

Social Performance 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 is committed to social performance and will establish robust management systems, practices and standards to implement safeguards, mitigate impacts, and contribute to the socio-economic advancement of host communities.

As a member of the World Gold Council, Resolute is committed to the Responsible Gold Mining Principles (RGMPs) which define a set of principles for responsible gold mining across the mine life-cycle. We are also committed to respecting all internationally recognised human rights and to develop good practice approaches guided by, but not limited to, the International Finance Corporation Performance Standards on Environmental and Social Sustainability, the International Council of Mining and Metals Sustainable Development Framework and other leading practice guidelines and standards.

To meet this commitment Resolute will:

- As a minimum, comply with all 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.
- 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 to monitor and manage our impacts on host communities and other stakeholders.
- Engage regularly with stakeholders and/or their legitimate representatives, including host communities and local government institutions, through culturally appropriate channels to communicate business developments and ensure their perspectives and concerns are considered during decision-making. Secure broad-based support for our operations.
- Establish effective grievance mechanisms where complaints related to our activities can be raised by communities and resolved in a timely manner. Resolute will ensure that all mechanisms are fair, accessible, consistent and culturally appropriate.
- Respect the collective rights of Indigenous People, recognising their history, culture and connection to the land and water. We recognise the right to free, prior and informed consent, for any business activity that could adversely impact them throughout the lifecycle of the mine, in line with applicable laws and international standards.
- Respect and recognise the human right to water of our host communities and collaborate to guarantee their access.
- Preserve, and manage sites of cultural heritage to avoid, mitigate and minimise any impacts 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.
- Create benefits for host communities by prioritising local employment, procurement and investing in social projects that are aligned with their needs and aspirations 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.
- Train our people to effectively identify and address social risks and impacts and report all infringements in the workplace.
- Encourage our business partners and staff to honour our commitments to our host communities and implement, through appropriate mechanisms, actions to respect their expectations and human rights.
- Set company targets in line with leading practice to drive accountability and improve social performance. Implement external assurance mechanisms across operations to ensure compliance with this Policy and leading practice.
- 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.



Stuart Gale Managing Director & Chief Executive Officer



Resolute



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