

**Resolute Mining Limited (Resolute) is committed to environmental stewardship and will seek to implement robust management systems, practices and standards to mitigate impacts and safeguard natural resources for future generations. We are committed to the continuous improvement of our environmental performance and will set targets and objectives to reduce our environmental impact.**

Resolute is an African focussed, 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 and will develop good practice approaches taking into consideration, but not limited to, the International Council of Mining & Metals (ICMM) Mining Principles, the Global Industry Standard on Tailings Management (GISTM), the International Cyanide Management Code and the International Sustainability Standards Board (ISSB).

This Policy applies to all Resolute business activities and representatives, including employees, contractors and partners of its controlled and managed assets.

Resolute commits to:

- Pursue ISO:14001 Environmental Management System certification across its operations. Regularly monitor and evaluate environmental performance, and implement corrective action plans with the aim of continual improvement.
- Comply with all applicable laws, regulations and licence conditions in the jurisdictions in which it operates.
- Ensure environmental risk and opportunity are captured in Resolute's Risk Management Framework, are periodically updated and managed effectively.
- Incorporate environmental impact assessment into all significant planning processes and investment decisions.
- Implement measures to avoid, minimise, mitigate or compensate for adverse business-related impacts. Implement risk-based environmental plans for each development stage project.
- Establish baseline environmental conditions that provide a robust, quantified and scientifically-defensible understanding of the area of impact and influence, at the earliest possible stage in the project cycle.
- Design, build, operate and decommission tailings storage and large-scale water infrastructure using effective management systems and governance strategies. Maintain a robust tailings governance framework to optimise asset integrity and ensure effective risk mitigation.
- Introduce strategies that seek to reduce resource consumption, waste disposal and environmental emissions including material efficiency programs, recycling and pollution control. All residual wastes will be disposed in accordance with licence conditions.
- Closely manage and mitigate the risks associated with the transport, storage, use and disposal of hazardous materials.
- Recognise our role in combatting climate change through avoidance, reduction or mitigation of GHG emissions, and increase resilience to climate change. Routinely assess and publicly disclose climate-related

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risks and opportunities to the business, including GHG emissions.

- Use water responsibly and efficiently in cooperation with authorities and seek to ensure that operations do not adversely affect the overall quality of catchment water resources available to other users.
- Implement measures to mitigate the impact of airborne emissions, dust, noise, blasting and vibration on local communities and the environment.
- Plan for responsible mine closure in consultation with authorities, affected communities and other relevant stakeholders. Incorporate closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation.
- Assess impacts to biodiversity by applying the mitigation hierarchy. Aim to achieve no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. Implement biodiversity management plans where activities have potential to impact on critical habitat.
- Neither explore nor seek to develop new mining operations in UNESCO World heritage sites and aim to safeguard the conservation values and integrity of legally designated protected areas.
- Provide our people with training to effectively identify, address and report environmental hazards, risks and incidents.
- Set measurable targets to drive accountability and improve environmental performance. Implement external assurance mechanisms across operations to assess compliance with this Policy.
- Report environmental risk, opportunity and performance to Resolute's Sustainability Committee. Proactively disclose information to relevant stakeholder groups and publish an annual sustainability report.

Chris Eger

Managing Director & Chief Executive Officer