



Modern Slavery Statement 2022



Leading Australian Gold Miner

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Acknowledgement of Country

The Board, Executive and Team at Regis Resources acknowledges the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales as the Traditional Owners of the lands on which our Company currently operates and plans to develop new operations. We recognise their ongoing connections with land, waters and community, and pay our respects to elders past and present.

Introduction

Regis Resources Ltd has a clear purpose guiding its sustainability journey: creating value for our people, our communities and our shareholders by mining safely and responsibly. An integral part of Regis' sustainability approach is its commitment to continued improvement in identifying and addressing modern slavery risks, particularly the existence of forced labour, within our operations and supply chain.

An integral part of Regis' sustainability approach is its commitment to continued improvement in identifying and addressing modern slavery risks.

Modern slavery describes situations of exploitation that a person cannot refuse or cannot leave because of threats, violence, deception or abuse of power. It encompasses slavery, servitude, forced labour, forced marriage, debt bondage, human trafficking, deceptive recruiting for labour or services and the worst forms of child labour.

The 2021 Global Estimates indicate there are 50 million people in situations of modern slavery on any given day with 28 million of those people in situations of forced labour. The number of people experiencing modern slavery translates to nearly one of every 150 people in the world and represents an overall increase of approximately 10 million men, women, and children who have been forced into modern slavery in the period since the previous estimates were released in 2017.¹

This Modern Slavery Statement is published in compliance with the *Modern Slavery Act 2018* (Cth) and relates to the financial year ending 30 June 2022.

Key Achievements FY22

Key achievements include the following:



Continued development of our modern slavery corporate governance, including initiation of a human rights risk review to identify human rights coverage and gaps.



Tier 1 Suppliers assessed as potentially high risk issued a human rights and modern slavery questionnaire.



Updated our modern slavery risk assessment of our Tier 1 Suppliers² with a spend greater than \$1 million.



Modern slavery obligations were incorporated into new and existing contracts.

¹ Global Estimates of Modern Slavery, Forced Labour and Forced Marriage, September 2022.

² Tier 1 Suppliers are directly contracted by Regis for provision of goods and services.



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	2
Describe the reporting entity's structure, operations and supply chains	5-9
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	13-14
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	2, 4 & 10

Regis Values

Respecting human rights is central to Regis' sustainability approach and reflected in our purpose of creating value for our people, our communities and our shareholders by mining safely and responsibly.

Our values of respect, integrity, teamwork, ownership and courage provide clear guidance on the way we work, the way we treat each other and the standards we uphold in order to achieve the Company's purpose of creating value for our people, our communities and our shareholders by mining safely and responsibly. Our purpose and values form the basis of our modern slavery response.

Through our Culture and Engagement survey this year, our employees again reported strong personal alignment with Regis' Company values and a clear understanding of how their role contributes to the Company's objectives. We view this alignment to be critical for our workforce to deliver success, in identifying and solving challenges, and to ensuring Regis operates in a safe and responsible manner.

Our values provide clear guidance on the way we work, the way we treat each other and the standards we uphold in order to achieve the Company's purpose.

Respect

- Demonstrate a genuine care for self and others,
- Show humility – no hubris,
- Be approachable and open to other points of view,
- Treat others as you would expect to be treated,
- Encourage and develop people.

Courage

- Take and give constructive feedback,
- Be prepared to admit being wrong,
- Challenge the norm constructively,
- Make the hard calls,
- Take carefully calculated risks and own the outcome.

Teamwork

- We work together,
- We are inclusive and diverse,
- Be clear on how our work contributes.

Integrity

- Do what you say you will do,
- Do the right thing, even when no one is looking,
- Walk the talk.

Ownership

- Act and think like an owner,
- Make sure we understand what is important,
- Focus on what matters most.



Company Structure and its Subsidiaries

Regis Resources Ltd (ASX: RRL) is a publicly listed gold producer and explorer. The Company is a purely Australian gold miner with its head office in Perth and operations at the Duketon Gold Project and Tropicana Project (30% non-operator interest) in the Goldfields of Western Australia and the McPhillamys Gold Project in the Central Western region of New South Wales.

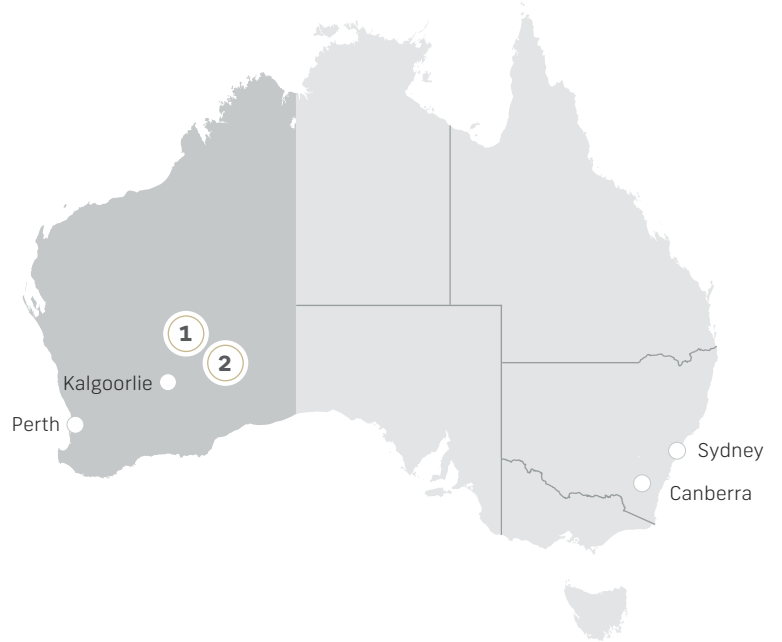
Subsidiaries

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 Pty Ltd is a wholly owned subsidiary of Regis and holds the 30% interest in the Tropicana Joint Venture. Wholly owned subsidiaries, Artane Minerals NL and Rosemount Gold Mines Pty Ltd, do not currently undertake any substantive operational function within the group.



Operations and Supply Chain

Regis continues to focus on efficient and low cost gold production alongside the elevation of our sustainability priorities.



Operating Assets

1 10 Mtpa

Duketon

In 2021-22 our Duketon operations mined at two main open pit mines and five satellite open pit mines. It also mined at two underground mines. The site has two operating centres:

- Duketon North Operations (Moolart Well)
- Duketon South Operations (Rosemont and Garden Well)

Duketon commenced in 2010 with construction of the Moolart Well surface operation and now comprises in excess of 3000 square kilometres of exploration and mining tenure. The 100% owned Duketon Gold Project, located 130 kilometres north of Laverton, now includes surface and underground operations at Garden Well and Rosemont. During 2021-22, Duketon increased the Mineral Resource Estimates of its underground mines and now expects the life of the operations could extend to 2028-29 and beyond.



2 9 Mtpa

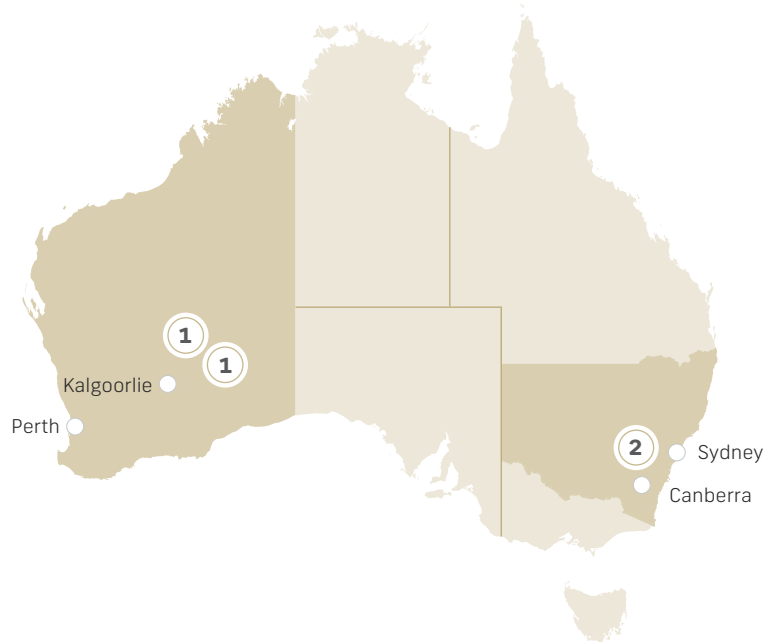
Tropicana

The Tropicana Joint Venture (TJV) in Western Australia was formed in 2002 between AngloGold Ashanti Australia Ltd (70%) and IGO Limited (30%) and is one of the largest gold mines in Australia. Regis acquired the IGO Limited 30% interest in the TJV in May 2021. In 2021-22, the TJV mined from two open pits and one underground mine.

The TJV is wholly managed by AngloGold Ashanti Australia Ltd (AGA). The operations are managed to AGA's standards, policies and procedures, which include disclosure of their modern slavery compliance pursuant to their published modern slavery statements. Regis has engaged with AGA and is confident with AGA's approach to modern slavery risk management.



McPhillamys is one of Australia's largest undeveloped open pit gold projects.



Growth Projects

1

Exploration

At Duketon, Regis holds approximately 3,000 square kilometres of the tenements over the Duketon greenstone belt. Several surface and underground prospects exist that could deliver additional resources to extend mining operations for years to come. Recent intercepts on the Rosemont South Trend are providing positive indications of the potential to make new discoveries. Exploration to discover additional resources is ongoing.

The TJV holds approximately 90% of the Archean Plumridge Terrain at the western margin of the Albany Fraser belt. It has multiple near mine growth opportunities with the potential for three underground mines underneath the Boston Shaker, Tropicana and Havana open pits. Further potential exists at the Havana South open pit for an underground mine which is currently under evaluation.

2

McPhillamys

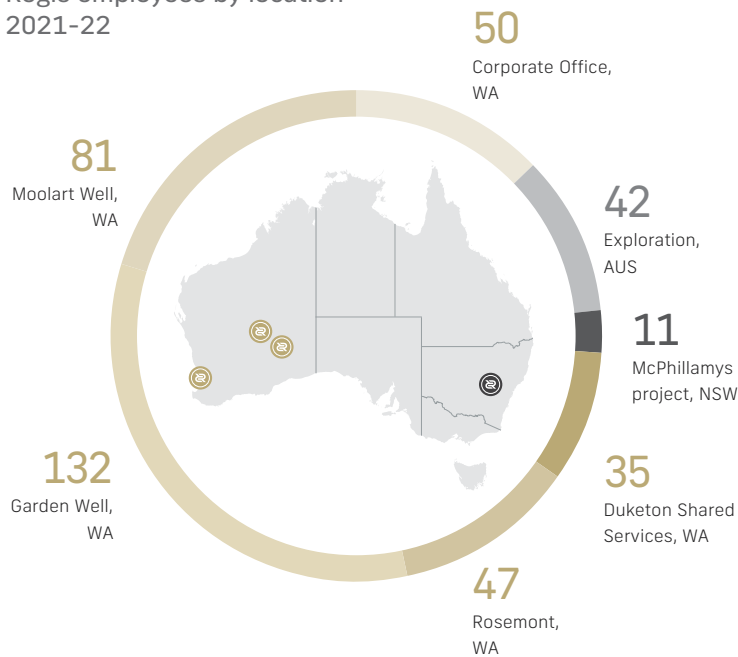
In 2012, the Company acquired the McPhillamys Gold Project, located approximately 250km west of Sydney in the established mining region of Central Western New South Wales. McPhillamys is one of Australia's largest undeveloped open pit gold projects. In 2019, the Company submitted a State Significant Development Application and Environmental Impact Statement (EIS) for the McPhillamys Gold Project, to the NSW Department of Planning and Environment (DPE). In November 2022, the DPE assessed the project as approvable with conditions and referred the project to the Independent Planning Commission of NSW for final determination. The Project is currently the subject of a Definitive Feasibility Study.



Workforce

Regis employs a skilled and experienced workforce in Western Australia and New South Wales. At the end of the 2022 financial year, the Company directly employed 398 people and engaged 1,006 contractors. The Company directly employs approximately 30 personnel who have authority to work in Australia pursuant to a work visa. Our workforce is based at our head office in Perth, Blayney office in NSW and at the Duketon operations.

Regis employees by location 2021-22



Local Employment

Regis continues to hire locally whenever possible, actively recruiting from and strengthening our local communities. Given our fly-in-fly out workforce for Duketon, employees are considered local if their home is in WA. For the 2021-22 year, 94% of the Duketon team were based in WA. For the McPhillamys project, 90% reside locally in the Blayney and Orange area.

Contractors

At the end of the 2022 financial year, the Company engaged 1,006 contractors, the majority of these at its Duketon site. The majority of contractors are engaged by our mining services providers.

Direct employees in FY22

398

Our workforce is based at our head office in Perth, Blayney office in NSW and at the Duketon operations.

Contractors in FY22

1,006

The majority of contractors are engaged by our mining services providers at the Duketon operations.

Duketon employees considered local in FY22

94%

Given our fly-in-fly out workforce for Duketon, employees are considered local if their home is in WA.

McPhillamys project team considered local in FY22

90%

Reside locally in the Blayney and Orange area.

Supply Chain

Regis seeks to work with suppliers that demonstrate a commitment to operating safely and responsibly in alignment with our purpose and values.

Regis has in excess of 2300 approved Tier 1 Suppliers with 922 of those actively utilised in FY22. Tier 1 Suppliers are suppliers that Regis directly engages to provide goods and services to support our operations. Tier 2 Suppliers are suppliers engaged by Regis' Tier 1 Suppliers to provide goods and services in support of Regis' operations.

In the 2021/22 financial year, the Company's payments to its Tier 1 Suppliers totalled ~\$896 million (including payments of \$247 million to the TJV).

Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive. Our commitment to local content has resulted in 84.8% of the Company's procurement spend coming from Western Australia based suppliers and a further 15.1% of goods and services supplied by businesses located in other Australian states including New South Wales where the McPhillamys' Gold Project is located.

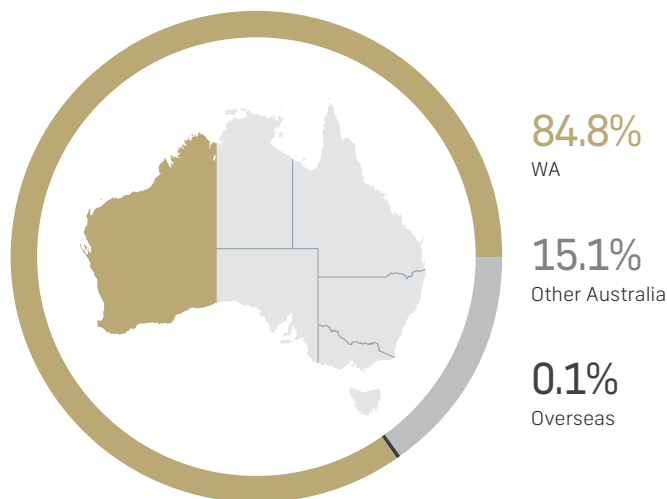
During the 2021/22 financial year, 0.1% of Regis' Tier 1 Supplier spend was paid directly to international suppliers. These suppliers were based in the United States, Canada, New Zealand and the Netherlands. Our direct expenditure with international suppliers is considered low risk due to the jurisdictions 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, catering, clothing and footwear, cleaning and repairs.

Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

Procurement for 2021-22



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 70% of Regis' total procurement spend for FY22.

Type	Total Spend	No. Suppliers
Mining Services	\$325M AUD	3
Fuel	\$132M AUD	1
Drilling Services	\$40M AUD	7
Reagents	\$34M AUD	5
Consumables	\$30M AUD	10
Manufacture, Engineering	\$21M AUD	10
Prof Services	\$18M AUD	6
Labour Hire	\$17M AUD	7
Flight, Camp Costs, Logistics	\$27M AUD	6



Modern Slavery Governance

Regis' governance provides the overarching framework for effective and responsible decision-making. The Regis Board has overall responsibility for the Company's corporate governance. The Regis Board operates with a committee structure to assist the Board in developing processes to enable it to comply with its legal, regulatory and industry obligations and ensure that the Company's assets and operations are managed with appropriate risk management systems.

The Board's Risk, Safety, Environment and Community Committee has responsibility for risk management, business improvement and compliance with respect to human rights and modern slavery.

Within the executive, the Company Secretary is responsible for modern slavery compliance and engaging with internal stakeholders that 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.

Code of Business Conduct, Policies and Procedures

The Company's policies and procedures underpin and support the Company's commitment to conducting its business in an ethical, honest and lawful manner. Further, Regis' Code of Business Conduct communicates the Company's expectations for the conduct of its directors, officers, employees and suppliers including with regard to minimising modern slavery risk within its operations and supply chain.

The Company's Code of Business Conduct and policies were reviewed during the FY22 year to ensure they continue to align with the Company's purpose, values and commitments.

Modern Slavery Risk in Operations and Supply Chain

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

The Company's operations remain entirely Australian based. The modern slavery risk for Regis is mitigated by our operations being located solely within Australia. Australia is a jurisdiction with strong regulatory controls and labour protections and a resultant low prevalence of modern slavery.³ Further, our head office and Duketon mine site are subject to contemporary management practices and controls. 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.

Supply Chain

Our focus for 2022 was the continued development of our internal frameworks and tools to enable Regis to better assess the modern slavery risks in our supply chain.

Consistent with the Company's previous modern slavery statement, 99.9% of Regis' procurement spend is paid directly to Tier 1 Suppliers based 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 consider that our greatest risk of causing, contributing or being linked to modern slavery practices is in our extended supply chain as defined by Tier 2 Suppliers and beyond. A particular objective of FY22 was to begin to identify and understand Regis' modern slavery risk with respect to its 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.

99.9%

of Regis's procurement spend is paid directly to Tier 1 Suppliers based in Australia



³ The Modern Slavery Index, Walk Free Foundation, 2018

Steps Taken to Address Modern Slavery Risks

The specific steps Regis has taken during FY22 to identify and address modern slavery risks are detailed in this section.





Policies and Procedures

We continue to enhance our governance framework to support the assessment and management of modern slavery risks. During FY22, the Board completed a comprehensive review of its existing policies, including those policies relevant to the Company's modern slavery response. These policies are publicly available on the Company's website and communicated to personnel through training and suppliers through the on-boarding process.

Regis initiated a review of its human rights risk including mapping existing company policies to identify human rights coverage and gaps. In addition, Regis engaged with its suppliers to identify the nature and extent of their human rights risks and therefore to better understand the human rights issues potentially affecting Regis. This engagement included a human rights and modern slavery questionnaire completed by selected suppliers (discussed further below).

The human rights review is ongoing with a focus for 2023 being the development of a stand-alone human rights policy which comprehensively addresses the broad ranging human rights issues affecting Regis and its external stakeholders. It is anticipated the policy will be finalised in the 2023 reporting period.

Supply Chain Management

During this reporting period, Regis continued to focus on ensuring that modern slavery related risks are integrated into its supply chain management.

In FY22, Regis updated its modern slavery risk assessment of its Tier 1 Suppliers. Regis focussed the supply chain risk assessment on key suppliers to the Company by spend greater than \$1 million. Regis continued to focus on these suppliers as their combined spend accounts for over 90% of operational expenditure.

The Company's previously developed risk matrix was used to attribute a risk profile to a supplier based on the countries in which they operate, their industry risk and products and services risk. The assessment identified approximately 7% of all assessed suppliers produced goods or services that were considered high risk. Specific high-risk products and services utilised by Regis are electrical components and equipment, industrial machinery, chemicals, apparel and certain food products.

Further, some assessed suppliers were identified as having a supply chain that could ultimately connect to high risk jurisdictions. It was identified that 22% of assessed suppliers conduct business in countries that are considered high risk and 20% of assessed suppliers may purchase supplies from countries that are considered high risk.

Regis subsequently issued a human rights and modern slavery questionnaire to the 20 high spend suppliers identified as high risk in its supplier risk assessment. Regis is continuing to evaluate the questionnaire responses for the purpose of assessing the need for further engagement, however, no immediate concerns have been identified. Over half of these 20 suppliers issued with the questionnaire are also required to publish modern slavery statements, providing an additional basis for analysing their modern slavery risk. This assessment process is ongoing in FY23.

Through supplier engagement, Regis will also be able to track the effectiveness of the modern slavery risk assessment and identify the need for enhanced screening.

Contracting Arrangements

Regis continued to utilise its updated general terms and conditions, (incorporating modern slavery obligations) when on-boarding new suppliers.

Modern slavery obligations are incorporated into existing contracts on a case by case basis where this is considered appropriate. This will typically occur where an existing contract is renewed or extended.

Training

During FY22 modern slavery training and awareness focussed on key employees in the legal and procurement teams and particularly the identification and assessment of the modern slavery risk associated with Regis' existing suppliers.



Modern Slavery Actions for 2023 Financial Year

Regis strives for continuous improvement by strengthening and refining its modern slavery response on an ongoing basis. Set out below are Regis' proposed modern slavery actions for the 2023 financial year.

Corporate Governance

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

The focus for FY23, is the completion of the Company's human rights review and development of a stand-alone human rights policy which addresses the broad ranging human rights issues affecting Regis and its external stakeholders.

Supply Chain Management

Regis will continue to evaluate the human rights and modern slavery questionnaire responses received from its high spend suppliers and, if necessary, engage further with suppliers for the purpose of assessing their modern slavery exposure.

A focus for FY23 is the development of a process for an initial modern slavery risk assessment when on-boarding new suppliers with those suppliers identified as high risk in the initial risk assessment being issued a modern slavery questionnaire. To date, Regis has concentrated on the assessment of its existing suppliers. Regis is continuing to consolidate the number of suppliers it utilises which should reduce its modern slavery exposure and assist with supplier risk assessment.

Training

The planned increase in focus in FY23 on the risk assessment of new suppliers will necessitate further targeted training of the procurement personnel. In particular, personnel involved in on-boarding new suppliers will need to be trained on the identification of modern slavery risks. This will encompass training of both on-site and head office personnel.

Effectiveness of Modern Slavery Actions

The Company engages 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 already been implemented to assess the effectiveness of our actions include:

- Undertaking an annual review our suppliers with a spend greater than \$1 million per annum (representing 90% of our supplier spend). This assists the Company to monitor any changes to our supplier composition and spend.
- Reviewing and updating our modern slavery measures at least annually;
- The Board's Risk, Safety, Environment and Community Committee:
 - assessing whether modern slavery and human rights risks arising from and related to the Company's operations have been appropriately identified and controlled with effective action plans; and
 - ensuring action plans are implemented so that the Company is compliant and being operated to industry standards or better.
- Reviewing and assessing responses to our modern slavery questionnaire 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.
- 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.



Measures that have been implemented to assess the effectiveness of our actions:



Annual review of our suppliers.



Annual review of our modern slavery measures.



Board and committee oversight to identify and control risks related to the Company's operations.



Review and assess responses to our modern slavery questionnaire.



Consider feedback from external stakeholders and internal personnel.

Consultation with Entities Owned or Controlled by Regis

During the reporting period this statement covers, 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 19th December 2022. This statement is signed by a responsible member of Regis.

A handwritten signature in black ink, appearing to read 'J. Beyer'.

Jim Beyer

Managing Director and
Chief Executive Officer

Regis Resources Limited



