## 3. 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.



## 4. 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. Human Rights is a Strategic Priority Area under the Governance & Integrity Pillar of Resolute's Sustainability Strategy.

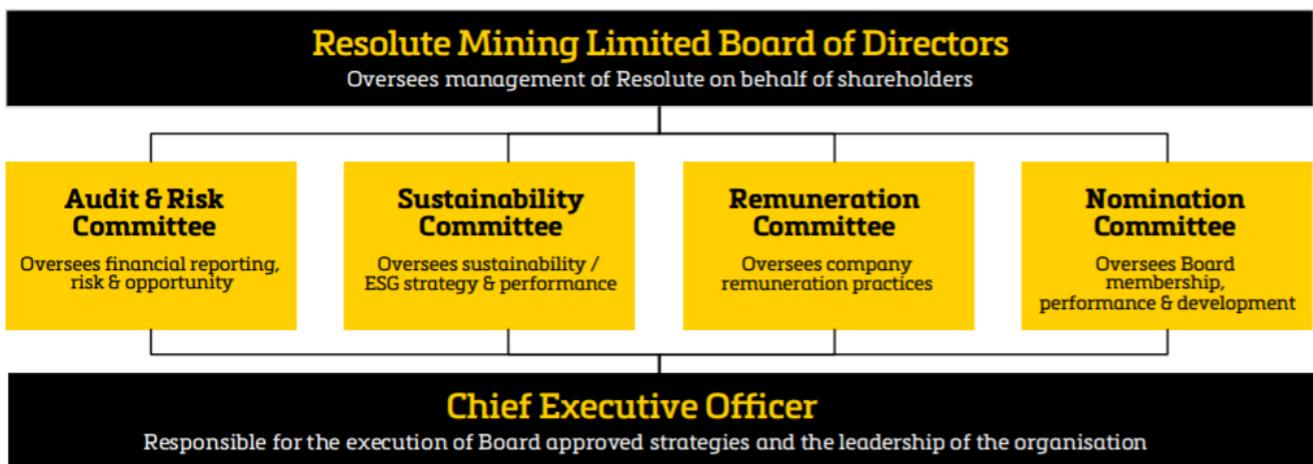
### 4.1 Corporate Governance

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.

The governance and oversight responsibility for our sustainability strategy is assigned to the Sustainability Committee. The Committee is chaired by the CEO and consists of several non-executive directors who each have diverse knowledge, skills and experience within the remit of the Committee. The focus of the Committee is guided by the Sustainability Committee Charter which broadly covers all health, safety, security, environment and community (HSSEC) and people matters. This includes the adequacy of all systems in place to effectively manage ESG and regulatory risk and opportunity across the Company. In 2020, the Charter was updated with specific reference made to diversity and inclusion, climate change and human rights governance.

Resolute’s corporate governance framework enables Board and executive action so that human rights and modern slavery risks in the business and supply chains are promptly identified, addressed and remediated to ensure human rights are respected and protected across all operations and projects.

## Board and Board Committee structure



The Sustainability Committee guides the Remuneration Committee in the setting of short and long-term sustainability targets and assists with assessments of performance against these metrics. The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance at Resolute. Sustainability considerations have been incorporated into both short-term and long-term incentive plans and are linked to assessments of executive performance at Resolute in 2021 going forward. Resolute’s executive team report performance on sustainability matter, including human rights, to the Committee at each of its four meetings per year.

## 4.2 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.

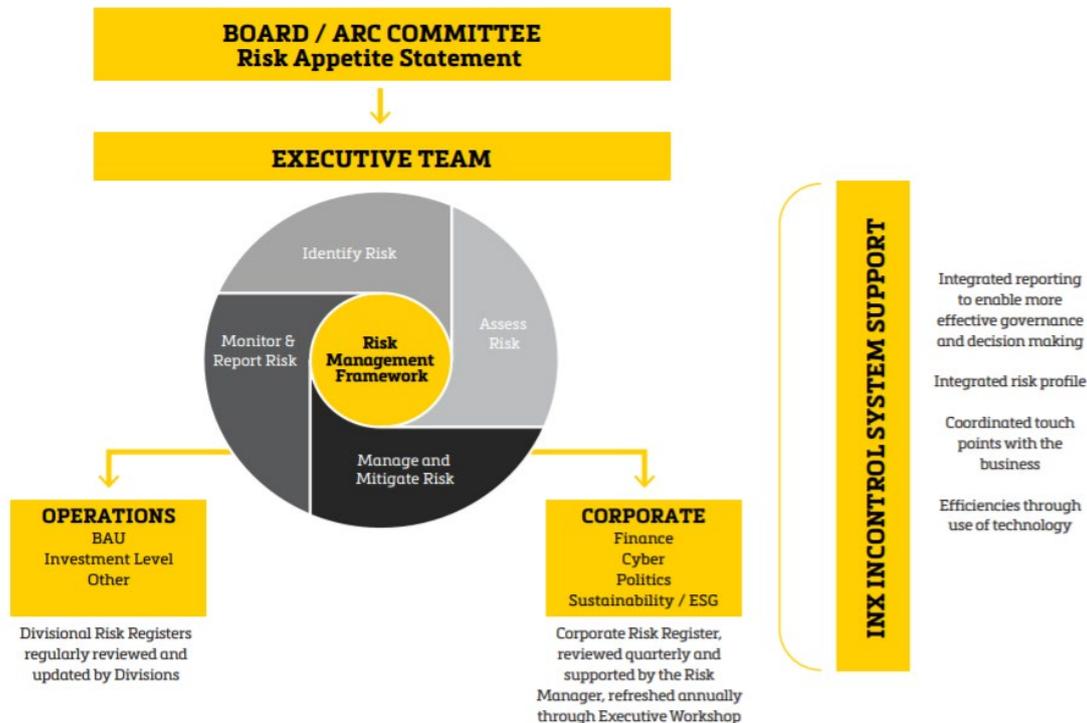
Significant progress was made in 2020 to ensure Resolute's corporate policy framework establishes a clear and consistent pathway for improved sustainability performance commensurate with the World Gold Council's Responsible Gold Mining Principles, company strategy and stakeholder expectations. All existing sustainability policies were updated and published on Resolute's website. These include a new Human Rights Policy, and a Diversity & Inclusion Policy. In addition, an updated Community Complaints & Grievance Procedure was issued to include a human rights flag, and provides the pathway for any human rights related complaint to be escalated to the Executive Committee.

This renewed policy framework has been developed to guide our approach to responsible mining across all levels of the Company and enable the achievement of our sustainability strategy. In 2021, we are updating all relevant corporate level policies to align with the UN Guiding Principles on Business and Human Rights, the Voluntary Principles of Security & Human Rights and other leading Human Rights frameworks.

## 4.3 Risk Identification & Management

Resolute adopts a consistent approach to both corporate and asset-level risk management. Significant residual operational risks are integrated into our Enterprise Risk Management Framework (ERMF) which is reviewed regularly by the Resolute executive team and overseen by the Audit and Risk Committee of the Board. The ERMF prescribes the methodology, minimum performance standards and risk appetite applicable to the assessment and treatment of strategic, corporate, operational, ESG and project risk and opportunity. The Committee provides oversight and guidance to the assessment and treatment of actual and emerging ESG risks and opportunities across the Company. In 2020, the Charter was updated to include specific reference to human rights. ESG risks and opportunities are discussed as a standing agenda item at all meetings of the Committee, with key actual or emerging risks escalated to the Board as required. The below figure outlines Resolute's ERMF.

## Enterprise Risk Management Framework



Resolute considers human rights compliance to be a material issue and 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.

### 4.3.1 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)**

In both Senegal and Mali, we have actively established links between our international suppliers and local distributors thus enabling Resolute to source goods onshore and in so doing, strengthen the local supply chain which will facilitate the identification of human rights and modern slavery risks.

## 4.3.2 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. Resolute is developing a tool to facilitate the identification of suppliers most at risk based on the types of goods and services provided, and their sourcing geography.

## 4.3.3 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. To support this process we are developing a Supplier Standard for Sustainability and Due Diligence Questionnaire that will identify suppliers needing to improve their safeguards.

## 4.4 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 human rights and modern slavery considerations are embedded in its operations. The Company will continue to refine and improve its training and awareness programs relative to human rights and modern slavery and is developing a standalone trainings that will become a mandatory requirement for all employees in 2021.

## 4.5 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. Resolute is working to 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.

## 4.6 Performance Review

Resolute regularly commissions asset-level audits of established processes, management systems and operations to review performance. These audits can be internal (performed by corporate) or contracted to independent third party organisations, and remedial actions identified are implemented within the calendar year under the oversight of the mine site General Manager. Resolute will follow this approach to ensure ongoing compliance with human rights and modern slavery best practice and standards. In 2021, Resolute will perform a human rights review across all its

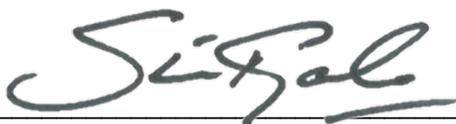
assets, under the guidance of recognised industry tools such as the Human Rights Impact Assessment (HRIA) developed by the Danish Institute on Human Rights, and the Slavery & Trafficking Risk Template (STRT) developed by the Social Responsibility Alliance. Appropriate measures to address any improvements needed will be put in place thereafter.

In addition, 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 published its first Group Sustainability Report in 2021.

## 5. Our Aim for 2021

Resolute has identified several progress areas to address and manage human rights and modern slavery related risk and opportunity within its operations and supply chains. Our action plan for 2021 is below.

Action Area	Initiative	Timeframe
Governance	Update Corporate policies to align with leading human rights frameworks.	Q2 2021
Suppliers	Develop a Supplier Sustainability Standard and due diligence questionnaire to assess exposure to human rights and modern slavery risks.	Q2 2021
Education & Awareness	Human Rights trainings to be developed and made mandatory for all employees.	Q3 2021
Risk & Opportunity	Undertake asset-level reviews to assess human rights risks and identify mitigation measures to be implemented.	Q4 2021
Suppliers	Review / update Human Rights provisions in Company Services Agreements.	Q4 2021



Signed by **Stuart Gale**  
**Managing Director & CEO**