

1. Responsible Gold Mining Principles

This self-assessment is published by Resolute Mining Limited (**Resolute** or **Company**) in accordance with the membership requirements of the World Gold Council to align with the Responsible Gold Mining Principles (RGMPs).

This self-assessment provides a gap analysis of Resolute's internal systems and processes against the RGMPs for Year 3 (January – December 2022), and a pathway to compliance by Q3 2023, focussing on operating assets. It was developed by Resolute's Sustainability Team.

2. About Resolute

Resolute is a successful gold miner with more than 30 years of experience as an explorer, developer and operator of ten gold mines which have produced more than 9 million ounces of gold and counting. Resolute is listed on the Australian Securities Exchange (ASX: RSG) and the London Stock Exchange (LSE: RSG).

The Company currently owns two operating gold mines, the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako). Resolute's Global Mineral Resource base comprises 11 million ounces of gold.

Resolute is active in exploration with drilling campaigns underway across its African tenements with a focus on Mali, Senegal, and Guinea.

Resolute is headquartered in Perth, Western Australia, with a corporate office in London, United Kingdom, and employs approximately 4,000 employees and contractors. Resolute produced 353,069 of gold at an All-In Sustaining Cost (AISC) of \$1,498 in 2022. In 2022, Resolute continued operations, keeping its people safe while maintaining production, through the challenges of COVID-19 and political instability in Mali.

3. Self-assessment of performance against the RGMPs

Alignment of Resolute's corporate and site-specific systems and procedures with the RGMPs 10 principles and 51 Sub-principles:

Principle 1 – Ethical Conduct: We will conduct our business with integrity including absolute opposition to corruption
1.1 As a minimum expectation, we will comply with applicable host and home country laws and relevant international law, and will maintain systems to deliver this objective.

Resolute complies with host and home country laws, and relevant international laws. The Company has published a [Code of Conduct](#), explicitly requiring that all staff, contractors, suppliers and service providers comply with the laws and regulations that apply in countries where they perform their business function. All employees receive mandatory training on commencement with the Company on the Code of Conduct as part of their induction. New legislation is identified by the corporate legal and site management teams and requirements are integrated within existing business systems and processes. The Executive and legal teams review corporate and site level risks relative to non-compliance with national or international law regularly.

1.2 We will maintain a code of conduct to make clear the standard with which we expect our employees and those with whom we do business to comply. We will actively promote awareness of our code and implement systems to monitor and ensure compliance.

Resolute is committed to being a responsible corporate citizen and to creating a culture of ethical behaviour as outlined in its [Code of Conduct](#). The Code of Conduct sets out the legal and ethical standards we expect from all personnel and promotes the principles of integrity, honesty, and respect in the performance of their duties. All employees are required to read Resolute policies within one week of starting and return written confirmation to Human Resources, as well as complete a training module to ensure the policies are understood as part of their induction. A regular refresher training is required periodically. All contractors and suppliers are also bound by the Code of Conduct, as included in Resolute's



standard contractual terms and conditions, ensuring comparable business practices and workplace standards are maintained. Audits are conducted if suspicion exists as to unlawful / corrupt contractor practices. Our publicly available [Whistleblower Policy](#) details mechanisms that can be used by employees, contractors and suppliers to report alleged breaches.

Resolute's policies and procedures are reviewed annually and approved by the Board. Any material changes to the policies and procedures will be communicated to employees via email updates and mandatory competency training delivered through Resolute's Learning Management System.

1.3 We will put in place controls to combat bribery and corruption in all their forms, conflicts of interest and anti-competitive behaviour by employees, agents and other company representatives.

Resolute has put in place controls to combat bribery, corruption, conflicts of interests and anti-competitive behaviour. We have a publicly available [Anti-bribery and Corruption \(ABC\) Policy](#) and [Conflict of Interest Policy](#) that are applicable to all employees, company representatives and contractors. As in 1.2, employees are required to read these policies and complete a training module on commencement with the Company and on periodic basis thereafter. Acts of non-compliance can be reported as per the [Whistleblower Policy](#).

Mandatory ABC obligations are included in all Contractor commercial terms. Resolute is not involved in any ongoing investigations and has not incurred any fines or settlements related to anti-competitive practices, nor did we have confirmed cases of corruption and bribery in the past five fiscal years. Any relevant information regarding control to combat bribery and corruption is disclosed in our Annual and/or Sustainability Reports.

1.4 We will disclose the value and beneficiaries of financial and in-kind political contributions that we make, whether directly or through an intermediary.

Resolute does not make financial or in-kind political contributions of any kind, however we will support the governments in the jurisdictions in which we operate at times of significant humanitarian need. For example, as a result of natural disasters and pandemic events. In 2020, Resolute committed over \$1.1 million in direct financial and in-kind assistance to the Mali and Senegal Governments to support their COVID-19 response efforts at the beginning of the pandemic. In-kind assistance included the provision of important PPE, testing kits, and other medical equipment and supplies. Any financial or in-kind contributions are disclosed in our Annual and/or Sustainability Reports.

1.5 We will disclose our tax royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will encourage governments to promote transparency around revenue flows, mining contracts and the beneficial ownership of licence holders.

Resolute reports on taxes, royalties and other payments made to governments in its Annual Report and participates in national EITI processes in Mali and Senegal. We further report on our 'economic value distributed', which includes a breakdown of payments to government and is comprised of royalties, other taxes and duties, and other institutional support, in our Sustainability Report.

1.6 We will pay the taxes and royalties requires by host country codes. We will seek to ensure that transfer pricing outcomes are in line with their fair business practices and value creation.

As per 1.5, Resolute reports on taxes, royalties and other payments made to governments in its Annual Report. Resolute ensures that its transfer pricing outcomes are in accordance with the Australian transfer pricing rules, the 2010 Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations issued by the Organisation for Economic Cooperation and Development (OECD Guidelines) as amended by the 2015 OECD Base Erosion and Profit Shifting (BEPS) Report Actions 8 to 10 to the Guidelines, and relevant Australian Taxation Office (ATO) guidance.

1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly each year on our implementation of the Responsible Gold Mining Principles.

At Resolute, Sustainability performance has been delegated to the Sustainability Committee, a sub-committee of the Board. The *Executive General Manager, Sustainability* position was made redundant in 2022. The *General Manager, Environment & Community*, and Head of People now report Sustainability performance and key developments to the Sustainability Committee at least three times per year. Sustainability performance is linked to the compensation of the



Executive Committee, with both the CEO and COO having sustainability linked KPIs linked to their Short-Term Incentive Plan (STIP), and is used, in part, to assess Group performance.

A self-assessment on internal systems and processes to align with the RGMPs was completed in 2021 and an external assurance plan was established in 2022 mapping all areas for improvements, and updated annually. The outcome and external assurance report is disclosed annually on our website.

Principle 2 – Understanding our impacts: We will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed

2.1 We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.

Resolute has established a corporate governance framework to provide oversight of all business operations. 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 [Audit and Risk Committee](#) is mandated by the Board to provide risk management oversight across material exposures and other relevant impact Resolute may cause to third parties. The INX software has been implemented at Resolute to manage operation risk and incident reporting. These platforms provide readily accessible information to key internal stakeholders and improve the transparency of unwanted events that our operations may have on others.

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. In support of this, the Audit and Risk Committee receives reports from management on new and emerging sources of risk, related controls, and mitigation measures that management have implemented. Resolute’s Risk Management Standard, and site level Risk Registers are reviewed at least annually. Measures to prevent identified risks are integrated within Resolute’s Standard Operating Procedures and Management Plans.

2.2 We will listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.

Resolute continuously engages with relevant stakeholders around its operations. Established Stakeholder Engagement Plans underpin engagement structures at both sites, built on detailed mapping exercises and categorisation of stakeholder relationships and influence. Each site has dedicated community relations officers regularly engaging with communities close to mining operations, enabling open and transparent dialogue to ensure that their concerns are considered in decision-making activities. The Managing Director and applicable General Managers are accountable for stakeholder engagement during the life cycle of the mine.

In 2021, Resolute published its Community Investment Strategy at a corporate level. In Syama, Resolute updated the primary engagement structure, including different stakeholder groups (vulnerable groups, women, youth, and public institution representatives) and expanded memberships to other villages. In 2021, Resolute identified opportunities to increase local procurement. Resolute engaged with key site-based contractors to identify their specific purchasing needs, establish a local procurement database, and mapped new opportunities. By the end of 2022, 50% of the identified new local procurement opportunities had been contracted at Mako and 100% at Syama.

2.3 We will regularly and systematically conduct due diligence to identify human rights, corruption and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those entities to which we sell our products.

Resolute is committed to respecting and promoting the dignity, wellbeing and human rights of our employees, host communities and other stakeholders. Resolute published a Modern Slavery Statement and a group-wide [Human Rights Policy](#) in 2020. In 2021, Resolute designed and implemented a mandatory group-wide human rights training and developed a self-assessment methodology to identify and assess business impacts and opportunities for human rights. In 2022 Resolute started its first company-wide self-assessment as a first step to implementing an ongoing human rights due diligence process and human rights strategy from 2023 onwards across its sites and supply chain.

2.4 We will conduct impact assessments that involve substantive environmental components, socio-economic (including human rights where relevant) and cultural elements and ensure that they are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure



that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate, and compensate for significant adverse impacts.

Resolute undertakes ESIA's for each new project development as mandated by country governments, and commissions external reviews of impacts and associated mitigation measures annually. Our site ESIA's include direct, indirect and cumulative risks (where applicable) and align with the mitigation hierarchy. Both Mako and Syama ESIA's include community health impact assessments. The results of the ESIA's are disseminated to host communities and relevant government agencies in a locally appropriate format. In 2022 three ESIA's were validated by the government for developments at Syama.

2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising grievances in good faith will not face discrimination or retaliation as a result of raising their concerns.

As per 2.2, all Resolute mines are required to maintain a Community Complaints & Grievance Procedure and Register. In 2020 Resolute published group wide Grievance Procedures to ensure site-based procedures align with the group risk framework and that material grievances are escalated accordingly. Grievance procedures will be reviewed for effectiveness at least every two years, starting from 2022 onwards. The number and nature of grievances received are annually disclosed in our Sustainability Report.

Principle 3 – Supply Chain: We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.

3.1 We will adopt and publish a Supply Chain Policy and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance comparable with our own. We will conduct risk-based monitoring of compliance.

Resolute requires suppliers to adhere to the Resolute Code of Conduct and other policies as per their commercial terms with the Company. In 2022, we published a publicly available [Supply Chain Policy](#) and in 2023, we published a Suppliers Code of Conduct. Our Supply Chain Policy and Suppliers Code of Conduct include a commitment to the ethical and responsible management of our supply chain to avoid adverse environmental, social, governance impacts.

We aim to ensure that the requirements of the Supply Chain Policy and Suppliers Code of Conduct developed are achievable for small and local suppliers and we will be engaging with suppliers to provide briefings and trainings in the local language to facilitate compliance.

Resolute currently has a process for screening and on-boarding suppliers, monitoring existing suppliers for performance, and terminating suppliers who are in breach. These will be reviewed to ensure alignment with the Suppliers Code of Conduct in 2024.

3.2 We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them improve their capabilities as suppliers.

Resolute prioritises local procurement as stated in its [Social Performance Policy](#) and where viable engages with local stakeholders to support the establishment of local suppliers through capacity building and training.

Resolute aims to, where available, source goods and services from national suppliers and from the local regions in which we operate. In Senegal, we have established capacity building programs to develop and strengthen the skills, processes, and abilities of local suppliers, through training and tailored mentoring programs. Our community and procurement teams participate in regular committees at local and regional level to communicate and discuss local opportunities. Additionally, we collaborate and regularly engage with local and regional authorities to facilitate access to procurement opportunities.

In Mali we have established links between our international suppliers and local distributors thus enabling Resolute to source goods locally and in so doing, strengthen the local supply chain. We also encourage our international suppliers to register their businesses nationally and localise elements of their operations. In addition, we provide ad hoc capacity building programs to build contractor capacity and support them in applying for procurement opportunities.

Local procurement value is disclosed annually in our Sustainability Report. The criteria used to report 'percentage spend to empower local communities' was reviewed in 2021 to ensure consistency across sites.



3.3 We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.

Resolute does not have a group-level position on ASM but has developed a strategy to address ASM activity in proximity of the Syama mine. There are some ASM activity in the Tomboronkoto Commune, where the Mako mine is located, but it is confined to a small area some distance from the mine site and does not have an impact on operations. As a member of the World Gold Council, Resolute will contribute to the dialogue on ASM as relevant, and, we are not currently, nor do we plan to conduct business with ASMs.

In 2022, Resolute raised awareness on the environmental impacts of artisanal mining and the danger of mercury uses at community level at Syama and presented its experiences at Syama at a World Gold Council led ASM Knowledge Sharing Workshop in Accra.

Principle 4 – Safety and Health: We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions

4.1 We will be proactive in preventing fatalities and injuries to our workforce. Regular safety training will be conducted and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.

Resolute prioritises the health, safety and wellbeing of its employees, contractors, and stakeholders above all else. A health, safety and security management system is operational across the Group to ensure a standardised and consistent approach is pursued in relation to risk and incident management to foster a zero harm culture, as stated in its [Group Health, Safety & Security Policy](#).

Currently, mandatory training is received by all Resolute employees and site-based contractors in relation to high-risk work activities, critical hazard management and health and hygiene. At present, contractors have a contractual obligation to provide their own training, for other areas. Personal Protective Equipment and associated training is provided to all employees and contractors at Resolute operations to further mitigate the risk of injury. The health and safety performance metrics captured at site (TRIFR, etc.) include contractor performance.

In 2020 the Company commissioned an external audit on its health and safety practices and has implemented measures to address the opportunities for continual improvement that had been identified.

Resolute records and reports monthly and annually on safety and health metrics in our Sustainability Reports. In 2022, Resolute achieved ISO:45001 Health & Safety Management System certification at group level.

4.2 We will implement safety and health management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.

Resolute implemented an internationally recognised electronic health and safety management system in 2021 to standardise the incident management practices across the Group, maximising transparency relative to health and safety performance across operations.

Health and Safety Committees have been established at each operation in accordance with applicable local legislation. These committees solicit regular workforce input and feedback and help to drive employee engagement and continual improvement across all health and safety areas.

4.3 We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures. We will promote the physical and mental wellbeing of our workforce.

Occupational monitoring programs have been established at both the Syama and Mako Gold mines. A risk-based approach to monitoring has been adopted relative to the unique hazards at each operation. Monitoring and training scope includes but is not limited to noise, dust, respirable dust, air quality, infectious diseases, heat and fatigue.



Health and hygiene inspections are conducted weekly at the site kitchen and mess facilities to ensure leading practice standards are maintained. Employee mental health remains an ongoing consideration for Resolute as it operates fly-in fly-out workforces operating in remote / isolated parts of the world. The Company establishes work patterns and rosters that comply with local labour laws and affords adequate rest and recreation for employees so that they may attend to their family and personal obligations / interests. We provide sporting facilities at site and support sporting events where the local workforce participates during their leisure time.

Resolute aims to continue improvements in its primary, occupational and emergency health care capability in the coming years.

4.4 We will identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.

Resolute mitigates the health and safety risks for local stakeholders posed by Company mining activities. These include ongoing mine safety, road safety and community health education and awareness programs..

Emergency response plans and capability has been established at each operation and is regularly tested via simulation activities. Measures have been taken to ensure local stakeholders are involved in the establishment of emergency response plans and protocols where they may be affected. As an example, in 2022, local stakeholder input was obtained in the development of emergency response plans for site Tailings Management Facilities.

Principle 5 – Human rights and conflict: We will respect the human rights of our workforce, affected communities and all those people with whom we interact

5.1 We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.

In 2020, Resolute published a group-wide Human Right Policy in alignment with the UN Guiding Principles (UNGP) on Business and Human Rights. The Policy is publicly available in the Company website and is communicated accordingly to internal and external stakeholders. In 2021, Resolute benchmarked its corporate policies against the UNGP and updated policies as required. Both human rights systems and policies are reviewed annually and communicated in the Group Sustainability Reports.

Resolute publishes a Modern Slavery Statement annually which outlines its intent to identify and eliminate modern slavery and other human rights risks from its operations and supply chains in line with UK and Australian legislation.

In 2021 Resolute developed a human rights self-assessment methodology to undertake human rights due diligence which commenced in 2022 across its sites and supply chain. A Human Rights Action Plan will be developed in Q4 2023 and implemented in 2024 to drive continual improvement across the Group in line with leading practice.

5.2 We will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships

By conducting human rights due diligence across mine sites and supply chain, Resolute aims to not cause or be complicit in human rights abuses. In 2021, Resolute developed a human rights self-assessment process to map human rights impacts at site, in host communities and its supply chain which started in 2022. Human rights and Modern slavery considerations have been included into contractual terms for key suppliers. In 2022, Resolute developed a Suppliers Code of Conduct and Supply Chain Policy including mechanisms and commitments to ensure we do not cause and are not complicit in human right abuses through our business relations. In 2022, Resolute developed a Supplier Due Diligence questionnaire with a focus on Human Rights and Modern Slavery consideration, which will be communicated to our suppliers in 2023.

5.3 We will manage security-related human rights risks through implementation of the Principles on Security and Human Rights.

Resolute is committed to the implementation of the Voluntary Principles on Security and Human Rights, as stated in its Group [Health, Safety & Security Policy](#); and ensures that any action taken by personnel, and public or private security providers are consistent with the protection and promotion of human rights. A MoU, referencing the Principles, is in place



between Resolute and the Malian government, and training is provided to our security forces and contractors. Training was completed in Q4 2021 and complemented on an annual basis.

5.4 We will implement the Conflict-Free Gold Standard (CFGs). We will ensure that when we operate in conflict-affected or high-risk areas our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.

Resolute is operating in compliance with the Conflict-Free Gold Standard across its operations and secures external assurance, as per the requirements of the WGC.

Principle 6 – Labour Rights: We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices

6.1 We will ensure that our workforce receives fair wages and benefits relative to relevant national and local benchmarks, norms and regulations

Resolute is committed to provide fair employment conditions and reward its people competitively, as stated in its [Working Responsibly Policy](#), publicly available in Resolute's website. Resolute's workforce are paid in accordance with the applicable labour laws in the jurisdictions in which we operate. On most occasions, Company employment conditions and salaries significantly exceed the minimum requirements prescribed in the labour laws.

Resolute reviews its employment conditions and benefits annually across the Group or as required in response to legislative changes.

6.2 We will engage regularly and constructively with our employees and their representatives and strive to ensure a workplace free from bullying and/or harassment and unfair discrimination

The Company engages regularly with its workforce, via formal internal communications, CEO updates, training and management driven mechanisms such as toolbox discussions and pre-start meetings. All employees across the group are aware of the expected standards of behaviour clearly outlined in the Company's [Code of Conduct](#) and other policies. Additionally, Resolute has a standalone [Sexual Harassment Policy](#). Our [Working Responsibly Policy](#) states our commitment to maintain whistle-blower protections that aim to provide employee and stakeholder confidence that any suspected breach of Company policy is reported freely and confidentially and is investigated thoroughly.

Union officials / committees and staff delegates are active at the operations and facilitate broader workforce engagement initiatives. Resolute respects freedom of association rights and works to always maintain constructive relations with its workforce and unions.

6.3 We prohibit child labour and modern slavery in our operations and in our supply chains.

Resolute has outlined its commitment to preventing / eliminating Modern Slavery, child labour and any other human rights violations at its assets and along its supply chains via its Modern Slavery Statement and [Human Rights Policy](#). The Company will undertake annual human rights risk assessments at its assets from Q4 2023.

6.4 We will uphold the legal rights of our workforce to associate with others and to join or to refrain from joining labour organisations of their choice and to bargain collectively without discrimination or retaliation.

Resolute's [Human Rights Policy](#) states our commitment to respect all fundamental labour rights, including freedom of association and collective bargaining of our employees. Resolute works to maintain constructive relationships with both asset-level and central union bodies and maintain feedback mechanisms to report and raise concern about labour rights.

6.5 We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically under-represented groups and will report on our progress.

Resolute's commitment to diversity and inclusion is captured in its [Diversity, Equity and Inclusion Policy](#), which was reviewed in 2022. Workforce demographics including but not limited to gender and local employment are recorded and reported annually in our Sustainability Report. Measurable performance metrics on gender diversity across all business areas have been approved by the Board and have been reported on from 2021 onwards.

6.6 We are committed to identifying and resolving barriers to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes,



we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations

As above. Business systems and processes are reviewed as needed ensure they do not unintentionally discriminate between male and female employees. Resolute has a parental leave policy that provides entitlements that go beyond the minimum legislative requirements in the jurisdictions in which we operate. The added flexible return to work arrangements ensure new parents can effectively balance family responsibilities with work commitments. The Company has reviewed its [Diversity, Equity and Inclusion Policy](#) and developed training that foster diversity and inclusion which will be implemented from 2024.

6.7 We will provide a confidential mechanism through which employees and other associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.

The Company [Whistleblower Policy](#) provides a confidential avenue for employees and stakeholders to raise ethical concerns regarding business activities and ensures they are free from subsequent retaliation.

Principle 7 – Working with communities: We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect.

7.1 We will consult regularly and in good faith with the communities associated with our operations on matters of interest to them, and will take account of their perspectives and concerns.

Resolute understands the importance of regular and transparent communication with host communities. Both Mako and Syama have stakeholder maps and engagement plans and engage with host communities on a weekly basis. All concerns raised by the communities are logged in a Community Complaint Register and subsequently addressed. A Community Complaints Register is operational at both sites since 2021. Since 2021 we implemented monthly sustainability reports to share regularly relevant social performance information with corporate teams including community engagement activities, community concerns complaint and incidents. Both sites maintain grievance mechanisms where complaints related to our activities can be raised by communities and resolved in a timely manner. As per our [Social Performance Policy](#). Resolute is committed to ensure that all mechanisms are fair, accessible, consistent and culturally appropriate.

7.2 We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, indigenous people, children and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard and that this knowledge is integrated into how we do business.

Resolute engages with communities surrounding its mine sites through a number of permanent and ad hoc culturally appropriate consultation structures. We engage separately with women and youth and other vulnerable groups to ensure engagement and win-win relationships are established where possible. At all sites, Resolute has dedicated community outreach staff and recognises that engagement/relationships with local communities is an ongoing focus requiring continuous improvements. We maintain recorded minutes of key meetings with local communities and authorities.

7.3 We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, and procurement opportunities for local businesses and social investment.

As per its [Social Performance Policy](#), Resolute seeks to create benefits for host communities by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of these communities and the principles of sustainable development. In site operations Resolute implements apprenticeship and traineeship programmes every year to support the development of young people from local communities and provide them with opportunities and skills that can enable the development of livelihoods beyond mining. Additionally, we have published a Community Investment Strategy which includes capacity building as a focus of our annual programs.

7.4 We will seek to obtain and sustain the broad-based support of communities affected by our activities.

As per its [Social Performance Policy](#), Resolute engages regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our



operations. Community perception surveys are implemented every 2 years at Mako and will be implemented in Q42023 in Syama. As referenced in 7.1, we have implemented monthly sustainability report to communicate community engagement activities to the Corporate team.

7.5 We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.

Resolute identified and is managing socioeconomic impacts linked to migratory influx as described in ESIA's, however, the Company has not identified economic migration or influx as a new or emerging risk. The Company has a strong commitment to local employment and reserves all entry level and semi-skilled roles for local and regional employees which contributes to deter influx. Resolute encourages contractors to also comply with these local recruitment requirements.

7.6 We will respect the collective and customary rights, culture and connection to the land of indigenous peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.

Resolute's [Social Performance Policy](#) states that it will respect the collective rights, history, culture and connection to the land of Indigenous People, and will consult meaningfully to seek to obtain their free, prior and informed consent for any business activity that could adversely impact them throughout the lifecycle of the mine. Resolute has culturally appropriate stakeholder engagement and grievance procedures at each site. Cultural Awareness was included in the Leadership Development Training delivered to employees in 2022 and included in the multicultural training given to new employees.

7.7 We will seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We will put in place chance finds procedures at all relevant operations.

Resolute undertakes cultural heritage surveys as part of ESIA's, and aims to preserve, and manage the impacts of mining operations on cultural heritage during the mine lifecycle. Resolute developed a Group Chance Find procedure and a Cultural Heritage Standard in 2022. Both sites have locally specific Chance Finds Procedures aligned to the Group Standard and National Legislation.

7.8 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly available planning framework, restoration of established livelihoods and the provision of fair and timely compensation. We will seek to minimise adverse impacts on displaced people.

Resolute seeks to avoid the physical and economic displacement of host communities and, where unavoidable, we will proceed via meaningful consultation with affected communities, a publicly available planning framework, the restoration of livelihoods and the provision of fair and timely compensation. Resolute is developing a group Livelihood Resettlement Standard that is aligned with best practice, to be finalised by Q42023. We will review and, where needed, establish programmes to monitor the wellbeing of resettled households in 2024.

Principle 8 – Environmental stewardship: We will ensure that environmental responsibility is at the core of how we work.

8.1 We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimize, mitigate or compensate for significant adverse impacts on the environment relating to our activities.

Resolute developed an updated Corporate Environment Policy in 2020, to strengthen the governance of environmental stewardship across the group. This policy commits to capture environmental risk and opportunity in the Company's Risk Management Framework and managed effectively, ESIA's are integrated into all significant planning processes, and adverse business-related impacts are addressed according to the mitigation hierarchy. In 2022, we updated the policy to include a commitment to the continuous improvement of our environmental performance and the setting of targets/objectives to reduce our environmental impact

Resolute obtained ISO: 14001 Environmental Management System certification at group level in 2022.



8.2 We will design, build, manage and decommission tailings storage and heap-leaching facilities and large-scale water infrastructure using ongoing management and governance practices in line with widely supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.

Resolute takes a proactive approach to tailings dam management from daily inspections, monitoring of the site water balance, analysis of piezometer data and annual inspections by certified external engineers. All our facilities have Management Plans and Emergency Response Plans. Comprehensive data on tailings was submitted to the Church of England Global Tailing Initiative for external disclosure.

In 2021, Resolute strengthened its Tailings Governance Framework, via the development of a [Responsible Tailings Management Policy](#), which enables improved disclosure in accordance with the International Council on Mining and Metals Guidelines and the Global Industry Standard on Tailings Management. A Tailings Governance Framework is being developed and will be available in Q4 2023.

8.3 We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide, we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice set out in the International Cyanide Management Code.

Resolute has waste management plans for all sites, covering transportation, handling, storage and disposal of hazardous material. Both Syama and Mako use cyanide to process gold. External reviews of management practices against the requirements of the International Cyanide Management Code principles and standards of practice were carried out in Mako in 2019 and in Syama in 2023.

8.4 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere, arising from our activities, and minimise them. We will only sell mercury thereby captured for uses recognized as acceptable by international conventions.

Resolute does not use mercury to extract gold on its sites, nor does it purchase gold produced by third parties.

8.5 We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust, blasting and vibration.

Resolute maintain systems and practices to seek to minimise impacts to local communities associated with airborne emissions, dust, noise, blasting and vibration. Our mine sites implement a comprehensive programme of environmental monitoring according to thresholds identified during the ESAs. Any recorded values above those thresholds will trigger a mitigation response. Host communities are engaged on an ongoing basis and can rely on an established grievances process to raise any concerns.

Principle 9 – Biodiversity, land use and mine closure: We will work to ensure that fragile ecosystems, critical habitats and endangered species are protected from damage, and will plan for responsible mine closure.

9.1 We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain for biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.

Resolute implements biodiversity management plans that adhere to the mitigation hierarchy at all operational sites. As per Resolute's Environment Policy, we seek to ensure that there is no net loss of critical habitat, and where possible, work with others to produce a net gain for biodiversity.

At Mako, ecological monitoring against the baseline is conducted annually, and a biodiversity offset is operational to counteract residual impacts in partnership with international conservation NGOs. In Syama following an update of the biodiversity baseline study in 2022, sightings of infrequent but key biodiversity are being monitored via record forms.

9.2 We will not explore or seek to develop new mining operations in areas designated as World Heritage Sites



Resolute does not explore nor seek to develop new mines in World Heritage designated areas, as per our [Environment Policy](#).

9.3 We recognise the importance of integrated land use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.

As per 9.1 Resolute adopts the mitigation hierarchy in the development of its operations and seeks to avoid and minimise, impacts on biodiversity and host communities. A formal permitting process is in place, in both Mali and Senegal, to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora or fauna. A Land Clearance Permit is mandatory internal process for all land disturbance activities. Resolute undertakes assessments of the needs of host communities with regards to access to land during land-use planning and in ESAs.

9.4 We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including rehabilitation of land, beneficial future land use, preservation of water sources and prevention of acid rock drainage and metal leaching.

Resolute has mine closure plans in place for all its assets and these plans and associated costs are reviewed and updated annually. We incorporate closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation, or the restoration of disturbed land during the mining process rather than large-scale works at the end of a mine's life.

Stakeholders are engaged throughout at all key stages in the operations lifecycle including mine closure planning. In consultation with authorities, affected communities and other relevant stakeholders, our closure plans address the preservation of water sources and the potential for acid rock drainage. At Mako, all the waste rock samples tested were classified as non-acid forming, while at Syama, a test programme undertaken in 2023 showed the test samples to be non-acid forming. Resolute is not currently implementing any mine closure plan but updated the mine closure plan and costs for Mako and Syama in 2023

Principle 10 – Water, energy and climate change: We will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.

10.1 We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint, including, where possible, through increased recycling.

Resolute does not operate in a water-stressed area. However, as per Resolute's [Environment Policy](#), operations commit to using water responsibly and efficiently in cooperation with authorities, and ensure they do not adversely affect the overall quality of catchment water resources available to other users. The operations abstract raw water from surface sources during high-flow periods only and under strict licence conditions to maintain / protect environmental flows. Resolute abstracts water annually, under permitted amounts. Resolute maintains a water balance model at each of its operations to track water input, output and losses. The water balance model is calibrated to meet licence conditions. Resolute does not have group-wide targets on water use, efficiency, conservation or recycling targets. These will be established following an update of the Syama Water Balance model in Q4 2022.

Through its community development programme, Resolute actively supports local communities to improve water security through improved access to surface and groundwater sources. To this date, there have been no stakeholder conflicts due to water usage.

10.2 Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.

Resolute's [Water Stewardship Policy](#) recognises access to water as a human right. Resolute aims to avoid the release of pollutants or, when avoidance is not feasible, minimise and/or control the intensity and mass flow of their release. Resolute maintains a surface and groundwater monitoring program at its operating sites with weekly, monthly, quarterly, or biannual sampling frequencies depending on the locations. In FY22, no significant downstream chemical water quality issues were

recorded at our operations. If applicable, quality issues will be annually and publicly communicated in the Sustainability Report.

10.3 We support the objectives of global climate accords through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.

Resolute recognises the significance of climate change as a global issue and its responsibility to reduce GHG emissions from its operations. Resolute has published a Climate Change Commitment that expresses support to the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C. We are undertaking a climate risk and opportunity assessment at Mako and Syama with the outcomes available in Q4 2023.

10.4 We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our CO2 equivalent emissions in line with accepted reporting standards.

Resolute published its GHG emissions Scope 1 & 2 in 2019, and Scope 1, 2, & 3 emissions in its 2022 [Sustainability Report](#). During 2023, the company commissioned an independent site-based assessment to determine the extent to which climate change could impact the company's operations, and assess the viability of switching to cleaner energy, investing in renewable energy to replace fossil fuel usage, and adopting technology to reduce GHG emissions. The outcomes will be available in Q4 2023 and will be published in a TCFD aligned report. Resolute is actively reducing its operations emissions at Syama with the construction of a hybrid power station to reduce both power generation costs and GHG emissions by up to 20%. At Mako we are increasing the efficiency of the powerplant from 75% to 80-85% in 2023 by upgrading the cooling system configuration.

4. Road map for improvements

Resolute has identified the following corporate and/or site level procedures and processes requiring strengthening over 2023 and 2024.

RGMPs Compliance Requirements: Action Items	Internal Deadlines 2023			
	Q3' 23	Q4 '23	Q1' 24	Q2 '24
2.3.2 Undertake a human rights due diligence at site and supply chain level				
6.3 Conduct a human rights risk assessment at Mako and Syama				
7.7.1 Finalise the group level Cultural Heritage Standard				
7.4.2 Implement a community perception survey at Syama				
7.8.1 Finalise the group Livelihood Resettlement Standard				
8.2 Finalise a Tailings Governance Framework				
10.1 Establish group-wide targets on water use, efficiency, conservation, or recycling targets				
10.4.2 Disclose climate change information in alignment with the TCFD				
10.4.3 Conduct site-based climate change risk and opportunity assessments				