



**Resolute**

**Modern Slavery Statement 2025**  
**Resolute Mining Limited**

June 2026

# Modern Slavery Statement



This Modern Slavery 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. It details our approach to addressing human rights and modern slavery risks across our business and supply chains.

Modern slavery<sup>1</sup> is the term used to describe forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking. Essentially, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

As a business operating with employees and contractors in multiple jurisdictions and sourcing a diverse range of goods and services from suppliers worldwide, Resolute recognises its responsibility to address and eliminate the risk of modern slavery where it occurs.

This statement covers the reporting period for the year ending 31 December 2025. This is a joint statement by Resolute Mining Limited, the group's parent company registered in Australia (ABN 39 097 088 689), on behalf of its controlled entities. We consulted with these entities in the preparation, review and approval of this statement. Contributions were received from the senior leadership team responsible for general management, human resources procurement, environment and social governance, and legal counsel.

**Table 1 – Resolute's Material Controlled Entities**

Name of Controlled Entity	Country of Incorporation	Consolidated Entity Company Holding the Investment	Percentage of Shares Held by Consolidated Entity
<b>Bambuk Minerals Limited</b>	Mauritius	Toro Gold Limited, Guernsey	100
<b>Resolute Corporate Services Pty Ltd</b>	Australia	Resolute (Treasury) Pty Ltd	100
<b>Resolute Corporate Services UK Limited</b>	UK	Toro Gold Limited, Guernsey	100
<b>Resolute UK 1 Limited</b>	UK	Resolute Mining Limited	100
<b>Resolute UK 2 Limited</b>	UK	Resolute UK 1 Limited	100
<b>Toro Gold Limited</b>	Guernsey	Resolute UK 2 Limited	100
<b>Petowal Mining Company S.A. (PMC)</b>	Senegal	Bambuk Minerals Limited	90
<b>Société des Mines de Finkolo S.A. (SOMIFI)</b>	Mali	Resolute (Finkolo) Pty Ltd	90*
<b>Société des Mines de Syama S.A. (SOMISY)</b>	Mali	Resolute (SOMISY) Pty Ltd	80
<b>Doropo Gold Mine SA</b>	Côte d'Ivoire	Resolute West Africa Holdings Ltd	100

\* The 10% interest of the Malian Government pending execution.

**Approved by the Resolute Board of Directors on behalf of the Company's owned and controlled entities.**

A handwritten signature in black ink, appearing to read 'Chris Eger'.

**Chris Eger, CEO**

<sup>1</sup> <https://www.walkfree.org/what-is-modern-slavery/>

## 1. Our Commitment

Resolute is committed to respecting and protecting the human rights of all employees, contractors, suppliers, business partners and host communities with whom we engage 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, promote sustainable development in our host countries, and maintain 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.

## 2. About Resolute

### 2.1 Our Business Structure and Assets

Resolute is a successful gold miner with more than 30 years of experience as an explorer, developer and operator of gold mines in Australia and Africa 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 is incorporated in Australia and comprises 23 active subsidiary entities that provide corporate technical services (in Australia, UK, Guernsey and Mauritius) and exploration, development and mining activity across our African tenements with a focus on Mali, Senegal, Côte d'Ivoire and Guinea. Resolute's assets and ownership are summarised in Table 2.

The Company operates two mines, the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako).

Syama is a large-scale operation comprising the established Syama Underground Mine, the Tabakoroni Complex and the Syama North Resource along with several satellite oxide pits. Syama is owned by local subsidiary Société des Mines de Syama S.A. (SOMISY) in which Resolute has an 80% interest and the Government of Mali holds the remaining 20%. The Tabakoroni complex is 90% owned by Société des Mines de Finkolo S.A. (SOMIFI), and the Government of Mali holds the remaining 10%.

Mako is a conventional open pit mine and processing operation with potential for mine life extension through several near-mine exploration opportunities. Mako is owned and operated by Resolute's Senegalese subsidiary, Petowal Mining Company S.A. (Petowal). Resolute has a 90% interest in Petowal and the Government of Senegal holds the remaining 10%.

In May 2025, Resolute acquired the Doropo and ABC Projects in Côte d'Ivoire. In December 2025, the Company announced the results of an Updated Definitive Feasibility Study for Doropo, with construction scheduled to commence Q1 2026.

The Company's Global Mineral Resource comprises 17.6 Moz of gold based on the Ore Reserve and Mineral Resource on 31 December 2025.

**Table 2 – Resolute’s Primary Assets and Ownership**

Asset	Operational Status	Location	Ownership
<b>Syama Gold Mine</b>	Operating gold mine	Sikasso Region, Mali	80%
<b>Mako Gold Mine</b>	Operating gold mine	Kedougou Region, Senegal	90%
<b>Tomboronkoto Project</b>	Advanced gold exploration, Joint venture	Kedougou Region, Senegal	65%
<b>Bantaco Joint Venture</b>	Greenfield gold exploration, Joint venture	Kedougou Region, Senegal	Zero ownership
<b>Laminia Joint Venture</b>	Greenfield gold exploration, Joint venture	Kedougou Region, Senegal	Zero ownership
<b>Doropo Gold Mine</b>	Construction planned to commence Q1 2026	Bounkani Region, Côte d’Ivoire	100%
<b>ABC Project</b>	Greenfield gold exploration	Kabadougou Region, Côte d’Ivoire	100%
<b>La Debo Project</b>	Greenfield gold exploration, Joint venture	Nawa, Côte d’Ivoire	Zero ownership
<b>Niagassola Project</b>	Greenfield gold exploration	Siguiri, Guinea	100%
<b>Kourouba Project</b>	Greenfield gold exploration, Joint venture	Siguiri, Guinea	51%

**Table 3 – Global Slavery Index for jurisdictions in which we operate**

Country	Prevalence Index <sup>2</sup>	Government Response Index <sup>3</sup>	Vulnerability to Modern Slavery <sup>4</sup>
<b>Australia</b>	1.6	67	7
<b>United Kingdom</b>	1.8	68	14
<b>Mali</b>	5.2	31	73
<b>Senegal</b>	2.9	40	53
<b>Guinea</b>	4.0	36	66
<b>Côte d’Ivoire</b>	7.3	37	59

## 2.2 Our People

As of 31 December 2025, Resolute had 1,165 employees of which 67% work in Mali, 21% in Senegal, and the remaining 12% in Côte d’Ivoire and corporate officing. The majority of our employees are full-time and permanent.

An additional 2,527 contractors are engaged by Resolute to perform exploration, construction and mining services, in Mali, Senegal and Côte d’Ivoire except 13 persons at corporate level.

**Table 4 – Workforce demographic**

	Group Total	Corporate	Mali	Senegal	Côte d’Ivoire
<b>Employees</b>	1,165	59	781	250	75
<b>Contractors</b>	2,527	13	1806	289	419
<b>Total</b>	3,692	72	2,587	539	494

<sup>2</sup> <https://www.walkfree.org/global-slavery-index/2018/methodology/prevalence/#table:4>, estimated prevalence of modern slavery per 1,000 people at the country level (the lower the number the more prevalent the risk)

<sup>3</sup> <https://www.globalslaveryindex.org/2018/methodology/government-response/>, assessment of the actions governments are taking to respond to modern slavery. Rating is on a scale of 0 to 100, with 100 being the highest level of action by governments.

<sup>4</sup> <https://www.walkfree.org/global-slavery-index/2018/methodology/vulnerability/>, measures the factors linked to the risk of modern slavery in each country. Rating is on a scale of 0 to 100, with 100 being the highest vulnerability to modern slavery.

Resolute's Code of Conduct affirms our commitment to uphold high moral and ethical principles and specifies the basic behavioural norms expected from our employees and all individuals conducting business on our behalf. The Code provides that the following core principles guide our behaviour:

- Act with integrity and professionalism in the performance of our duties and in the proper use of company information, funds, equipment and facilities
- Exercise fairness, honesty, respect and consideration in all our dealings while carrying out our duties
- Avoid real, apparent or perceived conflicts of interest

The Code is supplemented by the following policies that outline our commitment to basic human rights and freedoms: Human Rights Policy; Diversity Equity and Inclusion Policy; Anti-Bribery and Corruption Policy; Conflicts of Interest; Grievance Policy; Whistleblower Policy and independent telephone hotline. These policies were reviewed and approved by the Board in December 2025 and are accessible via Resolute's website: [www.rml.com.au](http://www.rml.com.au).

## 2.3 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 diverse range of suppliers and contractors that provide mining plant, infrastructure, spare parts, consumables, specialist services, security, catering, and related services. In 2025, the number of active suppliers numbered approximately 1,450. Subject to availability, we source goods and services from national suppliers and where possible from the local regions in which we operate. However, many of the critical goods and services required to operate a mine are highly specialised and may only be available from international suppliers. The main types of procurement by value are fuel and oils, contractor services, general consumables and reagents.

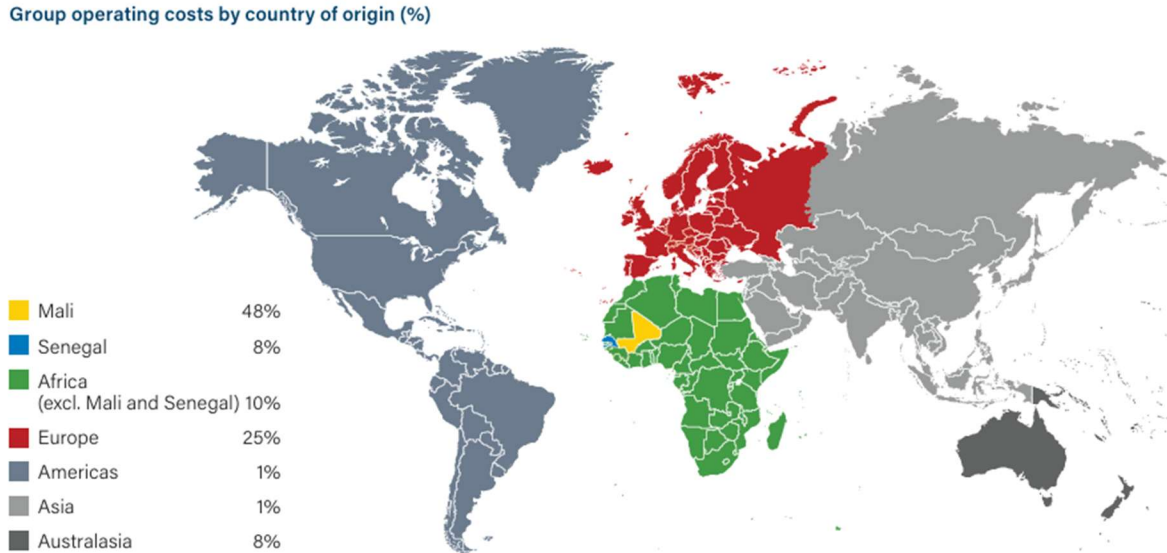
The procurement of goods and services is primarily managed at asset-level but overseen by group-level finance and administrative functions based in the UK. The majority of our suppliers are engaged under standard terms and conditions of contract which includes commitment to conform with Resolute's Code of Conduct and group-level policies.

**Table 5 – Supply chain profile**

	Total	Syama	Mako
<b>No. Active Suppliers* – National</b>	967	665	302
<b>No. of Active Suppliers* – International</b>	482	395	87
<b>Cash Operating Expenditure (USD millions)</b>	330.7	246.7	84

\* An active supplier is defined as having received at least one purchase order within the preceding 24 months.

Figure 1: Group operating costs by country of origin



## 3. Identifying Modern Slavery Risks

As a responsible organisation, Resolute recognises the need to routinely review business practices and management processes to ensure modern slavery risks are effectively identified and mitigated.

To identify the risk of modern slavery, we are guided by the UN Guiding Principles on Business and Human Rights and which include:

- **Cause:** any of our actions or omissions that directly result in modern slavery.
- **Contribute:** any of our operations or supply chain activities that may incentivise or facilitate modern slavery.
- **Directly linked to modern slavery:** any relationship with another entity that is involved in modern slavery practices.

Responsibility for identifying, assessing, and responding to modern slavery risks is held by the following teams as relevant to their functional area: General Management, Legal, Human Resources, Procurement, Health Safety & Security, and ESG Teams.

In 2025 we initiated the development of a human rights risk assessment framework, based on the UN Guiding Principles on Business and Human Rights, which provides a systematic approach to risk identification and mitigation at corporate and asset-level.

### 3.1 Operational Activities

Despite operating in high-risk jurisdictions, as classified by the 'Global Slavery Index' (refer Table 3), we consider the risk of modern slavery in our direct operational activities to be low, due to the existence of robust group-wide governance controls that apply to human resource management, workplace conditions and contractor management.

Our corporate and asset-level teams comprise experienced professionals in human resource management, occupational health and safety, community relations, security, and legal counsel. We have a range of policies and standard operating procedures to maintain fair and safe working practices and minimise the risk of inadvertently creating or contributing to modern slavery.

We acknowledge that there is still a risk of modern slavery in our operations if the controls that are in place are not effectively managed and hence maintain a multi-layered management assurance processes to verify performance.

## 3.2 Supply Chain

We operate in West Africa where, despite formal legal prohibition, the risk of modern slavery is elevated (refer table 3) due to poverty, limited access to education, the prevalence of informal employment practices and weak labour law enforcement. We procure a significant proportion of our goods and services within the West African region (refer table 5 and figure 1) and are conscious of this risk exposure.

We have introduced risk screening and due diligence processes to help us identify, assess and address the risk of modern slavery. While these processes are currently limited to our tier 1 suppliers, we acknowledge that some of the goods and services we procure have long, complex supply chains, with the potential for modern slavery and human rights risks. Elements of our supply chain that are deemed higher risk include:

- Logistics, warehousing and transportation – we operate in remote locations, and our upstream supply chain is reliant on both domestic and international freight and transportation. The prevalence of forced labour within the freight and transportation sector is identified as high risk due to isolation, restriction of movement and excessive overtime.
- Hazardous materials – a number of our suppliers either process or handle hazardous materials, where workers could be exposed to increased risk to their occupational health and safety.
- Textile industry – while it represents a minor element of our supply chain, we issue workplace uniforms and personal protection equipment to our employees. The prevalence of forced labour within the textile and garment industry is identified as high risk due to high demand and sourcing from lower-income countries with low wage rates.
- Construction – suppliers in the construction sector can face challenges in labour management, especially with the widescale use of subcontracting and the dynamic nature of construction projects, which can make it difficult to identify vulnerable workers within lower levels of the supply chain.

In 2025, the governments of Mali and Senegal hosted conferences with the aim to promote local content and responsible procurement practices within the extractives sector. Resolute was an active participant of these forums, sharing our experience with government partners and industry peers.

## 4. Assessing and Addressing Modern Slavery Risks

Resolute's approach to assessing and addressing the risks caused by modern slavery in its business and supply chain is founded on the establishment of robust systems for corporate governance, policies & procedures, risk identification and management, training and awareness, stakeholder engagement, and performance review.

### 4.1 Corporate Governance

Resolute has a strong corporate governance framework that ensures an efficient oversight of all business operations and as described in our [Corporate Governance Statement](#). 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 Board has established the following sub-committees to assist the internal control and business risk management: Audit and Risk Committee; Sustainability Committee; Remuneration Committee and Nomination Committee.

**Figure 2 – Board and Committee Structure**



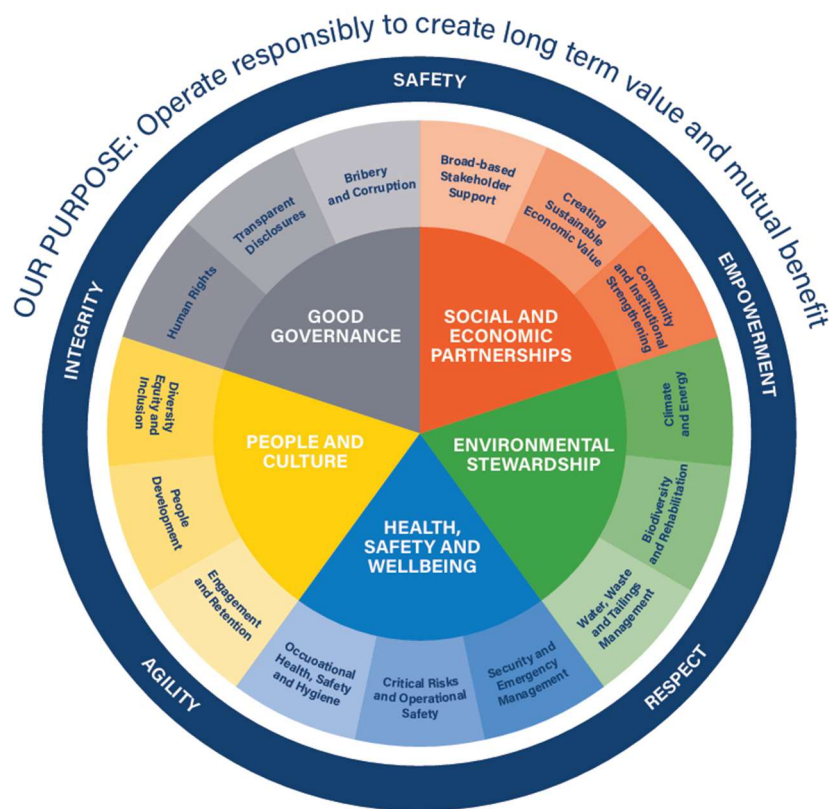
The Audit and Risk Committee is mandated by the Board to provide risk management oversight across material exposures. The Audit and Risk Committee works closely with management in relation to the assessment, monitoring and ongoing management of business risk across all time horizons and to carry out assessments of internal controls and processes for improvement, as per the Committee Charter (refer [Audit and Risk Committee Charter](#)). Our approach to risk management and the results of our risk review are presented in the 2025 Annual Report, pages 60 to 66 (refer [RML 2025 Annual Report](#)).

**Figure 3 – Risk Management Framework**



The Board is also supported by the Sustainability Committee which oversees the development and implementation of the Company's sustainability strategy as presented in Figure 4, policies and standards on matters of social responsibility and human rights; environmental responsibility; workplace health, safety and labour rights, as described in the Committee Charter (refer [Sustainability Committee Charter](#)).

Figure 4 – Sustainability Strategy



Resolute’s corporate governance framework empowers the Board and Executive to assess, control and address human rights and modern slavery risks within the business.

## 4.2 Policy Framework

Resolute’s commitment to responsible mining is described in its policy framework which is reviewed annually, amendments approved by the Board and published on our website (refer Corporate Governance - Resolute Mining). The primary policies relevant to the control of modern slavery risk include: Code of Conduct; Human Rights Policy; Supplier Code of Conduct, Grievance Policy and Whistleblower Policy, which are available in both English and French.

This policy framework applies to all Resolute activities and representatives, including without limitation: directors, employees and any third-party workers, business partners or visitors of Resolute’s controlled and managed assets; and all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure. The policies also provide clear alignment to recognised industry standards including the Responsible Gold Mining Principles<sup>5</sup> (“RGMPs”) of the World Gold Council to which Resolute is a member.

<sup>5</sup> <https://www.gold.org/industry-standards/responsible-gold-mining>

**Table 6 – Our policy framework as relevant to Modern Slavery**

Policy	Policy Overview	Key Controls
<a href="#">Code of Conduct</a>	The Code sets out our key principles and expectations for the behaviour of all those working for, working with, or representing Resolute. The Code highlights our commitment to respecting human rights, and conducting business fairly, responsibly, ethically and legally.	<p>All new employees and third-party workers are provided a copy of the Code with their employment or engagement contract. By signing the letter of employment or engagement, responsible persons demonstrate their understanding and acceptance of the Code.</p> <p>All responsible persons are required to participate in a Code of Conduct awareness training session as part of their induction process.</p> <p>Responsible persons are required to sign an annual certification confirming their understanding and compliance with the Code.</p>
<a href="#">Human Rights Policy</a>	The Policy includes our commitment to adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights (“UNGP”); the International Labour Organisation Fundamental Conventions; World Gold Council’s conflict-free gold standard; and the Voluntary Principles on Security and Human Rights. The policy outlines our management approach to protecting the rights of our stakeholders to not cause, or be complicit, in any instances of human rights abuses directly or through our business relationships. It expressly opposes all forms of slavery, forced or compulsory labour and child labour, both within our organisation and our supply chain	<p>All responsible persons are provided training and awareness, as appropriate to their role, to effectively identify, address and report human rights exposures and promote a culture that actively respects, protects and promotes human rights.</p> <p>Undertaken asset-level human rights assessments.</p> <p>Establish fair and accessible asset-level grievance mechanisms.</p>
<a href="#">Supplier Code of Conduct</a>	The Code governs the conduct of Suppliers when doing business with, or on behalf of, Resolute. It sets standards for conducting business fairly, responsibly, ethically and legally.	<p>As a condition of doing business with Resolute, our suppliers are required to comply with applicable laws and meet the commitments and obligations of our group-level policy framework, including human rights. These requirements are stated in our standard terms and conditions of contract for suppliers of goods and services.</p> <p>We reserve the right to undertake due diligence to verify the compliance of our suppliers to the Code. In case of non-compliance, we may suspend or terminate business relationships with a supplier.</p>
<a href="#">Grievance Policy and Whistleblower Policy</a>	The group level Grievance Policy and Whistleblower Policy outlines the steps to take when incidents relating to workplace fraud or mismanagement are identified (including acts of modern slavery and human rights abuses), what constitutes these incidents and the channels by which you can raise concerns.	<p>The Grievance Policy applies to all Resolute employees and aims to ensure that any concerns arising in the workplace are dealt with fairly, consistently and quickly.</p> <p>Workers receive information on the Whistleblower Policy as part of their induction, and suppliers are informed through contract documentation.</p> <p>We maintain an independent whistleblower hotline that allows workers, suppliers and third-parties to anonymously file a complaint.</p>

## 4.3 Operational Controls

Resolute’s key controls to eliminate the risk of modern slavery within our owned and operational entities are described below.

### 4.3.1. Human Rights Risk Assessment

Resolute regularly monitors and evaluates measures to mitigate risk and maximise opportunity. This includes a systematic semi-annual operational and business risk review and reporting to the Audit and Risk Committee of the Board. The Board routinely assess the measures for the business to mitigate these risks. Our approach to risk management and the results of our risk review are presented in the 2025 Annual Report, pages 60 to 66 (refer [RML 2025 Annual Report](#)).

In late-2023, Resolute conducted an independent Human Rights Risk Assessment, benchmarking management practices against international good practices to identify gaps and obtain recommendations for strengthening the assessment and control of human rights risks.

No incidences nor evidence of modern slavery was identified through this assessment in 2023. However, the assessment did identify the need to strengthen internal risk assessment processes to ensure salient human rights issues are effectively and routinely reviewed at an operational level. While some teams have processes to assess the risk of human rights violations – notably human resources, occupational health and safety and security – this is not systematic across all functional areas and sites.

In 2025, we initiated the development of a human rights risk assessment framework to systematically identify, assess and control these risks at corporate and asset-level. In 2026, this framework will be used to complete a full human rights risk assessment for our operational assets.

Through review of the Universal Declaration on Human Rights (UDHR) and other supporting frameworks, we have short-listed those human rights that stand out because they are at risk of the most severe negative impact through our business activities or relationships, as listed in Table 7.

**Table 7 – Salient Human Rights Issues**

	Salient Human Right Issue	Reference
1	Right to life and security of person	UDHR Article 3
2	Right to health	UDHR Article 23
3	Right not to be subjected to torture, cruel, inhuman and/ or degrading treatment or punishment	UDHR Article 5
4	Right not to be subjected to slavery, servitude or forced labour	UDHR Article 4
5	Right to enjoy just and favourable conditions of work	UDHR Article 23, 24
6	Right to equality before the law, equal protection of the law, and rights of non-discrimination	UDHR Article 7
7	Right to freedom of association	UDHR Article 20
8	Right to own property and not be arbitrarily deprived of this property	UDHR Article 17
9	Right not to be subjected to arbitrary arrest or detention	UDHR Article 9
10	The Right to a Clean, Healthy, and Sustainable Environment	UN Resolution 76/300 (2022)
11	The Right to Water and Sanitation	UN Resolution 64/292 (2010)

## 4.3.2. Training and Awareness

All employees and site-based contractors receive mandatory induction training on the application of key policies when joining the Company, including the Code of Conduct, human rights and grievance mechanism. Thereafter, refresher training is provided every 2 years.

In addition, specialist training and awareness is provided to persons who, by virtue of their roles and responsibilities, are more likely to observe evidence of modern slavery – this includes all personnel in positions of human resources, occupational health and safety, security, finance, procurement and general management.

## 4.3.3. Workforce Engagement

Effective workforce engagement instils a shared understanding of the critical behaviours required for successful performance and more broadly, improves personal wellbeing.

We deploy a variety of mechanisms to engage with our workforce including: operational and management meetings; committee meetings with elected workplace representatives; pre-shift meeting and workplace inspections; semi-annual risk review; performance appraisal and objective setting; training and development programmes; bulletins and notice boards; employee surveys; and social and cultural events. Through this engagement, we strive to reinforce purpose and values, levels of workplace proficiency and the confidence of our workers to raise concerns.

## 4.3.4. Grievance Mechanism

Resolute maintains a group level Grievance Policy and asset-level grievance procedures. All persons working for or on behalf of Resolute are encouraged to discuss any concern or violation relating to our Code of Conduct with their supervisor or manager. Supervisors or managers, on learning of any violation of our Code, must report such incidents and take appropriate corrective action.

Resolute also maintains an independent Whistleblower Hotline (<http://www.resoluteminingalert.deloitte.com.au>) where anyone can raise a concern in confidence and anonymously, 24 hours a day, 365 days a year, either online or by telephone.

If identified, incidences of modern slavery will be formally investigated in accordance with the Grievance and Whistleblower policies. The investigation will depend on the nature of the allegations and will vary from case to case, but may include: interviewing and/or taking written statements from and relevant witnesses; reviewing documentation or other relevant evidence. Resolute's aim is to ensure that any investigation is as proportionate and independent as possible.

In 2025 reporting period, we recorded no incidences of modern slavery within our operations through our current asset-level grievance processes nor group-level Whistleblower Hotline.

We recognise that cultural factors could inhibit persons from lodging complaints or grievances through formal mechanisms in our operational jurisdictions. We are continuing to address this constraint through the reinforcement of existing mechanisms and forms of employee engagement.

## 4.3.5. Independent Assurance

Resolute has been a member of the World Gold Council since 2019 and aligns its operating practices with the Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard (CFGs). We obtain independent assurance of our performance against the RGMPs and CFGs on an annual basis, including controls relating to human rights, corruption and conflict risks within our operations and supply chain.

No incidences nor evidence of modern slavery was identified through this assessment in 2025. Our Self-assessment RGMPs Report and the accompanying Independent Assurance Report are published to the Resolute website.

## 4.4 Supply Chain Controls

Resolute's key controls to eliminate the risk of modern slavery within our supply chain are described below. Resolute's group-level Head of Supply Chain & Procurement oversees supply chain management, including due diligence processes.

### 4.4.1 Site Inspections

For onsite contractors at our assets, including freight and logistics service providers, we conduct regular work area inspections. These inspections provide an opportunity to engage directly with workers, receive front-line feedback, observe practices, assess risks and the adequacy of controls.

### 4.4.2 Supplier Code of Conduct

All our active suppliers are required to acknowledge their commitment to our Supplier Code of Conduct as a condition of doing business with us. Under Resolute's standard terms of contract and Supplier Code of Conduct, our suppliers agree to comply with applicable laws and meet the commitments and obligations of our Group policy framework. The Supplier Code of Conduct covers commitments to: Human Rights; Anti-bribery and Corruption; Health and Safety; Environment and Social Responsibility.

Under the Supplier Code of Conduct, we reserve the right to undertake due diligence and/or risk assessment of our suppliers to verify compliance. We may suspend transacting business or terminate business relationships with a supplier if we identify a reasonable risk of non-compliance with the terms of contract.

We recognise that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging. Under our Supplier Code of Conduct we offer to support our suppliers in meeting the standards expected of them.

### 4.4.3 Supply Chain Due Diligence

All new suppliers are routinely subject to commercial and regulatory risk screening, prior to any contract being signed, and periodically every two years thereafter. New suppliers are required to complete a pre-qualification questionnaire that aims to identify such risks, including any potential conflict of interest and anti-bribery and corruption checks.

In addition, Resolute has established a due diligence process under which all new and 'at risk' suppliers are required to complete a self-assessment Code of Conduct questionnaire. 'At risk' suppliers are identified based on the following criteria:

- Country of operation and global slavery indices (applying both Walk Free Foundation<sup>6</sup> and World Bank governance indicators<sup>7</sup>);
- Goods and services where the prevalence of modern slavery is recorded as high, including freight and transportation, construction, textiles, hazardous processes or substances; and
- Other reputational and commercial risk factors.

The Code of Conduct questionnaire is designed to assess (i) organisational capacity to manage environmental, social and governance risk, and (ii) level of conformance to Resolute's Supplier Code of Conduct. If the questionnaire confirms a supplier to be 'high' risk, they will be escalated for additional due diligence which may include targeted enquiries with the supplier to address data gaps; site visits and in-person meetings; and/or offer remediation advice to mitigate risk.

In 2025, we introduced key performance indicators relevant to our supply chain due diligence process, which are tracked monthly. These KPI's include the number of suppliers who have undergone due diligence, and the number of instances requiring escalation based on the identification of ESG risk factors (which may include factors related

<sup>6</sup> Walk Free Foundation, 2018. The Global Slavery Index 2018

<sup>7</sup> <https://databank.worldbank.org/source/worldwide-governance-indicators>

to modern slavery and human rights). We use these KPI's to track the implementation of our supplier due diligence process, and to monitor risks in our supply chain. In 2025, 195 suppliers underwent the due diligence process – representing approximately 13% of our active suppliers – and there were no incidences of escalation based on ESG risk factors.

In 2025, no incidents of modern slavery were identified through due diligence processes, and we did not terminate any supplier relationships due to our findings. We acknowledge that our due diligence is currently limited to tier 1 suppliers that are either new and / or assessed to be 'at-risk'. Improvements to the due diligence process are noted in Appendix A.

#### **4.4.4 Supplier Capacity**

The due diligence process enables Resolute to assess the capacity of our tier 1 suppliers to minimise the risk of human rights violations and modern slavery within their operations. Resolute will engage directly with suppliers that are escalated for additional due diligence to address information gaps and/or offer remediation advice to mitigate risk.

## **5. Performance Review**

To allow the Company to highlight the effectiveness of internal risk controls, we routinely review established processes, management systems and operations to evaluate performance. Our assurance processes include both internal management review and independent third-party audits. Remedial actions identified through these assurance processes are addressed through asset-level corrective action and improvement plans.

In 2025, our performance reviews identified zero incidences of modern slavery within our direct operational activities and cohort of tier 1 suppliers subjected to due diligence processes.

We acknowledge that many of the goods and services we procure have long, complex and opaque supply chains, with potential for modern slavery and human rights risks to extend beyond our control. Notwithstanding, we are committed to advancing the maturity and reach of our governance and management processes to mitigate modern slavery risks.

Our 2025 Modern Slavery Statement identified a number of measures to improve our governance and management processes. Appendix A outlines our progress against these measures and identifies actions for continuous improvement in 2026.

# Modern Slavery Statement



## APPENDIX A – ACTION PLAN

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 2026 is below.

2025 Priority Actions	Progress against 2025 Priority Actions	2026 Priority Actions
All new suppliers to acknowledge conformance with Supplier Code of Conduct under Resolute's standard terms and conditions of contract	<p>Procedure in place requiring new suppliers to acknowledge conformance with the Supplier Code of Conduct in Mali and Senegal</p> <p>Verifying performance against this action is currently constrained by manual administrative processes</p>	<p>Reinforce internal controls to record and monitor supplier engagement on matters relating to the Supplier Code of Conduct</p> <p>Introduce the Supplier Code of Conduct to business activities and new assets in Cote d'Ivoire</p>
All 'at risk' suppliers to complete due diligence comprising a Code of Conduct questionnaire	<p>Procedure initiated for all 'at risk' suppliers to complete a Code of Conduct Questionnaire</p> <p>Verifying performance against this action is currently constrained by manual administrative processes</p>	<p>Reinforce procedure for identifying 'at risk' suppliers based on commodity-level risk mapping</p> <p>Reinforce internal controls to record and monitor supplier engagement on matters relating to the Supplier Code of Conduct Questionnaire</p> <p>Introduce the Supplier Code of Conduct questionnaire to business activities and new assets in Cote d'Ivoire</p>
Finalise standard operating procedures for supplier due diligence	<p>Standard operating procedures for supplier due diligence are in place in Mali and Senegal</p> <p>Participation in the process is currently limited to new and 'at risk' suppliers</p>	<p>Reinforce standard operating procedures for supplier risk screening and due diligence</p> <p>Introduce standard operating procedures for due diligence to business activities in Cote d'Ivoire</p>
Finalise standard operating procedures to systematically identify and assess salient human rights risks across all functional business areas and sites	In progress. A Human Rights Risk Assessment Framework has been designed based on the UN Guiding Principles for Business and Human Rights and an assessment of corporate and operational assets has been initiated	Complete a systematic human rights risk assessment for our operational assets
Roll-out of the new group level Grievance Policy and Procedure	New group-level Grievance Policy published	Reinforce asset-level grievance procedures to align with group-level Policy