

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 maintaining an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of harassment and discrimination and empowers employees, respecting and promoting their individual and collective rights. This culture is underpinned by good corporate governance that enables ethical decision making and compliance across jurisdictions.

To meet this commitment Resolute will:

- Comply with all laws, regulations and licence conditions in the jurisdictions in which we operate.
- Aim to comply with international leading practice including but not limited to:
  - International Bill of Human Rights;
  - UN Guiding Principles on Business and Human Rights;
  - International Council of Mining & Metals Sustainable Development Framework;
  - World Gold Council – Responsible Gold Mining Principles; and
  - International Labour Organisation - Core Labour Principles.
- Define, communicate, and train employees in all areas associated with “Working Responsibly” at Resolute, including but not limited to the Company’s:
  - Purpose & Values;
  - Code of Conduct;
  - Anti-Bribery and Corruption Policy;
  - EEO – Anti-Bullying, Anti-Discrimination and Anti-Harassment Policy;
  - Sexual Harassment Policy
  - Human Rights Policy;
  - Diversity, Equity & Inclusion Policy;
  - Employee Assistance Programs; and
  - Whistle-Blower Policy.
- Hold all employees and contractors accountable for their performance, behaviour, and interactions with stakeholders.
- Provide safe, respectful and fair employment conditions and reward our people competitively.
- Respect the fact that our people have responsibilities outside of work and support them to meet these commitments via flexible work arrangements and other initiatives.
- Aim to protect the health, safety and wellbeing of all employees, contractors and host communities at all times.
- Immediately and consistently investigate all reported allegations of sexual harassment, harassment, discrimination, violence, and other events that are a potential affront to “Working Responsibly” at Resolute.
- Maintain accessible and culturally appropriate complaints / grievance mechanisms for employees, contractors and stakeholders to raise issues and concerns to the Company.
- Maintain whistle-blower protections that aim to provide employee and stakeholder confidence that any suspected breach of Company policy is reported freely and confidentially and is investigated thoroughly.
- Respect the rights of all employees and contractors to freedom of association and collective bargaining.

- Maintain a talent management framework that includes training, mentoring, coaching and other targeted development initiatives to continually build the capability of our people and provide meaningful career pathways.
- Promote workplace diversity, equity, and inclusion, set measurable targets and provide appropriate training.
- Maintain recruitment practices that are inclusive, transparent, culturally appropriate and prioritise local employment.
- Establish formal communication and employee engagement mechanisms that aim to increase workforce input and involvement in key decision-making processes and to help our people remain abreast of Company performance.
- Provide employee assistance programmes to support the health, safety and wellbeing of all employees and their immediate families.
- Aim to ensure risk and opportunity associated with “Working Responsibly” are captured in the Company Risk Management Framework and are managed accordingly.
- Report organisational culture, performance and other issues related to “Working Responsibly” to the Sustainability Committee of the Board.
- Report on people metrics and performance to Resolute’s Sustainability Committee and disclose information to relevant stakeholder groups through the publication of annual sustainability reports.



**Terry Holohan**  
Managing Director & Chief Executive Officer