

**Resolute Mining Limited (Resolute) is committed to provide leadership in protecting the health, safety and wellbeing of its employees, contractors, or other persons in our workplace.**

Working together, we aim to identify, assess and proactively manage health, safety and security risks, and develop and implement plans and controls to achieve an injury and illness-free work environment.

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, and the Voluntary Principles of Security and Human Rights.

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

Resolute commits to:

- Maintain a robust health and safety management system that facilitates the effective identification and management of critical hazards, affords a standardised approach for risk, incident and injury management and disseminate shared learnings across the Resolute Group for continual improvement.
- Put in place asset-level risk-based health, safety and security management plans.
- Comply with all applicable laws, regulations and license conditions in the jurisdictions in which it operates.
- Ensure health, safety and security risks and opportunities are captured in Resolute's Enterprise Risk Management Framework, regularly updated, communicated and managed effectively.
- Provide our people with training to effectively identify, address and report workplace hazards, risks and incidents.
- Empower all personnel working under Resolute control to stop work immediately if a task is perceived to be unsafe and further risk mitigation is needed.
- Provide all personnel under Resolute's control with access to the requisite PPE to safely conduct their duties.
- Build effective visible leadership at all levels of the organisation to model desired safety behaviours, drive understanding and compliance, and to challenge the effectiveness of existing practices and controls.
- Measure the occupational exposures that exist across the business and implement risk-based mitigation and monitoring programs to improve the health and wellbeing of our workforce.
- Define fitness for work and other health and safety requirements for all roles, and routinely verify that incumbents meet these requirements.
- Establish asset-level workforce health and safety committees to drive engagement and continual improvement.

- Ensure that the activities of our security personnel and contractors are conducted in a manner that respects the human rights of those with whom we interact.
- Security personnel and providers to be trained on the promotion and protection of human rights as per the Voluntary Principles of Security and Human Rights (VPSHR).
- Maintain a Crisis and Emergency Management System to protect business continuity, viability and shareholder value. Engage public sector agencies and other first responders to test and assess the capability of emergency response services.
- Maintain asset-level occupational and emergency medical capability for all employees and contractors.
- Define lead and lag indicators and set targets to drive accountability and improve health, safety and security performance.
- Implement internal and external assurance processes to ensure compliance with this Policy. Pursue ISO:45001 Occupational Health & Safety Management System certification across our operations and maintain conformance with these standards.
- Report on health, safety and security risks, opportunities and performance to Resolute's Sustainability Committee. Proactively disclose information to relevant interested parties and issue annual sustainability reports.



Chris Eger

Managing Director & Chief Executive Officer