

## 1. Introduction

This Supplier Code of Conduct is intended to govern the conduct of Suppliers, when doing business with, or on behalf of, Resolute. It sets standards of ethical, socially responsible and sustainable conduct that Resolute requires from its Suppliers.

Resolute adheres to the core principles of fairness, honesty, respect and integrity to ensure it maintains its reputation as a solid corporate citizen. These guidelines define the expectations placed on not only its Personnel, but also its Suppliers, and ultimately define Resolute's work culture.

Resolute is committed to conducting its business in an ethical, socially responsible and sustainable manner, and in turn requires its Suppliers, who are a vital contributor to the Resolute's business, to conducting their business with the same ethos. To that end, Resolute seeks to utilise its supply chain and procurement to increase the positive impact of the company on local, regional and national economies, and support Resolute's suppliers to have a sustainable procurement policy in place for their suppliers.

## 2. Laws and Contractual Obligations

Suppliers must comply with;

- (i) All relevant laws and regulations in every jurisdiction that they conduct their business with, or on behalf of, Resolute; and
- (ii) Their contractual obligations to Resolute.

If the applicable laws in force in certain countries are less stringent than the requirements of this Supplier Code of Conduct, Suppliers must comply with this Supplier Code of Conduct, Resolute requires Suppliers to comply with such local laws.

## 3. Health, Safety and Security

The health, safety and wellbeing of its employees' is Resolute's first priority as we recognise that a healthy and engaged workforce is critical to sustaining business performance

In its Health, Safety and Security Policy, Resolute commits to protecting the health, safety and wellbeing of its Personnel, Suppliers, 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.

Suppliers must anticipate, identify, and assess emergency situations and events and minimise their impact by implementing emergency plans and response procedures.

Each Supplier must comply with;

- Resolute's Health, Safety and Security Policy and all related standards and procedures;
- any contractual terms with respect to health and safety in its contract with Resolute; and
- if applicable, all site-specific health, safety and security policies and procedures.

Resolute expects its Suppliers to;

- implement safety management systems that align with Resolute standards and provide appropriate training, resources and personal protection equipment to ensure occupational hazards are minimised;
- build effective visible leadership to model desired safety behaviours and drive understanding and compliance; and
- empower personnel to stop work immediately if a task is perceived to be unsafe and further risk mitigation is needed.

## 4. Working Responsibly

Resolute is committed to maintaining an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of harassment and discrimination, founded on the principles of equal opportunities for people of all backgrounds and is sensitive to the cultures and jurisdictions in which it operates.

Suppliers must therefore be committed to providing safe, respectful and fair employment conditions, in line with the Core Labour Principles of the International Labour Organisation (ILO), the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights. This includes a commitment to having a zero tolerance for all forms of modern slavery, forced labour and child labour and taking steps to eliminate modern slavery and all forms of child labour from their supply chains.

Each Supplier must comply with:

- Resolute Working Responsibly Policy.
- Resolute Diversity and Inclusion Policy.
- Resolute Sexual Harassment Policy.
- All laws, regulations and licence conditions in force in the jurisdictions in which the Company operates, in particular with regards to working hours, minimum wages and overtime compensation and legally mandated benefits.
- Where applicable, any Site-specific policies and standards.

## 5. Environmental Protection

Resolute aims to operate in an environmentally responsible manner, to minimise the impact of its activities and enhance the environment in the jurisdictions in which it operates.

In its Environmental Policy, Resolute commits to environmental stewardship and seeks to implement robust management systems, practices and standards to mitigate impacts and safeguard natural resources for future generations. Resolute recognises the challenges that climate change presents and its role in supporting the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C and transition towards carbon neutrality by 2050 (or sooner). In its Climate Change Statement, it acknowledges that reducing energy and water consumption and associated costs are a key element to continued business success,

Suppliers must conduct their operations to avoid, mitigate and manage negative impacts on the environment.

Each Supplier must comply with;

- Resolute's Environmental Policy, Water Stewardship Policy, Tailings Management Policy and all related standards and procedures;
- any contractual terms with respect environment y in its contract with Resolute; and
- if applicable, all site-specific environmental policies and procedures.

Resolute expects its Suppliers to abide by;

- all applicable environmental laws;
- local and international standards;
- best industry practices;
- manage environmental risks and develop internal procedures, as required, to manage the impacts of chemicals, hazardous materials and spillages; and
- be mindful of the use of resources, aim to reduce freshwater use, waste generation and greenhouse gas emissions.

## 6. Social Performance

Resolute understands that local communities are at the heart of the livelihood of its operations and are fundamental to its day-to-day work.

In its Social Performance Policy, Resolute commits to maintaining high social performance standards, and the establishment of robust management systems, practices and standards and safeguards to mitigate adverse business impacts and contribute to the sustainable development of local communities. to implement safeguards, mitigate impacts, and contribute to the socio-economic advancement of host communities.

Resolute is committed to building strong relationships and proactively engaging in dialogue with local communities and institutions, as well as the government at a local, regional, and national level. Ultimately, Resolute believes that the construction and operation of its mines can serve as a catalyst for further long-term regional development.

In addition to its mining investments, Resolute also facilitates community development programs with a special focus on education and training. Resolute launches and finances other sustainable income-generating projects, which seek to build the momentum that will attract other investors and ultimately create local sustainable economic capital for the region.

Resolute encourages its Suppliers to also sponsor and undertake community initiatives in coordination with Resolute. Suppliers must give preference to local workforce, goods and services where possible. In addition, Suppliers must assess and mitigate any negative impacts their work may have on local communities and individuals.

Each Supplier must comply with:

- Resolute's Social Performance Policy and all related standards and procedures.
- any contractual terms with respect to social performance in its contract with Resolute; and
- if applicable, all site-specific social policies and procedures.

Resolute expects its Suppliers to abide by:

- local and international standards; and
- best industry practices.

## 7. Human Rights

In its Human Rights Policy, Resolute commits to respecting all the internationally recognised human rights of its Personnel, Suppliers, host communities and other stakeholders in accordance with 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 United Nations Universal Declaration of Human Rights

Resolute will and the implementation of robust management systems, practices and standards that aim to prevent, avoid, mitigate and remedy harmful human rights impacts at our operations and along its supply chains. Furthermore, in its Social Performance Policy, Resolute commits 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.

Additionally, as an international mining company, Resolute are cognisant that the risk of modern slavery exists within its business and supply chain, due to the nature and location of its activities, and the broader socio-political environments in which it operates. Therefore, in its Modern Slavery Voluntary Statement, Resolute commits to implementing and enforcing effective internal processes that aim to eliminate the risk of modern slavery, both within its business and its supply chain.

## 8. Ethics

Resolute is committed to acting in accordance with its core principles, not only when dealing with its Personnel and Suppliers, but also when dealing with government authorities, agents and the community as a whole.

Resolute aspires to achieve best practice, creating opportunities for Resolute's business partners to assist both its stakeholders and communities, while operating openly, honestly, with integrity and responsibility and maintaining a strong sense of corporate social responsibility. In maintaining its social corporate responsibility, Resolute will conduct its business ethically, adhere to the core principles, encourage community initiatives, consider the environment and ensure a safe, equal and supportive workplace.

Suppliers must;

- be committed to the highest standards of ethical conduct when dealing with workers, Suppliers, government and regulatory authorities and Resolute;
- uphold fair business standards in advertising, sales and competition – employees of Suppliers must act in a fair and impartial manner and should avoid both real and perceived conflicts of interest in the business they do with, or on behalf of, Resolute;
- disclose information regarding their business activities, structure, financial situation, and performance in accordance with applicable law and prevailing industry practices;
- safeguard customer information in accordance with applicable law;
- maintain all confidential information about, or provided by, Resolute in strict confidence, except when disclosure is authorised by Resolute, or legally mandated;
- respect intellectual property rights in their business dealings with, or on behalf of, Resolute – transfer of technology and know-how must be done in a manner that protects intellectual property rights.

## 9. Anti-Bribery and Corruption

Resolute conducts its business ethically, with a zero-tolerance approach to corporate wrongdoing, irrespective of local standards and practices in the places where Resolute conducts its business.

In its Anti-Bribery and Corruption Policy, Resolute commits to being a responsible corporate citizen. Resolute interprets its responsibilities as not only requiring it to comply with the laws respectively binding upon each of its entities, but also requiring it to conduct its business in accordance with the ethical principles and practices set out in its Code of Conduct.

The principles of Resolute's Anti-Bribery and Corruption Policy have been incorporated in all of Resolute's contract templates and are based on relevant anti-bribery and corruption legislation, such as the United States Foreign Corrupt Practices Act, the UK Anti-Bribery Act and the Canadian Corruption of Foreign Public Officials Act.

Each Supplier must comply with;

- all relevant legislation;
- Anti-Bribery and Corruption Policy; and
- any contractual terms with respect to anti-bribery and anti-corruption in its contract with Resolute.

In addition, Suppliers are expected to report any suspected violations of such anti-bribery and corruption obligations and standards.

## 10. Suppliers risk identification and risk management

Resolute will implement and maintain an ongoing supplier sustainability risk identification process to identify at risk suppliers and evaluate mitigation actions.

Site managers are responsible to define the assessment strategy annually including as a minimum supplier's target, engagement strategy, risks identification methodology, reporting commitment and budget.

The sustainability assessment will include but will not be limited to site visits, questionnaires, external audits, suppliers' surveys, stakeholder interviews. Each site manager will develop an annual plan to conduct the assessment and will maintain it and update it annually.

Site managers will implement supplier risk management measures to manage sustainability risks and be responsible for communicating it to corporate including the scope of measures, the supporting evidence and engagement done with relevant suppliers.

## 11. Sustainability Monitoring and Corrective actions

Resolute follows its Vendor Creation and Amendment Standard, which involves a Supplier due diligence exercise conducted by our Finance department in collaboration with other relevant departments such as Legal, Communities and Environment.

The various site Supply Chain department members have the responsibility to ensure that Suppliers continue to comply with this Supplier Code of Conduct and take the necessary measures to sanction violations.

Resolute will implement ongoing sustainability monitoring actions to assess our supplier's behaviour, including, but not limited to company visit or external third parties' audits.

## 12. Supply Chain Reporting

Resolute is committed to publicly report our supply chain management approach, strategy, audits, mitigation and remedy action in the Annual Sustainability Report.

## 13. Resolute Policies and Standards

Resolute has adopted several policies and standards, listed below, and follows a number of international guidelines and standards. Resolute expects Suppliers to abide by them.

### Policies

- Code of Conduct
- Human Rights Policy
- Anti-Bribery and Corruption Policy
- Working Responsibly Policy
- Sexual Harassment Policy
- Diversity, Equity and Inclusion Policy
- Health, Safety & Security Policy
- Environment Policy
- Water Stewardship Policy
- Social Performance Policy
- Tailings Management Policy

### International Standards

- Responsible Gold Mining Principles
- Conflict Free Gold Standard
- UN Sustainability Development Goals
- UN Global Compact Principles
- UN Basics Principles of the Use of Force and Firearms by Law Enforcement Officials
- UN Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights
- IFC Environmental and Social Performance Standards
- Extractive Industry Transparency Initiative
- World Health Organization Guidelines for Drinking Water Quality

- Conflicts of Interest Policy
- Whistleblower Policy
- Supply Chain Policy
- International Cyanide Management Code for the Manufacture, Use of Cyanide in the Production of Gold
- ISO 14001 Environmental Management System
- ISO 14001 Occupational Health Safety Management System

## 14. Violation Reporting

Resolute has high ethical standards of behaviour and expect honesty, openness and integrity in everything it does.

Suppliers are expected to instruct their directors, officers, employees and subcontractors to report suspected violations of this Supplier Code of Conduct and Resolute Policies to a confidential and anonymous Whistleblower hotline, which is independently managed and operated by an independent third party. Resolute has established a Whistleblower Policy to ensure that Personnel and Suppliers who make such reports are supported, and wherever possible, are protected from any detrimental consequence as a result of their disclosure.

The Whistleblower hotline in Australia is 1800 500 965 (+223 21 66 0510 in Mali and +221 800 001 617 in Senegal) and is available 24 hours a day, 7 days a week. All calls to, or other communications with, the independent hotline are completely confidential.

## 15. Definitions

**Director** means a director of Resolute.

**Employee** means an employee of Resolute.

**Personnel** means Directors and Employees.

**Resolute** means RSG and its subsidiaries and related entities.

**RSG** means Resolute Mining Limited ACN 097 088 689.

**Supplier** means suppliers, contractors or consultants that are engaged by Resolute to supply goods and/or perform services, and includes such companies' directors, employees and subcontractors.

## 16. Approval and Review

This document is to be reviewed annually by the Board.

Version	RIGS Document Category	Date	Status	RIGS Document Owner	Reviewer	Approver	Approval Date
0.00	Board	11/05/2023	Reviewed	<b>Michael Minnaar</b>	<b>Terence Holohan</b>	<b>Martin Botha</b>	11/05/2023
				<i>Group Study and Supply Manager</i>	<i>Managing Director &amp; CEO</i>	<i>Chair</i>	