

Resolute Mining Limited (Resolute) will maintain high standards of social performance and will seek to implement robust management systems, practices, standards and safeguards to mitigate impacts, and contribute to the sustainable development of its host communities.

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 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 UN Guiding Principles on Business and Human Rights, 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:

- Maintain a robust social management system to drive continual improvement in the management of work-related hazards, impacts, incidents and opportunities.
- Comply with all applicable laws, regulations and licence conditions in the jurisdictions in which it operates.
- Ensure social risks and opportunities are captured in Resolute's Risk Management Framework, routinely reviewed for their currency and managed effectively.
- Incorporate social risk and impact assessment into all significant planning processes and investment decisions commensurate with the scale and scope of the project.
- Implement measures to avoid, minimise, mitigate or compensate for adverse business-related impacts, and be alert to the risk of differential impact to vulnerable and marginalised groups. Implement risk-based social management plans for each development stage project.
- Establish baseline socio-economic 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.
- Engage regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments and ensure their perspectives and concerns are understood.
- Establish effective grievance mechanisms where complaints related to our activities can be raised by communities and are resolved in a timely manner. Seek to ensure that grievance mechanisms are fair, accessible, consistent and culturally appropriate.
- Respect the human rights of our workforce, affected communities and all those people with whom we interact.
- Respect the collective and customary rights, cultural heritage and connection to the land of host communities. Seek to secure broad-based support of host communities where significant adverse impacts may occur as a result of our business activities through informed consultation and participation.

Social Performance Policy

- Seek to avoid the physical and economic displacement of host communities. Where this is unavoidable, provide affected communities with compensation for loss of assets at full replacement cost agreed through negotiated settlement.
- Provide meaningful opportunities for host communities to benefit from our presence by prioritising local employment, procurement and investment in social projects that are aligned with the needs and aspirations of these communities and the principles of sustainable development.
- 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 provision for progressive rehabilitation.
- Provide our people with training enabling them to effectively identify social risks and impacts, and report work-related incidents.
- Set measurable targets to drive accountability and improve social performance. Implement external assurance mechanisms across operations to assess compliance with this Policy.
- Monitor and evaluate the effectiveness of our social impact mitigation measures, and take corrective action as necessary.
- Report social risk, impact, opportunity and performance to Resolute's Sustainability Committee. Proactively disclose information to relevant stakeholder groups and issue annual sustainability reports.



Chris Eger

Managing Director & Chief Executive Officer