

## Conflict Free Gold Standard Report 2022

### About this Report

This Conflict-Free Gold Report is published by Resolute Mining Limited (Resolute or Company) in accordance with the requirements of the World Gold Council's Conflict-Free Gold Standard (the Standard). It summarises Resolute's conformance with the requirements of the Standard for the year ending 31 December 2022, and will be updated on an annual basis.

This Conflict-Free Gold Report was developed by Resolute's Sustainability Team. The General Manager, Environment & Community is responsible for implementation, they report to the Chief Executive Officer and report on a quarterly basis to the Sustainability Committee of the Board of Directors.

### About Resolute

Resolute is an experienced explorer, developer and operator of gold mines, with more than 30 years of experience as an explorer, developer and operator of ten gold mines that have produced more than 9 million ounces (Moz) of gold.

Resolute currently owns two producing gold mines: the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako). Syama and Mako mined a record 6.8 million tonnes (Mt) of ore with the processing plants milling 5.7Mt of ore at a grade of 2.11 grams per tonne of gold (g/t).

The Company is also 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 4,059 employees and contractors. Resolute produced 353,069 oz of gold at an All-In Sustaining Cost (AISC) of \$1,498/oz in 2022. The Company trades on the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker RSG.

### Reporting Boundary

The Reporting boundary of this report include the operating mines under Resolute's direct control during 2022, namely the Mako mine in Senegal and the Syama mine in Mali. It excludes sites under care and maintenance, exploration, or other investments, none of which are producing gold or gold-bearing materials. This is consistent with the reporting boundary of Resolute's 2022 Sustainability Report.

### Standard's Requirements

The Standard is comprised of assessments part A-E:

PART A – CONFLICT ASSESSMENT

PART B – COMPANY ASSESSMENT

PART C – COMMODITY ASSESSMENT

PART D – EXTERNALLY SOURCED GOLD ASSESSMENT

## PART E – MANAGEMENT STATEMENT OF CONFORMANCE

Part A of the Standard requires companies to assess whether they are adhering to international sanctions and to undertake a risk assessment based upon the recognition of conflict. Applying the Standard's criteria, operations that are in an area ranked as 5 (war) or 4 (limited war) within the last two years in the Heidelberg *Conflict Barometer* have been classified as 'conflict-affected or high-risk' and must complete all remaining assessments in Parts B-E of the Standard. For operations not considered in a 'conflict-affected or high-risk' area and where the company does not transport gold while in its custody, the remaining assessments are Parts D and E.

### Resolute's Evaluation

#### Part A – Conflict Assessment

Resolute conducted a review of the international sanctions as listed in Attachment B to assess whether international sanctions have been imposed on the countries in which we have mines. We concluded that no applicable international sanctions have been imposed on the countries in which we had mining operations during the year ended December 31, 2022.

As part of the Conflict Assessment evaluation, Resolute reviewed the Heidelberg Conflict Barometers for the past 3 years (2020-2022) for our regions of operations. Resolute's Mako Mine in Senegal is in the Kédougou Region, which has not been in an area of identified conflict between 2020-2022. Resolute's Syama's mine in Mali is in the Sikasso Region, an area ranked as 3 (violent crisis) between 2020-2022.

At the national level, Mali is classed as being a conflict affected or high-risk area 2022 by the Heidelberg Conflict Barometer. This is combined with the economic sanction imposed by ECOWAS on Mali in December 2021 and lifted in July 2022. The sanction did not affect the mining, processing, or transport of gold. Resolute has undertaken assessments of Parts B through E as set out in the Standard for its mine in Mali, to be transparent about its practices and ensure full compliance with the Standard. These sections of the Standard do not apply to Resolute's mine in Senegal.

#### Part B - Company Assessment

Resolute has the appropriate systems in place to discharge its corporate obligations and responsibilities, to avoid causing, supporting, or benefiting unlawful armed conflict, or contributing to associated serious human rights abuses or breaches of international humanitarian law. To demonstrate conformance with the Standard Resolute provided evidence relating to the company's commitment to human rights and its policies and procedures with regard to corporate activities, security, payments and benefits-in-kind and engagement, complaints and grievances for its Syama mine in Mali.

- **Commitment to Human Rights**

Resolute is committed to respecting all internationally recognised human rights, including those covered under the Universal Declaration of Human Rights and the International Labour Organisation when identified. Resolute is committed to eliminating all forms of modern slavery both within its business and supply chain, implementing and enforcing effective internal processes according to the requirements of the UK Modern Slavery Act and the Australian Modern Slavery Act. Resolute's operations look to abide by the Voluntary Principles on Security and Human Rights.

Resolute has published a Corporate Human Rights Policy and Modern Slavery Statement and has benchmarked all company policies against the UN Guiding Principles for Business and Human Rights. Resolute delivers mandatory group-wide human rights training, and regular Voluntary Principles of Security and Human Rights training to direct and contract security personnel.

- **Corporate Activities**

Resolute is not subject to any allegations of human rights abuses or breaches of humanitarian law and has the processes in place to identify the risks of causing or contributing to a serious human rights abuse or breaches of international humanitarian law.

Ultimate responsibility for monitoring and identifying human rights performance rests with the Resolute Board of Directors and this, in large part, is achieved via the Sustainability and Audit & Risk Committees where risk, opportunity and compliance are matters are closely examined.

Investigations regarding credible allegations of serious human rights abuses will always be handed over to the local competent authorities. Resolute would not interfere with, or try to solely manage, investigations of this nature. Standard investigations involving less serious non-criminal allegations are managed via the Company's discipline management and Whistle-blower processes.

- **Security**

Training is delivered to direct and contract security personnel on the Voluntary Principles of Security and Human Rights, namely to the Security Response Teams and Community Observers; engaged as an early warning indicating presence of illegal mining. To date all SRT and Community Observers have received training in the VPSHR.

Resolute includes human rights provisions in commercial agreements and has signed a Memorandum of Understanding (MoU) with the Governor of Sikasso for improved governance and standardised employment conditions for public security personnel who support Company assets. This MoU formalises Resolute's commitment to aligning with the Voluntary Principles of Security and Human Rights and requires signatories to complete regular training, assurance and other activities for improved security provision and harmony with local communities.

- **Payments and benefits-in-kind**

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 ensures that all personnel comply with legal and ethical standards, and promotes the principles of integrity, honesty and respect in the performance of their duties. 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. Employees are required to read these policies and complete a training module on commencement with the Company and every two years thereafter. Acts of non-compliance can be reported as per the [Whistleblower Policy](#).

Mandatory ABC obligations are included in all Contractor commercial terms and compliance is managed at asset level. 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 four fiscal years. Any facilitation payments are disclosed in our Annual and/or Sustainability Reports.

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.

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. Any financial or in-kind contributions are disclosed in our Annual and/or Sustainability Reports.

- **Engagement, complaints, and grievances**

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.

All Resolute mines are required to maintain a Community Complaints & Grievance Procedure and Register aligned with the [Corporate Community Complaints Grievance Procedures](#) to ensure site-based procedures align with the group risk framework and that material grievances are escalated accordingly.

Our publicly available [Whistleblower Policy](#) details mechanisms that can be used by employees, contractors and suppliers to raise bribery, corruption and other third-party allegations against the Company and its representatives. Resolute has established a Whistle-blower Hotline that affords employees and stakeholders a confidential mechanism to raise breaches. All allegations received are treated very seriously and fully investigated by designated members of the Executive Team as per the policy.

## **Part C - Commodity Assessment**

Resolute has appropriate processes in place to manage the movement of gold and gold-bearing material while in the custody of the company, to mitigate against the misuse of this material by groups associated with unlawful armed conflict. Stockpile status for gold bearing material are recorded daily, as well as opening and closing balances ensuring reconciliation of the material whilst transported around the mine site. Resolute does not rely on third party in the processing of gold bearing material. All gold product is transported as Doré to a refinery, with the refiner taking ownership of the Doré when it leaves the gold room.

## **Part D - Externally Sourced Gold Assessment**

Resolute does not source gold from third parties at any of our operations, and implemented the appropriate Management Statement of Conformance documentation to accompany gold being dispatched at operations as required in Part E

## **Part E - Management Statement of Conformance**

Resolute confirms that, to the best of our knowledge, the gold produced by Resolute-operated mines in Senegal and Mali, does not, in any way, contribute to armed conflict or human rights abuses or breaches of international humanitarian law. The mining operations covered in this report have the appropriate systems and controls in place to conform to the World Gold Council's *Conflict-Free Gold Standard* and the company's Conflict-Free Gold report for 2022 was subject to independent assurance.

This Statement of Conformance is provided by Resolute as part of the conformance requirements for the World Gold Council's Conflict-Free Gold Standard and to provide good faith representation to the next participant in the chain of custody.

## **Independent Assurance**

Resolute engages KUMI to provide external assurance services against the requirements of the Conflict-Free Gold Standard and the Responsible Gold Mining Principles. Their assessment concluded that Resolute is operating in compliance with the Standard for the reporting year ending on the 31 December 2022. Their limited assurance statement can be viewed alongside this report at [www.rml.com.au/sustainability](http://www.rml.com.au/sustainability). Additional information on Resolute's sustainability performance can be found in its 2022 Sustainability Report.

If Users of this report wish to provide any feedback to Resolute with respect to the Conflict-Free Gold Report, they can contact the Sustainability team at [vanessa.evans@resolutemining.com](mailto:vanessa.evans@resolutemining.com).

## Annex – Conflict Free Gold Report: Evidence Summary

Document	Purpose
<b>Part A – Conflict Assessment</b>	
Heidelberg Conflict Barometer 2020-2022	2020-2022 report show that the Kédougou and Sikasso regions, which are our regions of operations, are not considered conflict affected or high risk, however the reports show Mali as being conflict affected or high risk.
Final Communique: 4th Extraordinary Summit of the ECOWAS Authority of Heads of State and Government on the Political Situation in Mali	Detail of ECOWAS imposed sanctions against Mali including closure of land and air borders, suspension of all commercial and financial transactions, freeze of Republic of Mali assets in ECOWAS Central Banks, and suspension of all financial assistance.
Final Communique: 61 <sup>st</sup> Ordinary Session of the ECOWAS Authority of Heads of State and Government (3 <sup>rd</sup> July 2022)	ECOWAS decision on lifting the economic and financial sanctions on Mali, but maintaining the suspension of Mali from ECOWAS decision-making bodies and individual sanctions against individuals and groups