

# Human Rights Policy

**Resolute is committed to respecting all the internationally recognised human rights of our employees, host communities and other stakeholders as recognised in the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Fundamental Conventions and the UN Declaration on the Rights of Indigenous People. We are committed to ensuring that we are not complicit in their violation. We will implement robust management systems, practices and standards that aim to prevent, avoid, mitigate and remedy harmful human rights impacts at our operations and along our supply chains.**

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).

As a member of the World Gold Council, Resolute is committed to the Responsible Gold Mining Principles, the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. We will develop good practice approaches taking into consideration, but not limited to, the International Financial Corporation Performance Standards and International Council on Mining and Metals Sustainable Development Framework.

#### To meet this commitment Resolute will:

- Comply with all laws, regulations and license conditions in the jurisdictions in which we operate.
- Ensure human rights due diligence is captured in the Company's Corporate Risk Management Framework, and that actual and potential human rights risks are periodically updated and are managed effectively.
- Engage regularly on human rights matters with relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels to understand local expectations concerning human rights and facilitate their participation in the development and monitoring of our human rights approach.
- Establish grievance mechanisms for each mining operation, where allegations of human rights infractions by any staff or contractor can be recorded, reported and investigated. Ensure that all mechanisms are fair, accessible, consistent and culturally appropriate. Where we have caused or contributed to adverse human rights impacts, we will contribute to their remediation without limiting access to judicial or other legitimate processes.
- Respect the collective rights of indigenous people, their history, culture, connection to the land and traditional livelihoods. Consult meaningfully, recognising their 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 international standards. Provide appropriate engagement, consultation and consent processes for local communities.
- Provide just, decent and safe working conditions, free of abuse, harassment, violence and discrimination in respect of employment and occupation.
- Respect the rights of all employees and contractors to freedom of association and collective bargaining.
- Conduct appropriate investigations that seek to avoid employment of any individual who has been involved in human rights abuses.
- Seek to eradicate all forms of modern slavery and forced, compulsory or child labour, and human trafficking at our operations and along our supply chains.
- Provide our people with training and education aimed at allowing them to effectively identify, address and report human rights exposures and promote a culture that actively respects, protects and promotes human rights.
- Support host governments in their efforts to strengthen the capacity of national institutions to provide accountability and respect for human rights.
- Communicate this policy and corporate expectations regarding ethical conduct and human rights to suppliers, contractors, and public and private security providers. Encourage them to respect and comply with our approach to human rights through appropriate contractual arrangements and procurement principles.
- Implement this policy by strengthening management systems, undertaking asset-based human rights assessments, driving individual accountability and monitoring performance.
- Work collaboratively with relevant authorities in relation to any allegations of human rights infractions at our operations or along our supply chains. We will not tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders in relation to our operations.
- Report on human rights 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