

This statement is published by Resolute Mining Limited (**Resolute** or **Company**) in accordance with the requirements of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and details our approach in addressing human rights and modern slavery risks across our business and supply chains.

This statement covers Resolute's fourth reporting period for the year ending 31 December 2023. This statement was developed by the Resolute Sustainability Team and approved by the CEO & Managing Director.

## 1. About Resolute

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

The Company currently operates two mines, the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako). The Company's Global Mineral Resource base comprises 11.2 million ounces of gold and Global Reserves of 4.4 million ounces of gold. Sustainability is a core Company Value.

Resolute's flagship Syama Gold Mine is a world class long-life asset over 85km of strike in a highly prospective gold region. In 2023 it produced 211,146 ounces of gold. Resolute's Mako Gold Mine is a conventional open pit mine and processing operation with near-mine potential. It produced approximately 119,846 ounces of gold. Resolute is also active in exploration with drilling campaigns across our African tenements with a focus on Mali, Senegal, and Guinea.

Resolute has corporate offices in Perth, Australia and London, UK and employed approximately 3,569 employees and contractors at the end of December 2023.

## 2. Our Commitment

Resolute is committed to respecting and protecting the human rights of all employees, contractors, suppliers, business partners and the communities that we interact with through the course of our business activities, and this includes eliminating all forms of modern slavery. We view this responsibility as not just an essential ethical business practice, but also key to ensuring we create long-term value for our shareholders, to promoting sustainable development in our host countries, and integral to maintaining our licence to operate.

As an international mining company, we are cognisant that the risk of modern slavery exists within our business and supply chain, due to the nature and location of our activities, and the broader socio-political environments in which we operate. As a responsible company, we are committed to implementing and enforcing effective internal processes that aim to eliminate the risk of modern slavery both within our business and our supply chain. We understand that identifying instances of modern slavery, especially in areas where business relationships are further from core operations, will be complex, and that working collaboratively with governments and civil society can drive long lasting sustainable solutions.

## 3. Our Supply Chain

Resolute works across the whole spectrum of the gold mining value chain including exploration, development, mining, processing, rehabilitation, and closure.

We partner with a range of suppliers and contractors that provide mining plant, infrastructure, spare parts, consumables, specialist services, security, catering, and related services. Many of the critical goods and services required to operate a mine are highly specialised and may only be available from international suppliers. Subject to availability, we source goods and services from national suppliers and where possible from the local regions in which we operate. The procurement of goods and services is performed at both corporate and site level.



## 4. Our Approach

Resolute is a responsible organisation and recognises the need to review its internal processes to ensure modern slavery risks are effectively identified and mitigated. Resolute's approach to addressing the risks caused by modern slavery in its business and supply chain will be founded on its capacity to establish robust systems for corporate governance, policies & procedures, risk identification and management, training and awareness, stakeholder engagement, and performance review. Human Rights is a Strategic Priority Area under the Governance & Integrity Pillar of Resolute's Sustainability Strategy.

### 4.1 Corporate Governance

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.

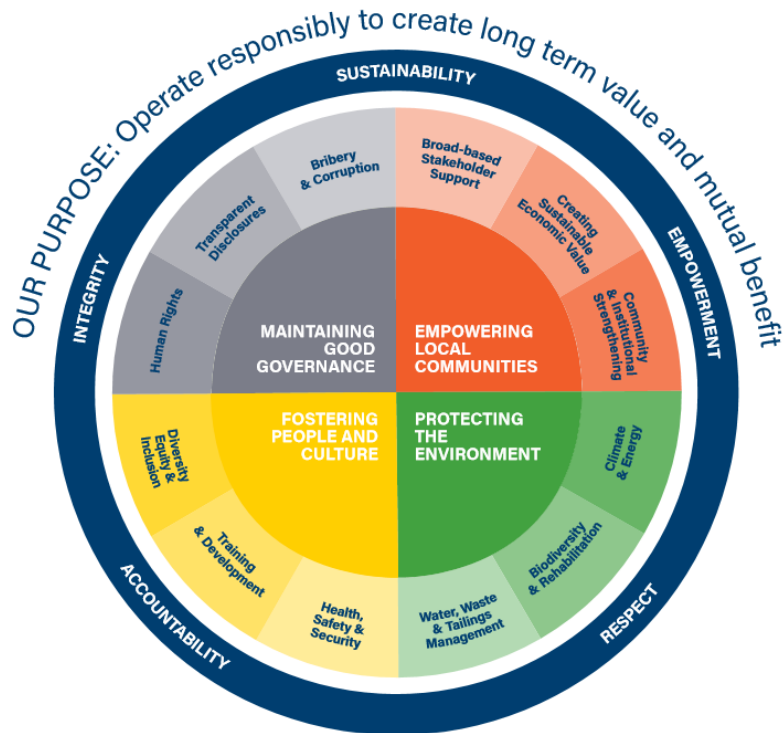
The governance and oversight responsibility for our sustainability strategy is assigned to the Sustainability Committee. The Committee is chaired by the CEO and consists of several non-executive directors who each have diverse knowledge, skills and experience within the remit of the Committee. The focus of the Committee is guided by the Sustainability Committee Charter which broadly covers all health, safety, security, environment and community (HSSEC) and people matters. This includes the adequacy of all systems in place to effectively manage ESG and regulatory risk and opportunity across the Company and makes specific reference to human rights governance.

Resolute’s corporate governance framework enables Board and Executive action so that human rights and modern slavery risks in the business and supply chains can be identified, addressed and remediated to ensure human rights are respected and protected across operations and projects.



The Sustainability Committee guides the Remuneration Committee in the setting of short and long-term sustainability targets and assists with assessments of performance against these metrics. The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance. Sustainability considerations have been incorporated into both short-term and long-term incentive plans and are linked to assessments of Executive and asset-level performance at Resolute. The Executive team report performance on sustainability matters, including human rights, to the Committee at each of its four meetings per year.

Sustainability is a core value at Resolute and central to our commitment to operating responsibly across all jurisdictions. The Sustainability Strategy, in which human rights is recognised as a key area, is the Company’s primary tool used to prioritise effort and embed a culture of sustainability in the coming years.



Sustainability Strategy Diagram

## 4.2 Policies & Procedures

Resolute is committed to being a responsible corporate citizen and to creating a culture of ethical behaviour as set in its Code of Conduct. The Code of Conduct ensures that all personnel comply with legal and ethical standards, and promote the principles of integrity, honesty and respect in the performance of their duties. 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. Its application is strengthened by a Whistleblower Policy that provides reporting channels for employees and contractors to report inappropriate conduct. In 2022, Resolute published a stand-alone Suppliers Code of Conduct that will be used going forward. These policies are central to creating a business environment where human rights are respected, and where modern slavery practices are systematically identified and mitigated.

Resolute’s policies and procedures are reviewed annually, approved by the Board and are consistent with principles of equal opportunity and fair treatment. All personnel must adhere to the Equal Employment Opportunity – Anti-Discrimination, Anti-Bullying and Anti-Harassment Procedure and the responsibility it places on employees to respect the rights of individuals. Personnel are responsible for upholding this procedure and eliminating any practices and behaviour which are discriminatory, or which could lead to discrimination, workplace bullying or harassment in the workplace.

At Syama and Mako, we have employee representative committees whose members have been elected by the workforce to represent them in discussions and negotiations with site management. All employees also have access to a grievance mechanism should they wish to file a complaint.

Continual improvements are made to ensure Resolute’s corporate policy framework establishes a clear and consistent pathway for improved sustainability performance commensurate with the World Gold Council’s Responsible Gold Mining Principles, company strategy and stakeholder expectations.

All Company policies are benchmarked against the UN Guiding Principles of Business and Human Rights and are available on the Company’s website. Resolute will continue to refine its policy framework in line with material ESG challenges impacting the resources sector.

### 4.3 Risk Identification & Management

Resolute adopts a consistent approach to both corporate and asset-level risk management. Significant residual operational risks are integrated into our Enterprise Risk Management Framework (ERMF) which is reviewed regularly by the Resolute Executive and overseen by the Audit and Risk Committee of the Board. The ERMF prescribes the methodology, minimum performance standards and risk appetite applicable to the assessment and treatment of strategic, corporate, operational, ESG and project risk and opportunity.

The Committee provides oversight and guidance to the assessment and treatment of actual and emerging ESG risks and opportunities across the Company and makes specific reference to human rights. ESG risks and opportunities are discussed as a standing agenda item at all meetings of the Committee, with key actual or emerging risks escalated to the Board as required. The below figure outlines Resolute’s ERMF.

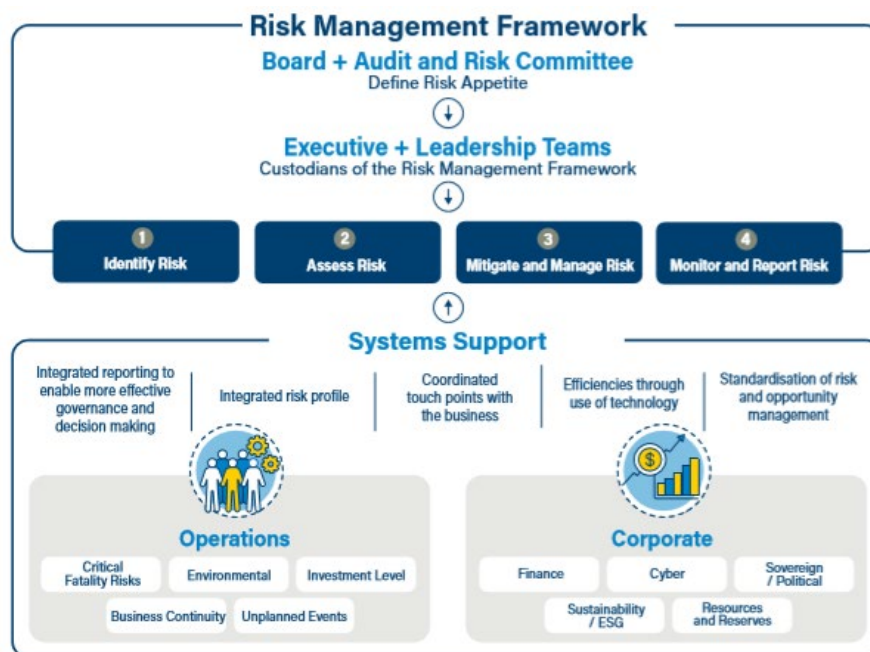


Figure 5. Risk Management Framework

Resolute considers human rights compliance to be a material issue. Their level of risk depends on key intersecting factors including geography, sector, services and employment practices and supplier capacity. These are outlined in further detail below.

Resolute developed a self-assessment methodology to identify and assess business impacts and opportunities and carried out an external Human Rights Risk Assessment at the end of 2023. This is the first step to implementing an ongoing human rights due diligence process and human rights strategy across its sites and supply chain.

## 4.3.1. Geography

Exposure to modern slavery risks will be correlated to the social, political, and environmental conditions in the countries in which Resolute and its suppliers operate. Using indicators to assess prevalence, vulnerability, and the effectiveness of government responses to address modern slavery in these countries will be central to understanding the level of risk and to prioritising interventions.

Country	Estimated number of people living in modern slavery	Vulnerability to modern slavery	Estimated prevalence of modern slavery (per 1000 of population)	Government response rating
Australia	41,000	7/100	1.6/1000	67/100
United Kingdom	122,000	14/100	1.8/1000	68/100
Mali	106,000	73/100	5.2/1000	31/100
Senegal	49,000	53/100	2.9/1000	40/100
Guinea	53,000	66/100	4.0/1000	36/100

***Prevalence of modern slavery in the countries in which Resolute operates  
(Global Slavery Index 2023, Walk Free Foundation)***

In both Senegal and Mali, we have actively established links between our international suppliers and local distributors thus enabling Resolute to source goods onshore and in so doing, strengthen the local supply chain which will facilitate the identification of human rights and modern slavery risks.

## 4.3.1 Services & Employment Practices

Exposure to modern slavery risk is also specific to the production of certain goods and services due to sector specific pressures and labour force structures. The services sector and those business models engaging migrant workers, entry-level workers or outsourcing are especially at risk. For Resolute, key supplier categories presenting a higher risk include transport and logistics, construction, consumer goods, electronics, catering and cleaning, maintenance and security. Resolute will prioritise evaluating the employment practices of these suppliers, especially if their operations are in a high-risk country, to assess the supply chain modern slavery risks.

## 4.3.2 Supplier Capacity

Identified high-risk suppliers will be evaluated on the strength of their internal governance processes and practices to ensure they have strong operational safeguards in place to eradicate human rights violations and modern slavery from their operations. Resolute self-assessment questionnaire for suppliers is used to identify those needing to strengthen their human rights safeguards. Resolute will directly engage with suppliers identified as being “at risk” to ensure improvements are made in a timely manner.

## 4.4 Training & Awareness

Resolute supports training and awareness raising across its workforce. Currently, all employees and contractors receive mandatory induction training on the application of key policies when joining the Company, including the Code of Conduct and Whistleblower Policy. Regular awareness raising campaigns on selected material topics are also delivered. These existing approaches will be essential in ensuring that human rights and modern slavery considerations are embedded in its operations.

Resolute has implemented a mandatory group-wide human rights training for our employees which will be regularly updated and maintained as a mandatory training competency.

## 4.5 Stakeholder Engagement

Resolute understands its role in raising awareness and strengthening the capacity of institutions, in the countries in which it operates, to address human rights and modern slavery both locally and nationally.

Resolute engages with its key stakeholders in all countries of operation, regarding business activities, performance, risk identification and management. Resolute is working to implement a stakeholder engagement framework to further develop its networks with governments, civil society, industry bodies, host communities and suppliers. Increased engagement will contribute to the elimination of modern slavery through the sharing of information, resources and the early identification of risks.

## 4.6 Performance Review

Resolute regularly commissions asset-level audits of established processes, management systems and operations to review performance. These audits can be internal (performed by corporate) or contracted to independent third-party organisations, and remedial actions identified are implemented under the oversight of the mine site General Manager. Resolute will follow this approach to ensure ongoing compliance with human rights and modern slavery best practice and standards.

In addition, Resolute also ensures that human rights indicators are monitored across the group, through our existing sustainability reporting framework, to enable annual performance tracking and target setting. Resolute is committed to increasing disclosure on its management of sustainability issues across operations and publish relevant information in its annual Group Sustainability Report.

# 5 Our Aim for 2024

Resolute has identified several progress areas to address and manage human rights and modern slavery related risk and opportunity within its operations and supply chains. Our action plan for 2024 is below.

Action Area	Initiative	Timeframe
Governance	Update and publish Suppliers Code of Conduct	Q2 2024
Governance	Finalise and distribute Supplier Human Rights Questionnaire	Q2 2024
Governance	Develop Supplier Information Management Portal	Q4 2024
Risk & Opportunity	Finalise Group Level Human Rights Risk Assessment and Action Plan	Q3 2024



Signed by Chris Eger

**Acting Managing Director & CEO**