

1. Responsible Gold Mining Principles

This self-assessment is published by Resolute Mining Limited (**Resolute** or **Company**) in accordance with the membership requirements of the World Gold Council to align with the Responsible Gold Mining Principles (RGMPs).

This self-assessment provides a gap analysis of Resolute's internal systems and processes against the RGMPs for Year 1, and a pathway to compliance by Q2 2023, focussing on operating assets. It was developed by Resolute's Sustainability Team.

2. About Resolute

Resolute is a successful African-focused gold miner with more than 30 years of experience as an explorer, developer and operator of ten gold mines which have produced more than 9 million ounces of gold and counting. Resolute is listed on the Australian Securities Exchange (ASX: RSG) and the London Stock Exchange (LSE: RSG).

The Company currently owns two operating gold mines, the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako). Resolute's Global Mineral Resource base comprises 11 million ounces of gold.

In March 2020, Resolute sold its Australian operations at Ravenswood in Queensland. We are confident our positive legacy, and the interests of all stakeholders will be protected and enhanced under the new ownership of this asset.

Resolute is active in exploration with drilling campaigns underway across its African tenements with a focus on Mali, Senegal, Côte d'Ivoire and Guinea.

Resolute is headquartered in Perth, Western Australia, with a corporate office in London, United Kingdom, and employs approximately 4,300 employees and contractors. Resolute produced 395,136oz of gold at an All-In Sustaining Cost (AISC) of \$1,074/oz in 2020. In 2020, Resolute continued operations, keeping its people safe while maintaining production, through the challenges of COVID-19 and political instability in Mali.

3. Self-assessment of performance against the RGMPs

Alignment of Resolute's corporate and site specific systems and procedures with the RGMPs 10 principles and 51 Sub-principles:

Principle 1 – Ethical Conduct: We will conduct our business with integrity including absolute opposition to corruption

1.1 As a minimum expectation, we will comply with applicable host and home country laws and relevant international law, and will maintain systems to deliver this objective.

Resolute complies with host and home country laws, and relevant international laws. The Company has published a [Code of Conduct](#), explicitly requiring that all staff, contractors, suppliers and service providers comply with the laws and regulations that apply in countries where they perform their business function. All employees receive mandatory training on commencement with the Company on the Code of Conduct as part of their induction and refresher training is delivered biennially. New legislation is identified by the corporate legal and site management teams and requirements are integrated within existing business systems and processes. The Executive and legal teams review corporate and site level risks relative to non-compliance with national or international law on a biannual basis.

1.2 We will maintain a code of conduct to make clear the standard with which we expect our employees and those with whom we do business to comply. We will actively promote awareness of our code and implement systems to monitor and ensure compliance.

Resolute is committed to being a responsible corporate citizen and to creating a culture of ethical behaviour as outlined in its [Code of Conduct](#). The Code of Conduct ensures that all personnel comply with legal and ethical standards, and promotes the principles of integrity, honesty and respect in the performance of their duties. All employees are required to

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read Resolute policies within one week of starting and return written confirmation to Human Resources, as well as complete a training module to ensure the policies are understood as part of their induction. A training refresher is required every 2 years. 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. Audits are conducted if suspicion exists as to unlawful / corrupt contractor practices. Our publicly available [Whistleblower Policy](#) details mechanisms that can be used by employees, contractors and suppliers to report non-compliance.

Resolute's policies and procedures are reviewed annually and approved by the Board. Any material changes to the policies and procedures will be communicated to employees via email updates and mandatory competence training delivered through Resolute's Learning Management System.

1.3 We will put in place controls to combat bribery and corruption in all their forms, conflicts of interest and anti-competitive behaviour by employees, agents and other company representatives.

Resolute has put in place controls to combat bribery, corruption, conflicts of interests and anti-competitive behaviour. We have a publicly available [Anti-bribery and Corruption \(ABC\) Policy](#) and [Conflict of Interest Policy](#) that are applicable to all employees and contractors. As in 1.2, employees are required to read these policies and complete a training module on commencement with the Company and every two years thereafter. Acts of non-compliance can be reported as per the [Whistleblower Policy](#).

Mandatory ABC obligations are included in all Contractor commercial terms and compliance is managed closely via robust contractor management processes.

Resolute is not involved in any ongoing investigations, and has not incurred any fines or settlements related to anti-competitive practices, nor did we have confirmed cases of corruption and bribery in the past four fiscal years.

Any facilitation payments are disclosed in our Annual and/or Sustainability Reports.

1.4 We will disclose the value and beneficiaries of financial and in-kind political contributions that we make, whether directly or through an intermediary.

Resolute does not make financial or in-kind political contributions of any kind, however we will support the governments in the jurisdictions in which we operate at times of significant humanitarian need. For example, as a result of natural disasters and pandemic events. In 2020, Resolute committed over \$1.1 million in direct financial and in-kind assistance to the Mali and Senegal Governments to support their COVID-19 response efforts at the beginning of the pandemic. In-kind assistance included the provision of important PPE, testing kits, and other medical equipment and supplies. Any financial or in-kind political contributions are disclosed in our 2020 Annual and/or Sustainability Reports.

1.5 We will disclose our tax royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will encourage governments to promote transparency around revenue flows, mining contracts and the beneficial ownership of licence holders.

Resolute reports on taxes, royalties and other payments made to governments in its Annual Report, and participates in national EITI processes in Mali and Senegal. We further report on our 'economic value distributed' in our [Sustainability Report](#).

1.6 We will pay the taxes and royalties requires by host country codes. We will seek to ensure that transfer pricing outcomes are in line with their fair business practices and value creation.

As per 1.5, Resolute reports on taxes, royalties and other payments made to governments in its Annual Report. Resolute ensures that its transfer pricing outcomes are in accordance with the Australian transfer pricing rules, the 2010 Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations issued by the Organisation for Economic Cooperation and Development (OECD Guidelines) as amended by the 2015 OECD Base Erosion and Profit Shifting (BEPS) Report Actions 8 to 10 to the Guidelines, and relevant Australian Taxation Office (ATO) guidance.

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1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly each year on our implementation of the Responsible Gold Mining Principles.

At Resolute, Sustainability performance / continual improvement has been delegated to the Sustainability Committee, a sub-committee of the Board. The *General Manager, People & Sustainability* reports Sustainability performance and key developments to the Sustainability Committee at least four times per year. Sustainability performance is linked to the compensation of the *General Manager, People & Sustainability*. A proposal for Sustainability performance to be integrated into the compensation packages of the Executive Team and Group was approved by the Board in 2020 and will be implemented in 2021.

A self-assessment on internal systems and processes to align with the RGMPs was completed in 2020 and externally assured in Q1 2021. The outcome and external assurance report will be disclosed on our website, in Q2 2021, and every year thereafter.

Principle 2 – Understanding our impacts: We will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed

2.1 We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.

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. Resolute's Risk Management Standard, and site level Critical Risk Registers are reviewed on an annual basis. Measures to prevent identified risks are integrated within Resolute's Standard Operating Procedures and Management Plans.

2.2 We will listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.

Resolute continuously engages with relevant external stakeholders around its operations. Our company-wide Corporate Social Responsibility Standard requires all sites to have a Stakeholder Register, Community Issues and Responses Register, Community Complaints Handling Procedure and Register, and a Community Contributions Assessment Procedure and Register. Each site has dedicated community relations officers engaging with communities impacted by mining operations on a weekly basis, enabling developments to be discussed, and concerns captured in a timely manner. The Managing Director and applicable General Managers are all accountable for stakeholder engagement during the life cycle of the mine. Both sites have stakeholder engagement plans which will be undergoing review in 2021.

2.3 We will regularly and systematically conduct due diligence to identify human rights, corruption and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those entities to which we sell our products.

Resolute is committed to respecting and promoting the dignity, wellbeing and human rights of our employees, host communities and other stakeholders. Resolute published a Modern Slavery Statement and a group-wide [Human Rights Policy](#) in 2020. In addition Resolute will be developing internal systems and action plans to undertake human rights due diligence across its sites and supply chain in 2022.

2.4 We will conduct impact assessments that involve substantive environmental components, socio-economic (including human rights where relevant) and cultural elements, and ensure that they are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate, and compensate for significant adverse impacts.

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Resolute undertakes ESIA's for each new project development as mandated by host country governments, and commissions external reviews of impacts and associated mitigation measures annually. Our site ESIA's include direct, indirect and cumulative risks (where applicable) and align with the mitigation hierarchy. Both Mako and Syama ESIA's include community health impact assessments. The results of the ESIA's are disseminated to host communities and relevant government agencies in a locally appropriate format.

2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising grievances in good faith will not face discrimination or retaliation as a result of raising their concerns.

As per 2.2, all Resolute mines are required to maintain a Community Issues and Responses Register, and a Community Complaints Handling Procedure and Register. In 2020 Resolute published group wide Grievance Procedures to ensure site-based procedures align with the group risk framework and that material grievances are escalated accordingly. Grievance procedures will be reviewed for effectiveness on a yearly basis. The number and nature of grievances received at site level are disclosed in our [Sustainability Report](#).

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Principle 3 – Supply Chain: We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.

3.1 We will adopt and publish a Supply Chain Policy and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance comparable with our own. We will conduct risk-based monitoring of compliance.

Resolute does not have a stand-alone Suppliers Code of Conduct, however suppliers are required to adhere to the Resolute Code of Conduct and other policies as per their contract. We will develop a stand-alone Supply Chain Policy and/or Suppliers Code of Conduct by Q1 2022 and ensure that it is communicated internally and externally. We will ensure that the requirements of the Supply Chain Policy/Code of Conduct developed are achievable for small and local suppliers and that regular briefings and trainings are available to them in the local language to facilitate compliance.

Resolute currently has a process for screening and on-boarding suppliers, monitoring existing suppliers for performance against the Code of Conduct, and terminating suppliers who are in breach. These process will be reviewed to align with the upcoming Suppliers Code of Conduct by Q4 2022.

3.2 We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them improve their capabilities as suppliers.

Resolute ensures that, where available, goods and services are sourced from national suppliers and from the local regions in which we operate. In Senegal, we have established links between our international suppliers and local distributors thus enabling Resolute to source goods locally and in so doing, strengthen the local supply chain. We also encourage our international suppliers to register their businesses nationally and localise elements of their operations. In addition, we provide ad hoc capacity building programs to build contractor capacity and support them in applying for procurement opportunities.

Local procurement value for 2019 and 2020 is disclosed in our 2020 [Sustainability Report](#) and will be disclosed annually thereafter. The criteria used to report 'percentage spend to empower local communities' will be reviewed in 2021 to ensure consistency across sites.

3.3 We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.

Resolute does not have a group-level position on ASM but has developed a strategy to address ASM activity in proximity of the Syama mine. There are some ASM activity in the Tomboronkoto Commune, where the Mako mine is located, but it is confined to a small area some distance from the mine site and does not have an impact on operations. As a member of the World Gold Council, Resolute will contribute to the dialogue on ASM as relevant, and, we are not currently, nor do we plan to conduct business with ASMs.

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Principle 4 – Safety and Health: We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions

4.1 We will be proactive in preventing fatalities and injuries to our workforce. Regular safety training will be conducted and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.

Resolute prioritises the health, safety and wellbeing of its employees, contractors and stakeholders above all else. A robust health, safety and security management system is currently being implemented across the Group to ensure a standardised and consistent approach is pursued in relation to risk and incident management to foster a zero harm culture.

Currently, mandatory training is received by all Resolute employees in relation to high risk work activities, critical hazard management and health and hygiene. At present, contractors have a contractual obligation to provide their own training, and we are working to extend our training to contractors in 2021. Personal Protective Equipment and associated training is provided to all employees and contractors at Resolute operations to further mitigate the risk of injury. The health and safety performance metrics captured at site (TRIFR, etc.) include contractor performance.

The Company has commissioned external audits on its health, safety and security practices and has implemented considerable actions to address the opportunities for continual improvement identified.

Resolute is working to achieve ISO:45001 Health & Safety Management System certification at its operations by Q4 2022.

4.2 We will implement safety and health management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.

Resolute is currently implementing an internationally recognised electronic health and safety management system that will systemise and standardise risk and incident management practices across the Group and afford maximum transparency relative to health and safety performance at the Company's operations.

Health and Safety Committees have been established at each operation in accordance with applicable local legislation. These committees solicit regular workforce input and feedback and help to drive employee engagement and continual improvement across all health and safety areas.

4.3 We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures. We will promote the physical and mental wellbeing of our workforce.

Occupational monitoring programs have been established at both the Syama and Mako Gold mines. A risk-based approach to monitoring has been adopted relative to the unique hazards at each operation. Monitoring and training scope includes but is not limited to noise, dust, respirable dust, air quality, infectious diseases, heat and fatigue.

Health and hygiene inspections are conducted weekly at the site kitchen and mess facilities to ensure leading practice standards are maintained. Employee mental health remains an ongoing consideration for Resolute as it operates fly-in fly-out workforces operating in remote / isolated parts of the world. The Company establishes work patterns and rosters that comply with local labour laws and affords adequate rest and recreation for employees so that they may attend to their family and personal obligations / interests.

Resolute will continue to improve its primary, occupational and emergency health care capability in the coming years.

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4.4 We will identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.

Considerable effort is invested to mitigate the health and safety risks for local stakeholders posed by Company mining activities. These include ongoing mine safety, road safety and community health education and awareness programs. The Company will be looking to engage external expertise where appropriate to strengthen the efficacy of future community health and safety efforts.

Emergency response plans and capability has been established at each operation and is regularly tested via simulation activities. Proactive measures will be undertaken in 2022 to ensure local stakeholders are actively involved in the establishment of emergency response plans and protocols where they may be affected. As an example, local stakeholder input will be obtained in the development of emergency response plans for site Tailings Management Facilities by Q4 2022.

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Principle 5 – Human rights and conflict: We will respect the human rights of our workforce, affected communities and all those people with whom we interact

5.1 We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.

As per 2.3, Resolute published a group-wide [Human Right Policy](#) in 2020 which was communicated internally and externally. Resolute has benchmarked its corporate policies against the UN Guiding Principles on Business and Human Rights and will update policies as required by Q2 2021. Resolute is developing internal systems to undertake human rights due diligence across its sites and supply chain. Both human rights systems and policies will be reviewed annually, and communicated in the Group Sustainability Reports.

Resolute has published its inaugural Modern Slavery Statement that outlines its intent to identify and eliminate modern slavery and other human rights risks from its operations and supply chains. A Human Rights Action Plan will be developed and implemented in 2022 to drive continual improvement across the Group in line with leading practice.

5.2 We will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.

Resolute will ensure that it does not cause or is complicit in human rights abuses by conducting regular human rights self-assessments across mine sites, and by reviewing relationship with governments and suppliers to ensure we are not contributing to human rights infringements. Human rights self-assessments will be conducted at sites in 2022.

5.3 We will manage security-related human rights risks through implementation of the Principles on Security and Human Rights.

Resolute is committed to the implementation of the Principles on Security and Human Rights, as stated in its Group [Health, Safety & Security Policy](#); and ensures that any action taken by personnel, and public or private security providers are consistent with the protection and promotion of human rights. A MoU, referencing the Principles, is in place between Resolute and the Malian government, and training will be provided by Q4 2021.

5.4 We will implement the Conflict-Free Gold Standard (CFGs). We will ensure that when we operate in conflict-affected or high-risk areas our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.

Resolute is operating in compliance with the requirements of the Conflict-Free Gold Standard and secured external assurance, as per the requirements of the WGC. Resolute is not currently operating in a conflict-affected or high-risk area and will review this position on an annual basis. The outcome and external assurance report is disclosed on our website.

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Principle 6 – Labour Rights: We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices

6.1 We will ensure that our workforce receives fair wages and benefits relative to relevant national and local benchmarks, norms and regulations

Resolute's entire workforce are paid in accordance with the applicable labour laws in the jurisdictions in which we operate. On most occasions, Company employment conditions and salaries significantly exceed the minimum requirements prescribed in the labour laws. Resolute reviews its employment conditions and benefits annually across the Group or as required in response to legislative changes.

6.2 We will engage regularly and constructively with our employees and their representatives and strive to ensure a workplace free from bullying and/or harassment and unfair discrimination

The Company engaged regularly with its workforce, via formal internal communications, CEO updates, training and management driven mechanisms such as toolbox discussions and pre-start meetings. Managers and corporate employees receive training in workplace harassment, bullying and discrimination with expected standards of behaviour clearly outlined in the Company's Code of Conduct and other policies.

Union officials / committees and staff delegates are active at the operations and facilitate broader workforce engagement initiatives. Resolute respects freedom of association rights and works to maintain constructive relations with its workforce and unions at all times.

6.3 We prohibit child labour and modern slavery in our operations and in our supply chains.

Resolute has outlined its commitment to preventing / eliminating Modern Slavery, child labour and any other human rights violations at its assets and along its supply chains via its Modern Slavery Statement and Human Rights policies. The Company will undertake annual human rights risk assessments at its assets commencing in 2021.

6.4 We will uphold the legal rights of our workforce to associate with others and to join or to refrain from joining labour organisations of their choice and to bargain collectively without discrimination or retaliation.

As per 6.2, the Company respects the freedom of association rights of its employees and works to maintain constructive relationships with both asset-level and central union bodies.

6.5 We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically under-represented groups and will report on our progress.

Resolute's commitment to diversity and inclusion is captured in its [Diversity and Inclusion Policy](#), which was reviewed in 2020. Workforce demographics including but not limited to gender and local employment are recorded and reported regularly. Measurable performance metrics on gender diversity across all business areas have been approved by the Board, and will be reported on from 2022.

6.6 We are committed to identifying and resolving barriers to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes, we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations

As above. Business systems and processes are regularly reviewed to ensure they do not unintentionally discriminate between male and female employees. The Company is currently developing diversity and inclusion training including conscious / unconscious bias and will be looking to implement this by Q4 2021.

6.7 We will provide a confidential mechanism through which employees and other associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.

The Company [Whistleblower Policy](#) provides a confidential avenue for employees and stakeholders to raise ethical concerns regarding business activities and ensures they are free from subsequent retaliation.

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Principle 7 – Working with communities: We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect.

7.1 We will consult regularly and in good faith with the communities associated with our operations on matters of interest to them, and will take account of their perspectives and concerns.

Resolute understands the importance of regular and transparent communication with host communities. Both Mako and Syama have stakeholder maps and engagement plans, and engage with host communities on a weekly basis. All concerns raised by the communities are logged in a Community Complaint Register and subsequently addressed. A Community Complaints Register is operational at Mako and will be implemented from Q2 2021 in Syama.

7.2 We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, indigenous people, children and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard and that this knowledge is integrated into how we do business.

Resolute engages with communities surrounding its mine sites through a number of permanent and ad hoc culturally appropriate consultation structures. We engage separately with women and youth and other vulnerable groups to ensure engagement and win-win relationships are established where possible. At all sites, Resolute has dedicated community outreach staff that can inter alia, evaluate the effectiveness of the engagement. Resolute recognises that engagement/relationships with local communities is an ongoing focus requiring continuous improvements.

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7.3 We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, and procurement opportunities for local businesses and social investment.

As per its [Social Performance Policy](#), Resolute seeks to create benefits for host communities by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of these communities and the principles of sustainable development. At each site, multiple community committees are in place to facilitate community engagement and positive outcomes. In Syama, 5 year Community Development Plans and budgets are developed and approved by the government. In Mako, a Social & Environmental Investment Fund Strategy aligns with local development priorities. The local government prioritises which projects they want funded year on year with the available funds.

7.4 We will seek to obtain and sustain the broad-based support of communities affected by our activities.

As per its [Social Performance Policy](#), Resolute engages regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our operations. Community perception surveys are implemented every 2 years at Mako and will be implemented from Q3 2022 in Syama.

7.5 We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.

Resolute does not operate in areas where economic migration or influx has been identified as a risk however, the Company's strong commitment to local employment and its robust recruitment practices are effective influx deterrents. Resolute contractors must also comply with these local recruitment requirements at all times.

7.6 We will respect the collective and customary rights, culture and connection to the land of indigenous peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.

Resolute's [Social Performance Policy](#) states that it will respect the collective rights, history, culture and connection to the land of Indigenous People, and will consult meaningfully to seek to obtain their free, prior and informed consent for any business activity that could adversely impact them throughout the lifecycle of the mine. Resolute has culturally appropriate stakeholder engagement and grievance procedures at each sites. Cultural Awareness training for employees will be developed in 2022.

7.7 We will seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We will put in place chance finds procedures at all relevant operations.

Resolute undertakes cultural heritage surveys as part of ESIA's, and aims to preserve, and manage the impacts of mining operations on cultural heritage during the mine lifecycle. Resolute will develop a Chance Find procedure for Q1 2022 and raise awareness/provide training on the procedures to employees and contractors by Q3 2022.

7.8 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly available planning framework, restoration of established livelihoods and the provision of fair and timely compensation. We will seek to minimise adverse impacts on displaced people.

Resolute seeks to 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. Resolute is developing a group Livelihood Resettlement Standard that is aligned with best practice, to be finalised in 2021. We will review, and where needed, establish programmes to monitor the wellbeing of resettled households in 2022.

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Principle 8 – Environmental stewardship: We will ensure that environmental responsibility is at the core of how we work.

8.1 We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimize, mitigate or compensate for significant adverse impacts on the environment relating to our activities.

Resolute developed an updated Corporate [Environment Policy](#) in 2020, to strengthen the governance of environmental stewardship across the group. This policy will ensure environmental risk and opportunity are captured in the Company's Risk Management Framework and managed effectively, ESIA's are integrated into all significant planning processes, and adverse business-related impacts are addressed according to the mitigation hierarchy.

Resolute will pursue an ISO: 14001 Environmental Management System certification across its operations and ensure compliance with these standards by Q4 2022.

8.2 We will design, build, manage and decommission tailings storage and heap-leaching facilities and large-scale water infrastructure using ongoing management and governance practices in line with widely supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.

Resolute takes a proactive approach to tailings dam management from daily inspections, monitoring of the site water balance, analysis of piezometer data and annual inspections by certified external engineers. All our facilities have Management Plans and Emergency Response Plans. Comprehensive data on tailings was submitted to the Church of England Global Tailing Initiative for external disclosure. We will review our tailings management and governance against the Global Tailings Standard by Q4 2021.

8.3 We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide, we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice set out in the International Cyanide Management Code.

Resolute has waste management plans for all sites, covering transportation, handling, storage and disposal of hazardous material. Both Syama and Mako use cyanide to process gold, Mako was audited in 2019 against the International Cyanide Management Code principles and standards of practice, and an audit will be scheduled for Syama in 2022.

8.4 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere, arising from our activities, and minimise them. We will only sell mercury thereby captured for uses recognized as acceptable by international conventions.

Resolute does not use mercury to extract gold on its sites, nor does it purchase gold produced by third parties.

8.5 We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust, blasting and vibration.

Resolute maintain systems and practices to seek to minimise impacts to local communities associated with airborne emissions, dust, noise, blasting and vibration. Our mine sites implement a comprehensive programme of environmental monitoring according to thresholds identified during the ESIA's. Any recorded values above those thresholds will trigger a mitigation response. Host communities are engaged on an ongoing basis, and can rely on an established grievances process to raise any concerns.

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Principle 9 – Biodiversity, land use and mine closure: We will work to ensure that fragile ecosystems, critical habitats and endangered species are protected from damage, and will plan for responsible mine closure.

9.1 We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain for biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.

Resolute implements biodiversity management plans that adhere to the mitigation hierarchy at all operational sites. As per Resolute's [Environment Policy](#), we seek to ensure that there is no net loss of critical habitat, and where possible, work with others to produce a net gain for biodiversity.

At Mako, ecological monitoring against the baseline is conducted annually, and a biodiversity offset is being developed to counteract residual impacts in partnership with international conservation NGOs. In Syama, a biodiversity monitoring schedule is being established. Currently, Resolute is not prioritising adaptation strategies in its management of ecosystems and will explore this approach in 2022.

9.2 We will not explore or seek to develop new mining operations in areas designated as World Heritage Sites

Resolute does not explore nor seek to develop new mines in World Heritage designated areas, as per our [Environment Policy](#).

9.3 We recognise the importance of integrated land use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.

As per 9.1 Resolute adopts the mitigation hierarchy in the development of its operations and seeks to avoid and minimise, impacts on biodiversity and host communities. A formal permitting process is in place, in both Mali and Senegal, to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora or fauna. A Land Clearance Permit is mandatory for all land disturbance activities. Resolute undertakes assessments of the needs of host communities with regards to access to land during land-use planning and in ESAs.

9.4 We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including rehabilitation of land, beneficial future land use, preservation of water sources and prevention of acid rock drainage and metal leaching.

Resolute has mine closure plans in place for all its assets and these plans and associated costs are reviewed and updated annually. We incorporate closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation, or the restoration of disturbed land during the mining process rather than large-scale works at the end of a mine's life.

Plan for responsible mine closure are drawn in consultation with authorities, affected communities and other relevant stakeholders. Our closure plans address the preservation of water sources and the potential for acid rock drainage. At Mako, all the waste rock samples tested were classified as non-acid forming, while at Syama, a test programme is being undertaken in 2020 to assess the % of mineral waste that is geochemically reactive, and the mine closure plan will be adapted accordingly. Resolute is not currently implementing any mine closure plan.

Resolute Mining self-assessment against the Responsible Gold Mining Principles



Principle 10 – Water, energy and climate change: We will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.

10.1 We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint, including, where possible, through increased recycling.

As per Resolute's [Environment Policy](#), operations use water responsibly and efficiently in cooperation with authorities, and ensure they do not adversely affect the overall quality of catchment water resources available to other users. Resolute does not operate in an area of high water stress and there is low risk that its operation will impact on water availability at the local level. The operations abstract raw water from surface sources during high-flow periods only and under strict licence conditions to maintain / protect environmental flows. Resolute maintains a water balance model at each of its operations to track water input, output and losses. The water balance model is calibrated to meet licence conditions. Resolute does not have group-wide targets on water use, efficiency, conservation or recycling targets. These will be established by Q4 2022.

Through its community development programme, Resolute actively supports local communities to improve water security through improved access to surface and groundwater sources. To this date, there have been no stakeholder conflicts due to water usage.

10.2 Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.

Resolute aims to avoid the release of pollutants or, when avoidance is not feasible, minimise and/or control the intensity and mass flow of their release. Resolute maintains a comprehensive surface and groundwater monitoring program at its operating sites. In FY19, no significant downstream chemical water quality issues were recorded at our operations.

At Syama, run-off from mine-affected areas discharges to three ephemeral creeks, before entering larger catchments. Surface water and groundwater quality were mostly within applicable ESIA guidelines, however some parameters periodically exceed applicable discharge and ambient standards. Engineering and environmental studies commenced in 2019 to improve containment of potentially contaminated drainage downstream of the site for reuse in the Process Plant. At Mako, the Gambia River met ambient standards for chemical water quality during 2019 for all parameters except TSS and Aluminium (Al). Investigations performed by the Company indicate that the main source of sediment is the presence of semi-mechanised mining and is unrelated to the development of Mako. We will review catchment-based water management SoPs to ensure alignment with international best practice in 2021.

10.3 We support the objectives of global climate accords through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.

Resolute recognises the significance of climate change as a global issue and its responsibility to reduce GHG emissions from its operations. Resolute has published a Climate Change Commitment that expresses support to the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C. We will undertake a carbon footprint assessment at each site by Q4 2022 and determine measures that can be taken to avoid, reduce or mitigate carbon emissions.

Resolute Mining self-assessment against the Responsible Gold Mining Principles



10.4 We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our CO2 equivalent emissions in line with accepted reporting standards.

Resolute published its GHG emissions Scope 1 & 2 in 2019, and Scope 1, 2, & 3 emissions in its 2020 [Sustainability Report](#). During 2021, the company will undertake a site based assessment to determine the extent to which climate change could impact the company's operations, and assess the viability of switching to cleaner energy, investing in renewable energy to replace fossil fuel usage, and adopting technology to reduce GHG emissions. Resolute is actively reducing its operations at Syama by constructing a hybrid power station to reduce both power generation costs and GHG emissions by up to 20%.

Resolute Mining self-assessment against the Responsible Gold Mining Principles



4. Road map for compliance with the RGMPs

Resolute has identified the following corporate and or site level procedures and processes requiring strengthening to align with the RGMPs. These will be addressed by Q4 2022.

RGMPs Compliance Requirements: Action Items	Internal Deadlines 2020-2021				
	Q4'20	Q1'21	Q2'21	Q3'21	Q4'21
1.7.1 Sustainability performance linked to executive compensation					
1.7.2 Self-assessment against the RGMPs: external assurance of progress and disclosure on website					
1.7.3 Supporting statement to the RGMPs published in Sustainability Report					
2.3.1 Publish a group-wide Human Rights Policy					
2.5.1 Review grievance procedures at Syama and Mako to align with the group risk framework					
3.2.1 Review criteria used to report 'percentage spend to empower local communities' to ensure consistency across sites					
5.1.2 Benchmark and review corporate policies against the UN Guiding Principles on Business and Human Rights					
5.2.1 Conducting human rights self-assessments in Mako and Syama					
5.3.1 Provide training for national security providers on the UN Principles on Security and Human Rights					
5.4.1 Implement the Conflict-Free Gold Standard and secure external assurance					
6.6.1 Implement group-wide Diversity & Inclusion training					
7.1.1 Develop a Community Complaints Register at Syama					
7.8.1 Finalise the group Livelihood Resettlement Standard					
8.2.1 Review tailings management and governance against the Global Tailings Standard					
9.1.1 Establish a biodiversity monitoring schedule in Syama					
10.2.1 Review catchment-based water management SoPs to ensure alignment with International best practice i.e. ICMM					
10.4.1 Undertake a GHG assessment for all assets					
10.4.2 Disclose climate change information in alignment with the TCFD					
10.4.3 Conduct site-based climate change risk and GHG emissions reduction assessments					

Resolute Mining self-assessment against the Responsible Gold Mining Principles



RGMPs Compliance Requirements: Action Items	Internal Deadlines 2022			
	Q1'22	Q2 '22	Q3' 22	Q4 '22
2.3.2 Undertake a human rights due diligence at site and supply chain level				
2.5.2 Monitor grievance procedure effectiveness on a yearly basis				
3.1.1 Develop a Supply Chain Policy and/or Supplier Code of Conduct				
3.1.2 Review processes for screening, on-boarding and monitoring suppliers, to align with the Suppliers Code of Conduct				
4.1.1 Achieve ISO:45001 Health & Safety Management System certification across all operations				
4.4.1 Involve local stakeholders in the establishment of emergency response plans				
5.1.1 Implement a Human Rights Action Plan				
6.5.1 Implement Diversity & Inclusion performance metrics across the Group				
7.4.2 Implement a community perception survey at Syama				
7.6.1 Develop Cultural Awareness training for employees				
7.7.1 Develop Change Finds procedures				
7.7.2 Raise awareness/provide training on the Chance Finds procedures to employees and contractors				
7.8.2 Review and/or establish programmes to monitor the wellbeing of resettled households				
8.1.1 Achieve ISO:14001 Environmental Management System certification across operating sites				
8.3.1 Audit of Syama SoPs against the International Cyanide Management Code				
9.1.2 Review adaptation strategies applicable in the management of ecosystems at Mako and Syama				
10.1 Establish group-wide targets on water use, efficiency, conservation or recycling targets				
10.3.2 Undertake a carbon footprint assessment for all assets				