

Health, Safety & Security Policy

Resolute Mining Limited (Resolute) is a 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 understands the inherent risks associated with its business activities and is committed to protecting the health, safety and wellbeing of its people, contractors, communities and stakeholders, by striving for zero harm, via the establishment of robust safe systems of work and effective leadership capability at all levels of the organisation.

As a member of the World Gold Council, Resolute is committed to the Responsible Gold Mining Principles and will also develop good practice approaches taking into consideration, but not limited to, the Internal Finance Corporation Environmental Health & Safety Guidelines, the International Organisation for Standardisation and the Voluntary Principles of Security & Human Rights.

To meet this commitment Resolute will:

- Pursue ISO:45001 Occupational Health & Safety Management System certification across its operations and ensure compliance with these standards.
- Seek to identify and manage security risks across all operations and seek to ensure that any action taken by personnel, and public or private security contractors are consistent with the protection and promotion of human rights.
- Work collaboratively with our security contractors to encourage alignment with Resolute's values, principles and international commitments and monitor their performance regularly.
- Comply with all applicable laws, regulations and license conditions in the jurisdictions in which it operates.
- Provide all personnel under Resolute's control with access to the requisite PPE to safely conduct their duties.
- Ensure health, safety and security risks and opportunities are captured in Resolute's Enterprise Risk Management Framework, are regularly updated, communicated and managed effectively.
- Clearly define fitness for work and other health and safety requirements for all employees, train personnel regularly and verify competency at least biennially.
- Maintain a robust health and safety management system that facilitates the effective identification and management of critical hazards, affords a standardised approach for risk, incident and injury management and disseminates shared learnings across the Resolute Group for continual improvement.
- Build effective visible leadership at all levels of the organisation to model desired safety behaviours, drive understanding and compliance, and to challenge the effectiveness of existing practices and controls.
- Partner with key stakeholders to deliver education, awareness, mitigation and other programs to drive improved health, safety and security outcomes for our employees, contractors, host communities and stakeholders.
- Seek to understand the occupational exposures that exist across the business and implement risk-based mitigation and monitoring programs to improve the health, safety and wellbeing our workforce.
- Empower all personnel working under Resolute control to stop work immediately if a task is perceived to be unsafe and further risk mitigation is needed.
- Maintain asset-level primary, occupational & emergency medical capability for all employees and contractors.
- Establish asset-level workforce health, safety & security committees to drive engagement and continual improvement.
- Provide our people with training and the requisite mechanisms to allow them to effectively identify, address and report workplace hazards, risks, incidents and opportunities.
- Provide training to security providers as required, to promote the alignment of their practices with the requirements of the Voluntary Principles of Security & Human Rights.
- Set company targets, including lead and lag indicators, to drive accountability and improve health, safety and security performance and support our people to meet these objectives.
- Maintain a robust Crisis & Emergency Management System to protect business continuity, viability and shareholder value. Manage and test these systems in collaboration with affected stakeholders.
- Implement internal and external assurance mechanisms to ensure compliance with this Policy.
- Report on health, safety and security risk, opportunity and performance to Resolute's Sustainability Committee. Proactively disclose information to relevant stakeholder groups and issue annual sustainability reports.



Stuart Gale Managing Director & Chief Executive Officer