



MODERN SLAVERY STATEMENT

2025



INTRODUCTION

Regis Resources Ltd (Regis) is pleased to present its FY25 modern slavery statement. This is Regis' fifth modern slavery statement and reflects our continuous improvement in identifying and addressing modern slavery risks.

Regis is one of the largest gold producers listed on the Australian Securities Exchange (ASX: RRL). During FY25, Regis produced 373koz of gold and, being unhedged, sold into record spot gold prices, generating meaningful cash flow with significant leverage to the rising gold price. Regis contributed over \$1 billion to the Australian economy through supplier payments, wages royalties and taxes. The foundations we have established position us for the future and we will continue to build on this progress.

As we look ahead, the team at Regis recognise that the external environment, particularly in relation to sustainability and our social licence to operate is evolving quickly. We are committed to operating responsibly, transparently and with a view to creating long term value.

This modern slavery statement is published in compliance with the *Modern Slavery Act 2018* (Cth) and relates to the financial year ending 30 June 2025. In this statement, we detail the steps Regis has taken to assess modern slavery risk within our operations and supply chains, outline the activities undertaken to address those risks, and how we evaluate the effectiveness of our actions.

ACKNOWLEDGEMENT OF COUNTRY

Regis recognises and respects the significance of Aboriginal and Torres Strait Islander peoples' communities, cultures and histories. Regis acknowledges the Traditional Owners of the lands on which we operate: the Mantjintjarra Ngalia, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales. We recognise their ongoing connection with land, waters and community, and pay our respects to Elders past and present.

KEY ACHIEVEMENTS FY25

Key achievements include the following:

- ✔ Undertaking a refresh of our materiality assessment to ensure it reflects evolving stakeholder expectations and supports stronger ESG integration across our planning and decision-making.

- ✔ Continued implementation of our new supplier management system enabling enhanced modern slavery risk assessment processes, including assessment of new suppliers.

- ✔ Review of our labour hire suppliers, including a review of the human rights and modern slavery processes and mitigations of the preferred suppliers.

- ✔ Review of our grinding media suppliers with the supplier evaluation process involving due diligence on the steps taken to identify, assess and address modern slavery risks.

- ✔ Incorporation of modern slavery obligations into new and existing contracts with suppliers.



MANDATORY CRITERIA

This Modern Slavery Statement was prepared to meet the mandatory reporting criteria set out in the *Modern Slavery Act*. The table below identifies where each criterion is disclosed within the statement.

Modern Slavery Act Criteria	Page No.
Identifying the reporting entity	1, 4
Describe the reporting entity's structure, operations and supply chains	4 - 7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	11-12
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	2, 13-15
Describe how the reporting entity assesses the effectiveness of these actions	16
Describe the process of consultation of the development of the statement with any entities the reporting entity owns or controls	17
Any other information that the reporting entity, or the entity giving the statement, considers relevant	3, 8-10

REGIS RESOURCES LIMITED (ASX: RRL, REGIS) IS ONE OF THE LARGEST GOLD PRODUCERS LISTED ON THE AUSTRALIAN SECURITIES EXCHANGE (ASX).

REGIS PURPOSE, STRATEGY AND VALUES

At Regis, sustainability is part of how we do business. It's embedded in our decision-making and operational planning and not treated as a separate function.

OUR PURPOSE

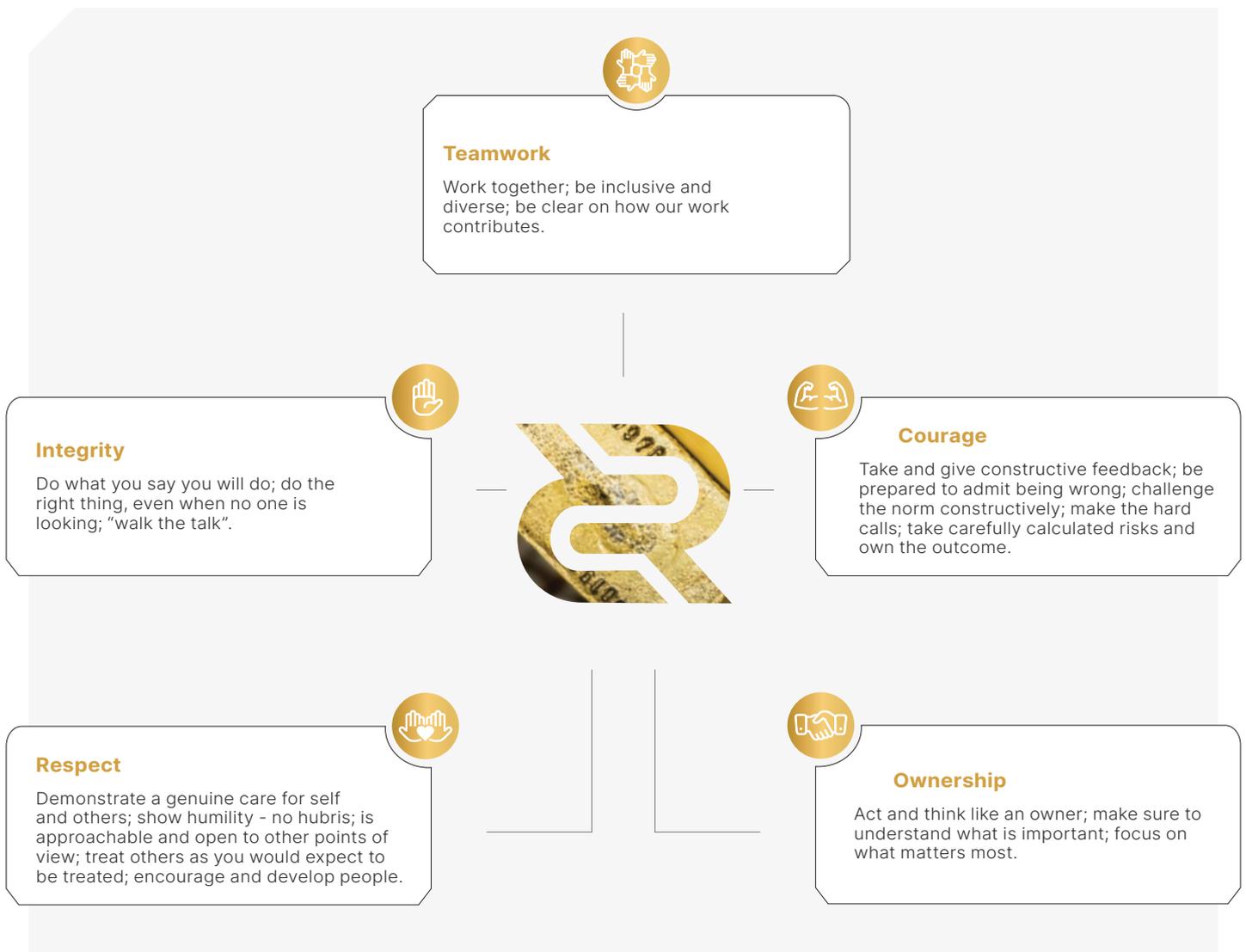
Our purpose is to grow value for our people, our communities, and our shareholders by mining safely and responsibly.

OUR STRATEGY

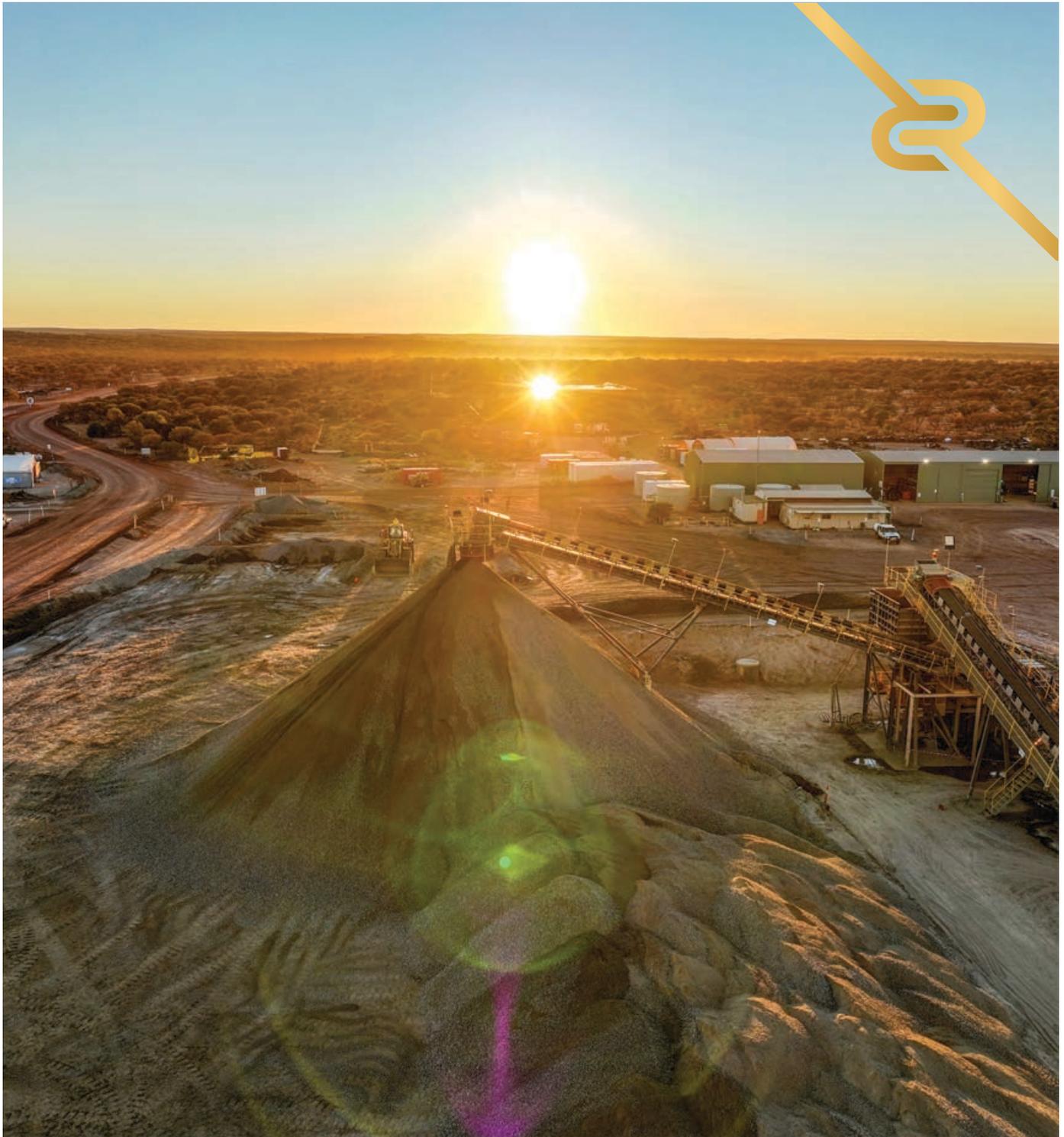
We continue to produce gold from across our open pit and underground operations while delivering underground growth and also exploring for additional, high-value, long-life open pit ore sources. Innovation, collaboration and cooperation within and across our teams will ensure we remain a profitable and sustainable gold producer, to deliver value for our stakeholders into the future.

OUR VALUES

Our values of respect, integrity, teamwork, ownership and courage guide how we work and how we engage with stakeholders. These values shape our governance approach, from ethical conduct and accountability to risk management.



OUR CULTURE IS AT THE HEART OF EVERYTHING WE DO AND OUR SHARED VALUES UNDERPIN OUR CULTURE. THESE VALUES GUIDE EVERY DECISION WE MAKE, ENSURING WE STAY TRUE TO WHO WE ARE.



COMPANY STRUCTURE AND SUBSIDIARIES

Regis is an ASX listed company head quartered in Perth with 100% Australian assets.

Regis holds a 100% shareholding in, and is the ultimate Australian parent entity of, Duketon Resources Pty Ltd and LFB Resources NL which undertake exploration and evaluation expenditure for the Duketon Gold Project and McPhillamys Gold Project respectively.

AFB Resources SPV Pty Ltd is a wholly owned subsidiary of Regis and in turn holds 100% of the shares in AFB Resources Pty Ltd which holds the 30% interest in the Tropicana Joint Venture (non-operator interest) with AngloGold Ashanti Australia Ltd. The Tropicana operation is managed by AngloGold and operates under its established systems and rigorous management processes. The modern slavery risk and actions taken associated with the Tropicana Joint Venture are not included in this statement. They are reported on in AngloGold's modern slavery statement.

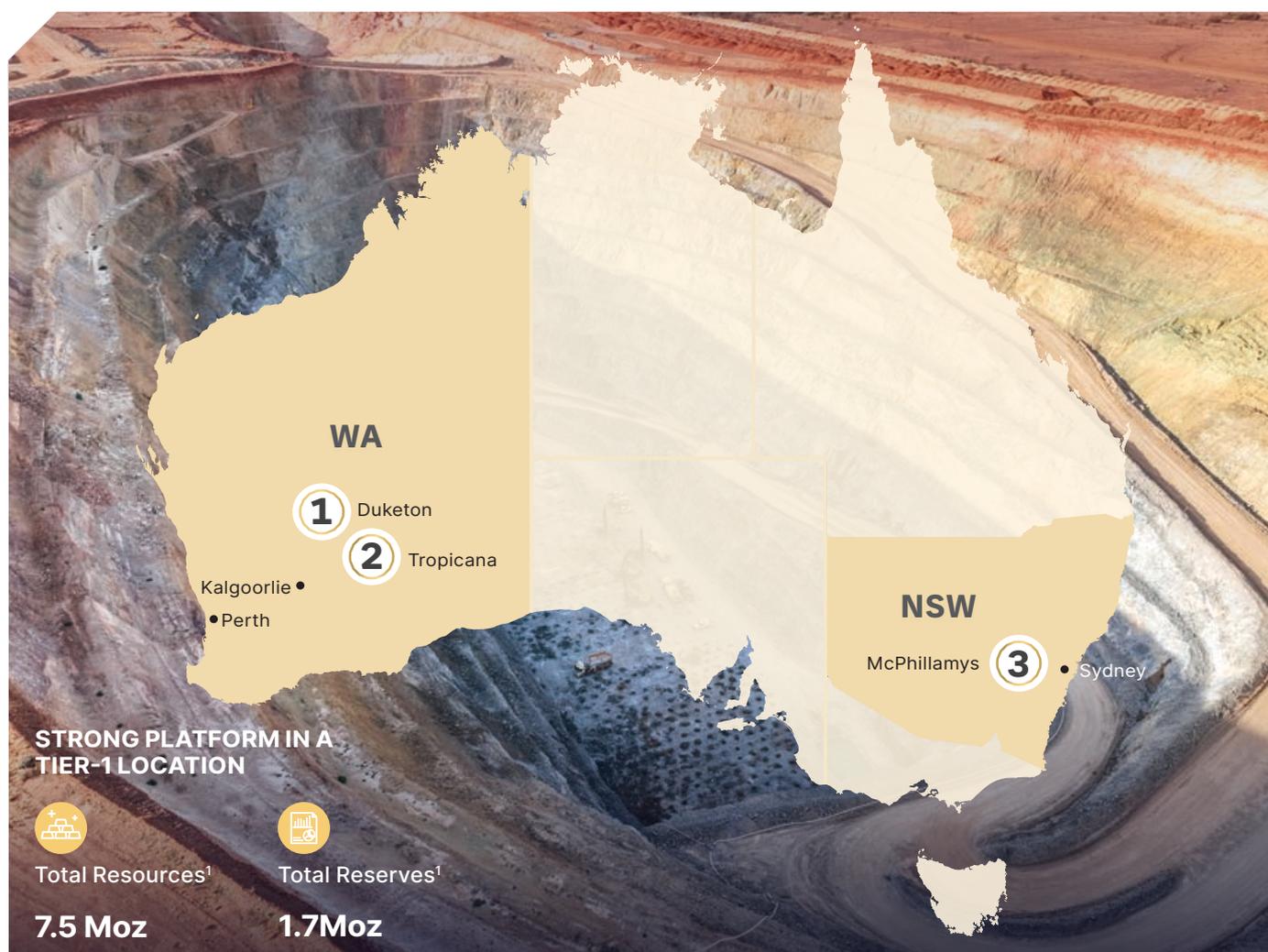
Wholly owned subsidiaries, Artane Minerals Pty Ltd and Rosemont Gold Mines Pty Ltd, do not currently undertake any substantive operational function within the group.

OPERATIONS AND SUPPLY CHAIN

OUR OPERATING ASSETS

Regis is an unhedged and debt-free gold producer with cash generating assets and organic growth optionality in a Tier 1 mining jurisdiction.

Throughout FY25, Regis continued to deliver safe and profitable ounces from its two producing assets located in the Eastern Goldfields of Western Australia, the Duketon Gold Project and the Tropicana Gold Project. The company produced 373koz of gold at \$2,531/oz.



1 DUKETON (100%)

- FY25 production: 233koz
- FY25 AISC: \$2,775/oz
- FY25 drilling: 171km
- Mineral Resources¹: 3.3Moz
- Ore Reserves¹: 1.1Moz

2 TROPICANA (30%)

- FY25 production: 140koz
- FY25 AISC: \$2,039/oz
- FY25 drilling: 174km
- Mineral Resources¹: 1.6Moz
- Ore Reserves¹: 0.6Moz

3 MCPHILLAMYS (100%)

- One of Australia's largest undeveloped open-pit gold deposits
- Mineral Resources¹: 2.7Moz
- Section 10 declared
- Project reset in progress

In total, Regis deployed \$123 million of growth capital, largely for the development of underground operations at the Duketon Gold Project, including Garden Well Main and an extension of Rosemont (Stage3), both of which will commence production in FY26. This is consistent with Regis' focus on progressing an underground growth strategy and scaling its producing assets.

Regis continues to explore for large-scale, high-value open pit sources of ore.

Regis also owns 100% of McPhillamys, located in the Central Tablelands region of New South Wales.

¹ASX release titled "Mineral Resource, Ore Reserve and Exploration Update" dated 20 May 2025.

GROUP STRATEGY

Regis continues to focus on producing sustainable and profitable ounces from our current assets, Duketon and Tropicana. With a scalable business and multiple organic growth opportunities, we are focused on growing our underground capacity and enhancing our core production with opportunistic, cash-positive ounces.

		Producing sustainable and profitable ounces
Duketon	<ul style="list-style-type: none"> Ramp up third underground mine (Garden Well Main) Grow to at least four underground mines Enhance core production with opportunistic, cash positive ounces Rolling Reserve replacement 	200 - 250 ³ koz
Tropicana	<ul style="list-style-type: none"> Ramp up Havana open pit, with reduced waste movement Progress development of the Havana Underground 	125 - 145 ⁴ koz

³Assumes no new open pit discovery.

⁴During open pit and underground phase.



WORKFORCE

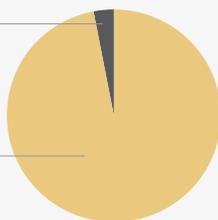
A stable, skilled workforce underpins operational continuity at Regis.

As at FY25, we employed:

432 Employees

3%
temporary
and casual staff

97%
permanent
staff



561 contract workers

Our workforce was predominantly full-time, with part-time roles comprising just over 1%, primarily within administrative functions. Women represent 23% of the permanent workforce. At the Board level, 33% of directors are women, meeting our Board gender diversity target. In addition, our Executive Committee comprises 29% women.

All Regis' permanent full-time and part-time employees have access to equitable benefits, including paid parental leave of 12 weeks.

Contractor Workforce

Contractors remain a key part of our operating model. Service partners such as MACA and Barminco delivered critical mining services during the year at Regis managed operations at Duketon. Contractors represented approximately 57% of our total workforce, highlighting our integrated approach to site operations.

SUPPLY CHAIN

Consistent with our Code of Business Conduct and Human Rights Statement, we work hard to ensure our suppliers share our values and maintain sustainable practices at Regis managed operations. We expect our suppliers to maintain a high standard of ethical behaviour in their business dealings.

Across our business, we source a diverse range of products and services. In FY25, our core procurement spend, which excludes payments not directly related to the purchase of goods and services such as royalties and payments to government departments, was \$776 million.

Of this amount, 73.1% was spend directed to businesses within Western Australia, with a further 26.6% directed to businesses across the rest of Australia. 99.7% of supplier-related spend was directed domestically with less than \$2 million directed to suppliers based overseas, demonstrating our strong focus on supporting local and Australian economic development.

The 0.3% of direct international Tier 1 Supplier spend was paid directly to suppliers based in the United States, Canada, New Zealand, Singapore and United Kingdom. Our direct expenditure with international suppliers is considered low risk due to the jurisdictions in which the suppliers were based and the nature of services procured, being mostly professional services.

Regis' supply chain expenditure covers the full life cycle of the mine and comprises the following key categories of goods and services:

- Exploration and evaluation – contractors, drilling equipment, analytical laboratory testing;
- Mining and processing operations – mining and haulage contractors, power supply, explosives, reagents and maintenance services;
- Project development – environmental permits, approvals, engineering and construction;
- Transportation and logistics – personnel and goods transportation;
- Administrative and camp services – fuel, health, safety and environment services/materials/consumables, accommodation, food supplies, clothing and footwear and repairs.

Regis' supplier spend can be divided into different types, with those types having a spend greater than \$1 million summarised below. The combined total spend below represents approximately 89.4% of Regis' total procurement spend for FY25.

Tier 1 Suppliers: Directly engaged by Regis

Suppliers that Regis directly engages to provide goods and services to support our operations.

Tier 2 Suppliers: Engaged by Tier 1 Suppliers

Suppliers engaged by Regis' Tier 1 Suppliers to provide goods and services in support of Regis' operations.

Type	Total Spend	No. Suppliers
Mining Services	\$327M AUD	4
Fuel & Power	\$140M AUD	4
Drilling Services	\$36M AUD	6
Reagents	\$38M AUD	6
Consumables	\$11M AUD	5
Manufacture, Engineering	\$25M AUD	8
Prof Services and Corporate	\$31M AUD	11
Labour Hire	\$26M AUD	8
Flight, Camp Costs, Logistics	\$29M AUD	7
Maintenance & Equipment Hire	\$30M AUD	8





MODERN SLAVERY GOVERNANCE

Regis recognises that ESG, including modern slavery, risks and opportunities are closely linked to our ability to deliver on our strategic objectives and create long-term value for our stakeholders. To manage these risks and opportunities, sustainability and modern slavery risks are embedded within our broader risk management and corporate governance frameworks.

BOARD OF DIRECTORS

Our Board is committed to following the corporate governance guidelines and recommendations set out by the ASX Corporate Governance Principles and Recommendations (4th Edition) (ASX Guidelines). The roles, responsibilities and structure of the Board is set out in the annual Corporate Governance Statement and Board Charter <https://regisresources.com.au/about-us/corporate-governance/>.

BOARD COMMITTEES

To support strong oversight, the Board delegates specific responsibilities to its committees. These include the Risk, Safety, Environment and Community (RSEC) Committee, the Audit Committee, and the Remuneration, Nomination and Diversity Committee.

Each committee plays a key role in supporting the Board's governance:

RSEC Committee

Oversees how risk, safety, environmental (including modern slavery risks) and community matters are identified, managed and controlled in line with our risk framework and risk appetite set by the Board.

Audit Committee

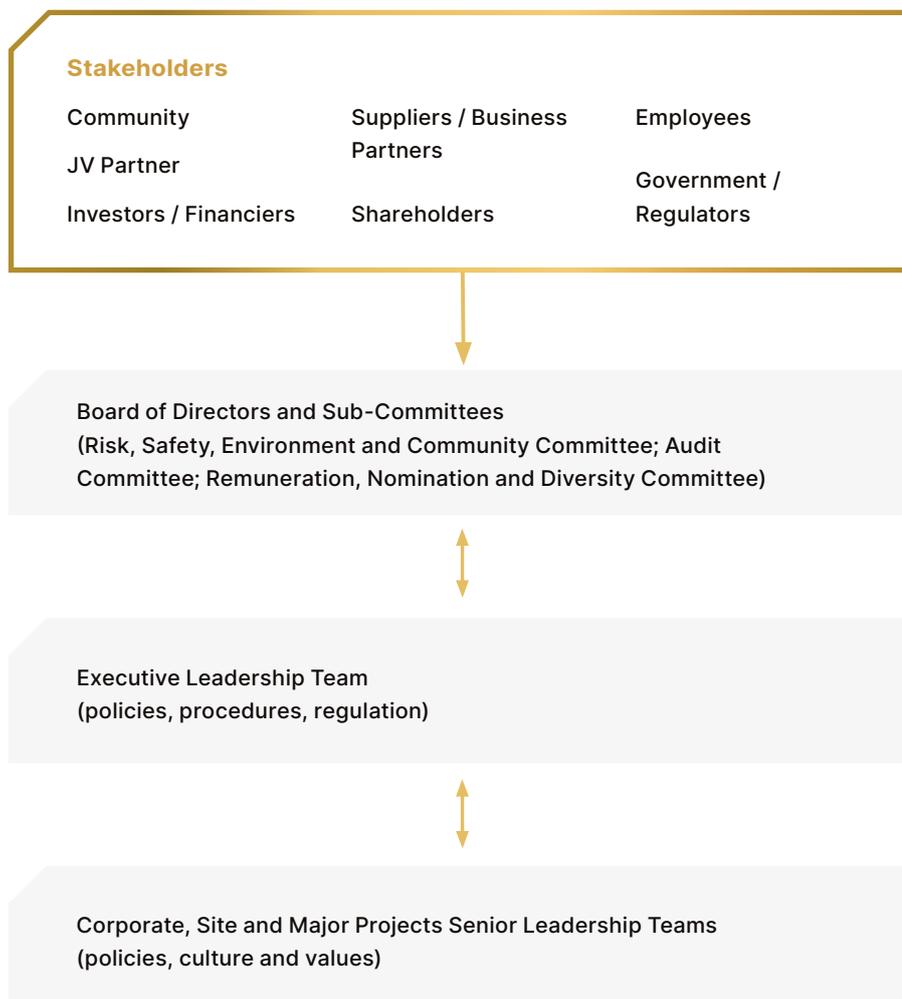
Monitors the integrity of financial reporting and associated financial risk management processes, including ESG and climate related financial reporting.

Remuneration, Nomination and Diversity Committee

Ensures executive remuneration structures align with Regis' long-term performance and sustainability goals.

These committees assist the Board in discharging its responsibility for overseeing the strategic direction of the business and to guide and monitor the management of the company for the benefit of its shareholders.

Corporate Governance Framework



RSEC COMMITTEE

The RSEC Committee supports the Board in overseeing matters that directly impact Regis' ESG performance. It serves as the Company's highest governance body for sustainability-related strategy and risk oversight. As of 30 June 2025, the RSEC Committee comprised of three members – Fiona Morgan (Chair), Paul Arndt and Lynda Burnett.

The RSEC Committee plays a key role in:

1. Identifying, understanding, and monitoring business risks and operational impacts in alignment with the Company's risk management framework and within the risk appetite set by the Board; and
2. Assessing if safety, environment and community risks and issues (including modern slavery) are appropriately identified, controlled and managed across business.

These responsibilities are carried out within the existing Enterprise Risk Management (ERM) Framework, which is aligned with the ASX Guidelines and the ISO 31000:2018 Risk Management Guidelines.

Oversight and Site Engagement:

The RSEC Committee meets at least four times a year and undertakes regular site visits to Regis' sites. In FY25, the Committee undertook two visits to Tropicana and Duketon. Meeting agendas routinely include safety performance, environmental compliance, rehabilitation progress, community and stakeholder engagement and updates on key sustainability targets.

EXECUTIVE

Directly accountable to the Board, the Chief Executive Officer and Managing Director is responsible for implementing risk management standards across all business planning and decision-making activities.

The Executive Committee is responsible for delivering on strategic objectives of the company in-line with our values, policies, procedures and in accordance with industry sustainability practices. Within the executive, the Company Secretary is responsible for modern slavery compliance and engaging with internal stakeholders who have key accountabilities for implementation of modern slavery actions across legal, risk, procurement and sustainability.

In particular, the Company Secretary assigns responsibility for modern slavery due diligence relating to Regis' supply chain to the Commercial Manager. This includes conducting supply chain risk assessments. The Commercial Manager and Company Secretary work together to identify and address modern slavery risks within the Regis operations and supply chain.

RISK MANAGEMENT

We operate under an ERM Framework that provides a consistent approach to identifying, assessing, managing and monitoring risks across all levels of the business. The framework is governed by our [Risk Management Policy](#) and is aligned with the ASX Guidelines and ISO 31000:2018 Risk Management Guidelines. In FY25, we completed a review of the ERM Framework to improve responsiveness to emerging risks.

Risk Appetite

A key part of the ERM Framework is our risk appetite, which defines the level and types of risk the business is willing to accept in pursuit of its objectives. This is set by the Board and reviewed annually to ensure it remains appropriate as our risk environment evolves.

Risk Oversight by Committees

The RSEC and Audit Committees play a key role in risk management oversight. They support the Board by reviewing risk exposures and controls across strategic, operational and financial areas.

POLICIES AND PROCEDURES

Each year Regis conducts a range of compliance reviews of regulatory standards to support ongoing employee safety, operational performance, and stakeholder trust, while proactively addressing potential risks.

Our comprehensive framework of policies supports management and employees to operate ethically and with integrity. Our key documents include our Human Rights Statement and Code of Business Conduct. All policies are reviewed by the Board on an annual basis.

Our Human Rights Statement sets out our expectations of our directors, employees, contractors, suppliers and business partners with regard to the prevention, mitigation and remediation of human rights impacts from our business operations and supply chain. Our Human Rights Statement also addresses our modern slavery commitments.

Regis' Code of Business Conduct applies equally to our Board, employees, suppliers and contractors. The Code encourages and fosters a culture of respect and compliance with laws and regulations, integrity, maintaining high standards of professionalism, ethics and behaviour in the exercise of duties with the focus of augmenting the company's reputation as a valued employer, business partner and corporate citizen, in all our relationships. Our Code of Business Conduct is supported by our corporate governance framework, risk management process and corporate culture.

Learn more about our policies here.

<https://regisresources.com.au/about-us/corporate-governance/>.





MODERN SLAVERY RISK IN OPERATIONS AND SUPPLY CHAIN

The establishment of effective risk assessment practices is fundamental to our ability to identify and address modern slavery risk. During this reporting period, Regis has continued to develop its modern slavery risk assessment and response in order to ascertain the extent to which the company's operations and supply chains have the potential to cause, contribute to or be directly linked to modern slavery.

OPERATIONS

Regis' overall operational modern slavery risk profile has not materially altered during FY25 and remains low.

The company's operations remain entirely Australian based which mitigates our modern slavery risk. Australia is a jurisdiction with strong regulatory controls and labour protections and a resultant low prevalence of modern slavery¹.

Our head office and Duketon mine site are subject to contemporary management practices and controls. We ensure that our employment practices protect our employees from exploitative treatment. An assessment of our employment and recruitment practices in accordance with the Walk Free Modern Slavery Benchmarking Tool confirms that Regis' employment practices are fair and decent.

As a result, the risk of modern slavery within Regis' operations and direct workforce is considered to be low. Further, no actual incidence of modern slavery has been identified to date, be it detected by Regis reviews or reported by the company's whistleblower system.

Because cleaning and catering services are business activities which experience increased risks of modern slavery and labour exploitation, Regis further mitigates its risk of forced labour within its operations and supply chain by directly employing personnel to provide catering and cleaning services at its Duketon mine site rather than utilising third party contractors.



SUPPLY CHAIN

Consistent with our previous modern slavery statement, 99.7% of our procurement spend was paid directly to Tier 1 Suppliers domiciled in Australia. As discussed above, Australia is a jurisdiction considered to have a low risk of modern slavery and therefore the risk of modern slavery being present in our direct Tier 1 supply chain is correspondingly considered to be low.

We did not identify any specific or direct impact to the risk profile of our primarily Australian based supply chains and our purchasing practices remained consistent.

During FY25 we continued to develop and mature our internal frameworks and tools to enable us to improve the assessment of the modern slavery risks in our supply chain.

Regis' supplier risk assessment process has previously involved conducting a baseline risk assessment of all existing suppliers with a spend greater than \$1 million during the relevant financial year. Regis focused on these suppliers as their combined spend accounted for approximately 90% of operational expenditure. It is recognised that not all materials supplied by our Tier 1 Suppliers would be manufactured in Australia so processes have been put in place to identify and manage this risk during the screening process.

In FY24, Regis commenced implementation of a new supplier management system which enabled Regis to enhance its modern slavery risk assessment process.

The implementation process further evolved in FY25, to include modern slavery baseline screening of all existing suppliers and any new suppliers. Our screening approach now incorporates social impact considerations, including modern slavery risk, for both new and existing suppliers and has improved the rigour of tender and procurement procedures.

In FY25, 82% of new suppliers were screened using social criteria to assist in assessing modern slavery risk and inclusive procurement practices. A total of 822 suppliers were risk profiled to determine whether they operated in a high-risk of modern slavery jurisdiction or industry.

Any supplier identified as operating in higher-risk industries or jurisdictions based on the Global Slavery Index (Walk Free Foundation, 2023) are categorised as potentially "high risk" during onboarding and flagged for more comprehensive risk assessment. These suppliers are periodically issued Modern Slavery Questionnaires to support further due diligence.

This assists in obtaining more detailed information about the supplier and helps to determine the specific forms of modern slavery that may be present in their operations or supply chains. Through supplier engagement, we are able to track the effectiveness of our modern slavery risk assessment and identify the need for enhanced screening.

In FY25, we did not have any existing or new suppliers confirmed as high risk at completion of the risk assessment process.

We remain committed to maturing our risk assessment processes so as to ensure our Tier 1 Suppliers have adequate measures in place to identify and understand their modern slavery risk with respect to their Tier 1 Suppliers (that is, Regis' Tier 2 Suppliers), particularly with regards to goods and services procured from Australian suppliers but sourced from countries that have increased modern slavery risk factors.

WE CONTINUE TO DEVELOP OUR INTERNAL FRAMEWORKS TO IMPROVE THE ASSESSMENT OF THE MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN.

¹ The Modern Slavery Index, Walk Free Foundation, 2023

STEPS TAKEN TO ADDRESS MODERN SLAVERY RISKS

MATERIALITY ASSESSMENT REFRESH

We continue to enhance our governance framework to support the assessment and management of modern slavery risks.

In FY25, we engaged an external consultant to refresh our materiality assessment to ensure it reflects evolving stakeholder expectations and supports stronger ESG integration across our planning and decision-making.

The materiality process helps us identify and prioritise the ESG issues that matter most, both in terms of internal risk and external stakeholder impact.

Key Steps in the FY25 Materiality Refresh included:

1. Industry Research

Reviewed ESG risks and trends affecting the global mining sector the broader market, regulatory developments and shifting investor expectations.

2. Materiality Workshop

An interactive ESG materiality risk workshop with senior leaders, members of the Executive Committee as well as members of the Board of Directors to assess a range of ESG topics as well as their risks and opportunities. The session explored emerging trends, regulatory changes, stakeholder expectations, and industry benchmarks. Each ESG topic was assessed and scored to determine relative significance.

3. Stakeholder Surveys

Distributed to both internal and external stakeholders to enhance our understanding of their priorities and perspectives on ESG issues.

Following this materiality refresh process, it was determined that our FY25 material topics remain broadly consistent with FY24. Our material topics, include the following which are relevant to modern slavery.

Table 1: Regis ESG Material Topics

Theme	Material Topics	Material Topics Description
 Governance	Risk Management	Effective risk management underpins our ability to operate sustainably and protect value. We identify, assess and mitigate environmental, social and operational risks to safeguard our people, assets and reputation while supporting strategic decision-making.
	 Corporate Culture and Ethical Business Practices	An open and active corporate governance is crucial for aligning the interests of shareholders, management, employees and other stakeholders. Regis' Board believes that good corporate governance drives long-term value creation and promotes robust business conduct.
Social	Human Rights	We are committed to respecting human rights across our operations and supply chain, in line with international standards. We publish a Modern Slavery Statement annually outlining steps taken to address modern slavery risks.



WE CONTINUE TO ENHANCE OUR GOVERNANCE FRAMEWORK TO SUPPORT THE ASSESSMENT AND MANAGEMENT OF MODERN SLAVERY RISKS.

SUPPLY CHAIN MANAGEMENT

During this reporting period, Regis continued to focus on ensuring that all reasonable measures were implemented to manage modern slavery related risk in its supply chain.

Implementation of New Supplier Management System

As discussed earlier, during FY25, Regis continued to implement its new supplier management system. A focus of the implementation was the undertaking of initial modern slavery risk assessments for all existing suppliers and also any new suppliers onboarded during the financial year. A total of 822 suppliers were risk profiled to determine whether they operated in a high-risk of modern slavery jurisdiction or industry. Those identified as potentially "high risk" during onboarding are flagged for more comprehensive risk assessment. In FY25, we did not have any existing or new suppliers confirmed as high risk at completion of the risk assessment process.

Labour Hire Review

Within the extractives industry in Australia, modern slavery is more likely to be present in the form of forced labour or debt bondage resulting from the use of contracted labour and recruitment agencies. Regis has measures in place to address modern slavery risks in relation to recruitment agencies. Regis' total FY25 spend on labour hire was \$26 million which represents less than 3.4% of our overall spend during the financial year.

Regis utilises reputable labour hire companies and largely seeks specialist temporary personnel. This type of skilled labour is less likely to be subject to forced labour conditions.

During FY25 Regis commenced a review of its labour hire suppliers. This includes a review of the human rights and modern slavery processes and mitigations of the preferred suppliers. The labour hire providers selected for Regis' panel are subject to updated terms and conditions which address modern slavery risks and compliance.

Grinding Media Review

Grinding media suppliers have a heightened modern slavery supply chain risk due to the procurement of scrap metals and overseas manufacturing. During FY25, Regis undertook a review of its grinding media suppliers with a view to entering into a long term supply agreement with one supplier. As part of the supplier evaluation process, Regis conducted due diligence on the steps taken to identify, assess and address modern slavery risks. In addition, the supply agreement with the selected supplier contains specific modern slavery provisions.

This process demonstrates the value of undertaking due diligence reviews when selecting suppliers in order to reduce adverse modern slavery risks in our supply chain.

CONTRACTING ARRANGEMENTS

Regis continues to utilise its general terms and conditions and customised agreements incorporating modern slavery obligations when engaging new suppliers. These obligations include taking reasonable steps to identify and address modern slavery risks and to notify us of any modern slavery practices in their operations or supply chain. We are permitted to undertake supplier verification activities and, in some instances, terminate the contract for failure by a supplier to comply with their modern slavery obligations.

REGIS CONTINUED TO IMPLEMENT ITS NEW SUPPLIER MANAGEMENT SYSTEM.





MODERN SLAVERY ACTIONS FOR 2026 FINANCIAL YEAR

We strive for continuous improvement by strengthening and refining our modern slavery response on an ongoing basis. Set out below are our proposed modern slavery actions for the 2026 financial year.

CORPORATE GOVERNANCE

Regis will continue to develop its corporate governance framework and associated policies and procedures to progress its management of modern slavery risks in its operations and supply chain.

SUPPLY CHAIN MANAGEMENT

At Regis, we are focussed on continuing to develop our supplier risk assessment and due diligence processes. We will continue to evaluate the self-assessment questionnaire responses received from our suppliers and, if necessary, engage further with suppliers for the purpose of assessing their modern slavery exposure.

Regis is continuing its review of its panel of labour hire suppliers.

TRAINING

In FY26, Regis is undertaking a review and revision of its training content. This includes in relation to modern slavery where Regis will be delivering targeted risk-based training for employees in our business.

EFFECTIVENESS OF MODERN SLAVERY ACTIONS

At Regis, we engage both with our internal personnel and our external suppliers to measure the effectiveness of the actions taken to ensure continuous improvement of our approach to reducing the risk of modern slavery.

Specific measures that have been implemented to assess the effectiveness of our actions include:

- Undertaking a baseline risk assessment of existing and new suppliers on an annual basis. This assists the company to monitor any changes to our supplier composition and spend. Within this category, additional quantitative measures include percentage of high-risk suppliers identified and number of self-assessment questionnaires issued and returned.
- Reviewing and updating our modern slavery measures at least annually.

- Reviewing and assessing responses to our modern slavery questionnaires in order to track the effectiveness of the modern slavery risk assessment.
- Considering feedback from external stakeholders and internal personnel regarding the adequacy of our modern slavery risk assessment and response.
- Annually complete the Walk Free Modern Slavery Benchmarking Tool to obtain a score of current performance and steps to improve compliance.

During the reporting period, no direct modern slavery grievances were raised via our online enquiries function on our website or our whistleblower reporting framework.

We recognise that the review and assessment of our actions to identify and address modern slavery risks in our operations and supply chain will be an ongoing process of continual improvement. As we gain more in-depth knowledge of our supply chain, we will be better placed to assess the effectiveness of our approach to modern slavery.



MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN WILL BE AN ONGOING PROCESS OF CONTINUAL IMPROVEMENT.



CONSULTATION WITH ENTITIES OWNED OR CONTROLLED BY REGIS

During FY25, Regis consulted the relevant companies it owns and controls in the development of this statement.

Regis and its subsidiaries are supported by centralised shared services and are governed by the same governance policies and procedures. In particular, Regis has a common Company Secretary across all of its subsidiaries which facilitated consultation across the Regis controlled companies.

APPROVAL

This statement was approved by the Regis Board in their capacity as principal governing body of Regis on 24 November 2025. This statement is signed by a responsible member of Regis.

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Limited

