

**Resolute Mining Limited (Resolute) is committed to protecting the human rights of our workforce, affected communities and all individuals with whom we interact – and to not cause, or be complicit, in any instances of human rights abuses directly or through our business relationships. We will integrate human rights into our social management systems, practices and standards, including human resources, health and safety, contracts and procurement, community relations and security.**

Resolute is a 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 Conflict Free Gold Standard, and will develop good practice approaches taking into consideration, but not limited to, the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights (VPSHR).

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 social management system to drive continual improvement in the identification and mitigation of human rights risks.
- Comply with all laws, regulations and licence conditions in the jurisdictions in which we operate.
- Ensure human rights risks are captured in Resolute's Risk Management Framework, routinely reviewed for their currency and managed effectively.
- Provide just, decent and safe working conditions, free of abuse, harassment, violence and discrimination in respect of employment and occupation.
- Maintain a Code of Conduct to make clear the standards we expect of our employees, and those with whom we do business, to comply. Actively promote awareness of our Code and monitor compliance.
- Respect the rights of all employees and contractors to freedom of association and collective bargaining.
- Oppose all forms of modern slavery including, forced, compulsory or child labour, and human trafficking within our operations and our supply chain. The standards expected of our suppliers are detailed in our contractual terms and Supplier Code of Conduct. We will implement supplier due diligence procedures to assess compliance risk to our Supplier Code of Conduct.
- Provide our people with training and education enabling them to effectively identify, address and report human rights exposures and promote a culture that actively respects, protects and promotes human rights. Provide all our security personnel and contractors with specialist VPSHR training.
- Enforce zero tolerance for violations of human rights committed by employees, contractors or third parties acting on our behalf.
- Maintain a Whistleblower Hotline that enables employees and others to raise matters of concern in relation to our business activities, in a confidential and secure way for subsequent investigation, and without fear of

retaliation.

- Work collaboratively with relevant authorities to investigate any allegation or incident of human rights violation should this arise from our business activities.
- Report on human rights performance to Resolute's Sustainability Committee and disclose information to relevant stakeholder groups through the publication of annual sustainability reports.



Chris Eger

Managing Director & Chief Executive Officer