

Modern Slavery Statement



This Modern Slavery Statement is published by Resolute Mining Limited (Resolute or Company) in accordance with the requirements of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and details our approach in addressing human rights and modern slavery risks across our business and supply chains.

Modern slavery¹ is the term used to describe forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking. Essentially, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

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

This statement covers the reporting period for the year ending 31 December 2024. This is a joint statement by Resolute Mining Limited, the group's parent company registered in Australia (ABN 39 097 088 689), on behalf of its controlled entities.

Table 1 – Resolute's Material Controlled Entities

Name of Controlled Entity	Country of Incorporation	Consolidated Entity Company Holding the Investment	Percentage of Shares Held by Consolidated Entity
Bambuk Minerals Limited	Mauritius	Toro Gold Limited, Guernsey	100
Carpenteria Gold Pty Ltd	Australia	Resolute Mining Limited	100
Resolute Corporate Services Pty Ltd	Australia	Resolute (Treasury) Pty Ltd	100
Resolute Corporate Services UK Limited	UK	Toro Gold Limited, Guernsey	100
Resolute UK 1 Limited	UK	Resolute Mining Limited	100
Resolute UK 2 Limited	UK	Resolute UK 1 Limited	100
Toro Gold Limited	Guernsey	Resolute UK 2 Limited	100
Petowal Mining Company S.A. (PMC)	Senegal	Bambuk Minerals Limited	90
Société des Mines de Finkolo S.A. (SOMIFI)	Mali	Resolute (Finkolo) Pty Ltd	90*
Société des Mines de Syama S.A. (SOMISY)	Mali	Resolute (SOMISY) Pty Ltd	80

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

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

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

Chris Eger, CEO

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

1. Our Commitment

Resolute is committed to respecting and protecting the human rights of all employees, contractors, suppliers, business partners and the communities that we interact with through the course of our business activities, and this includes eliminating all forms of modern slavery. We view this responsibility as not just an essential ethical business practice, but also key to ensuring we create long-term value for our shareholders, to promoting sustainable development in our host countries, and integral to maintaining our licence to operate.

As an international mining company, we are cognisant that the risk of modern slavery exists within our business and supply chain, due to the nature and location of our activities, and the broader socio-political environments in which we operate. As a responsible company, we are committed to implementing and enforcing effective internal processes that aim to eliminate the risk of modern slavery both within our business and our supply chain. We understand that identifying instances of modern slavery, especially in areas where business relationships are further from core operations, will be complex, and that working collaboratively with governments and civil society can drive long lasting sustainable solutions.

2. About Resolute

2.1 Our Business Structure and Assets

Resolute is a successful gold miner with more than 30 years of experience as an explorer, developer and operator of gold mines in Australia and Africa which have collectively produced more than 9 million ounces of gold. Resolute is dual listed on the Australian Securities Exchange (ASX:RSG) and the London Stock Exchange (LSE:RSG). The Company is incorporated in Australia and comprises 26 active subsidiary entities that provide corporate technical services (in Australia, UK, Guernsey and Mauritius) and exploration, development and mining activity across our African tenements with a focus on Mali, Senegal, Côte d'Ivoire and Guinea. Resolute's assets and ownership are summarised in Table 1.

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

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

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

The Company's Global Mineral Resource base comprises 11.0 million ounces of gold and Global Reserves of 4.4 million ounces of gold.

Table 2 – Resolute’s Primary Assets and Ownership

Asset	Operational Status	Location	Ownership
Syama Gold Mine	Operating gold mine	Sikasso Region, Mali	80%
Mako Gold Mine	Operating gold mine	Kedougou Region, Senegal	90%
Tomboronkoto Project	Advanced gold exploration, Joint venture	Kedougou Region, Senegal	65%
Bantaco Joint Venture	Greenfield gold exploration, Joint venture	Kedougou Region, Senegal	Zero ownership
Laminia Joint Venture	Greenfield gold exploration, Joint venture	Kedougou Region, Senegal	Zero ownership
Niagassola Project	Greenfield gold exploration	Siguiro, Guinea	100%
Siguiro-Kouroussa Project	Greenfield gold exploration	Siguiro, Guinea	100%
Kourouba Project	Greenfield gold exploration, Joint venture	Siguiro, Guinea	51%
La Debo Project	Greenfield gold exploration, Joint venture	Nawa, Côte d’Ivoire	Zero ownership

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

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

2.2 Our People

As of 31 December 2024, Resolute had 1,110 employees (excluding exploration) of which 1,061 persons (equivalent to 96%) work in Mali and Senegal, and the remaining in corporate officing. The majority of our employees are full-time and permanent.

An additional 2,675 contractors are engaged by Resolute to perform exploration, construction and mining services, all of which work in Mali and Senegal except 5 persons at corporate level.

Table 4 – Workforce demographic⁵

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

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

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

⁵ Excluding employees and contractors engaged in greenfield exploration activities.

	Group Total	Corporate	Mali	Senegal
Employees	1,110	49	803	258
Contractors	2,675	5	1,990	680
Total	3,785	54	2,793	938

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

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

The Code is supplemented by the following policies that outline our commitment to basic human rights and freedoms: Human Rights Policy; Diversity Equity and Inclusion Policy; Anti-Bribery and Corruption Policy; Whistleblower Policy and independent telephone hotline.

2.3 Our Supply Chain

Resolute works across the whole spectrum of the gold mining value chain including exploration, development, mining, processing, rehabilitation, and closure.

We partner with a diverse range of suppliers and contractors that provide mining plant, infrastructure, spare parts, consumables, specialist services, security, catering, and related services. In 2024, the number of active suppliers numbered approximately 5,672. Subject to availability, we source goods and services from national suppliers and where possible from the local regions in which we operate. However, many of the critical goods and services required to operate a mine are highly specialised and may only be available from international suppliers. The main types of procurement by value are fuel and oils, contractor services, general consumables and reagents.

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

Table 5 – Supply chain profile

	Total	Syama	Mako
No. Active Suppliers - National	1,577	444	1,133
No. of Active Suppliers – International	2,836	2,369	467
Cash Operating Expenditure (USD millions)	344.8	219.0	125.8

3. Identifying Modern Slavery Risks

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

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

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

3.1 Operational Activities

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

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

3.2 Supply Chain

We are introducing various due diligence processes to help us identify, assess and address the risk of modern slavery with our direct (tier 1) suppliers as described in this Statement. We acknowledge that many of the goods and services we procure have long, complex and opaque supply chains, with the potential for modern slavery and human rights risks. These risks extend beyond the reach of our current tier 1 supplier due diligence processes. Elements of our supply chain that are deemed higher risk include:

- Goods and services sourced from countries where the prevalence of modern slavery is recorded as high.
- Freight and transportation – we operate in remote locations and our upstream supply chain is reliant on both domestic and international freight and transportation.
- Hazardous materials – a number of our suppliers either process or handle hazardous materials, where workers could be exposed to increased risk to their occupational health and safety.

4. Assessing and Addressing Modern Slavery Risks

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

4.1 Corporate Governance

Resolute has a strong corporate governance framework that ensures an efficient oversight of all business operations. The Board has ultimate responsibility for ensuring that material risks faced by the Company are identified and that appropriate control and monitoring systems are in place. The Board has established the following sub-committees to assist the internal control and business risk management: Audit and Risk Committee; Sustainability Committee; Remuneration Committee and Nomination Committee.

Figure 1 – Board and Committee Structure



The Audit and Risk Committee is mandated by the Board to provide risk management oversight across material exposures. The Audit and Risk Committee works closely with management in relation to the assessment, monitoring and ongoing management of business risk across all time horizons and to carry out assessments of internal controls and processes for improvement, as per the Committee Charter (refer [Audit and Risk Committee Charter](#)). Our approach to risk management and the results of our risk review are presented in the 2024 Annual Report, pages 42 to 47 (refer [RML 2024 Annual Report](#)).

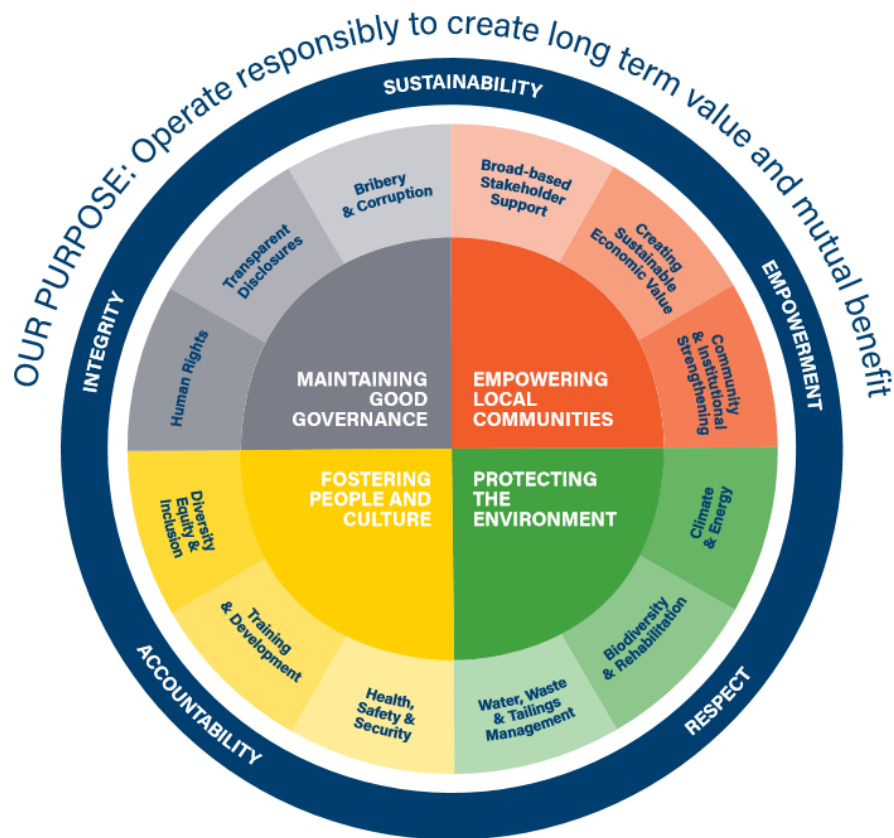
Figure 2 – Risk Management Framework



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

Sustainability is a core value at Resolute and central to our commitment to operating responsibly across all jurisdictions. The Sustainability Strategy, in which human rights is recognised as a key area, is the Company's primary tool used to prioritise effort and embed a culture of sustainability in the coming years.

Figure 3 – Sustainability Strategy



Sustainability Strategy Diagram

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

4.2 Policy Framework

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

This policy framework applies to all Resolute activities and representatives, including without limitation: directors, employees and any third-party workers, business partners or visitors of Resolute's controlled and managed assets; and all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure. The policies also provide clear alignment to recognised industry standards including the Responsible Gold Mining Principles⁶ ("RGMPs") of the World Gold Council to which Resolute is a member.

⁶ <https://www.gold.org/industry-standards/responsible-gold-mining>

Table 6 – Our policy framework as relevant to Modern Slavery

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

Policy	Policy Overview	Key Controls
Grievance Procedure and Whistleblower Policy	The group level Grievance Procedure and Whistleblower Policy outlines the steps to take when incidents relating to workplace fraud or mismanagement are identified (including acts of modern slavery and human rights abuses), what constitutes these incidents and the channels by which you can raise concerns.	The Grievance Procedure applies to all Resolute employees and aims to ensure that any concerns arising in the workplace are dealt with fairly, consistently and quickly. We maintain an independent whistleblower hotline that allows workers, suppliers and third-parties to anonymously file a complaint. All workers receive information on the Grievance Procedure as part of their induction; and suppliers are informed under their standard terms of contract.

4.3 Operational Controls

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

4.3.1. Human Rights Risk Assessment

Resolute regularly monitors and evaluates measures to mitigate risk and maximise opportunity. This includes a systematic semi-annual operational and business risk review and reporting to the Audit and Risk Committee of the Board. The Board routinely assess the measures for the business to mitigate these risks. Our approach to risk management and the results of our risk review are presented in the 2024 Annual Report, pages 42 to 47 (refer [RML 2024 Annual Report](#)).

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

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

4.3.2. Training and Awareness

Our group-level policies, including Code of Conduct and Human Rights Policy, are published on Resolute's website.

All employees and contractors receive mandatory induction training on the application of key policies when joining the Company, including the Code of Conduct, Human Rights, Grievance Procedure and Whistleblower Policy. Thereafter, refresher training is provided every 2-years.

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

4.3.3. Workforce Engagement

Effective workforce engagement instils a shared understanding of the critical behaviours required for successful

performance and more broadly, improves personal wellbeing.

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

4.3.4. Grievance Mechanism

The grievance procedure is described in Resolute's group level Grievance Policy and Procedure. All persons working for or on behalf of Resolute are encouraged to discuss any concern or violation relating to our Code of Conduct with their supervisor or manager. Supervisors or managers, on learning of any violation of our Code, must report such incidents and take appropriate corrective action.

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

In 2024, we recorded zero incidences of modern slavery within our operations through our asset-level grievance processes nor group-level Whistleblower Hotline.

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

4.4 Supply Chain Controls

Resolute's key controls to eliminate the risk of modern slavery within our supply chain are described below.

4.4.1 Supplier Code of Conduct

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

All our active suppliers have acknowledged their commitment to our Supplier Code of Conduct as a condition of doing business with us.

Under standards terms of contract, our suppliers agree to comply with applicable laws and meet the commitments and obligations of our Group policy framework, including: Code of Conduct; Human Rights; Anti-bribery and Corruption; Health and Safety; Environment and Social Responsibility. They also commit to maintain policies and procedures relating to the prevention of human rights violations.

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

4.4.2 Supply Chain Due Diligence

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

In 2024, Resolute appointed a head of procurement to oversee group-level supply chain management, including due

diligence processes.

Resolute has initiated the establishment of an ESG due diligence process on all existing and new suppliers which will reinforce measures to assess modern slavery risk. Under this process, suppliers will be classified as low, moderate or high risk based on criteria including:

- Country of operation and global slavery indices (applying both Walk Free Foundation⁷ and World Bank governance indicators⁸);
- Goods and services where the prevalence of modern slavery is recorded as high, including freight and transportation, construction, hazardous processes or substances; and
- Other reputational and commercial risk factors.

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

In 2024, zero incidents of modern slavery were identified through due diligence processes, and we did not terminate any supplier relationships due to our findings.

4.4.3 Supplier Capacity

Suppliers will be evaluated on the strength of their internal governance processes and practices to ensure they have robust operational safeguards in place to minimise the risk of human rights violations and modern slavery from their operations. Resolute will directly engage with suppliers identified as being 'at risk' to ensure improvements are made in a timely manner.

5 Performance Review

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

In 2024, our performance reviews identified zero incidences of modern slavery within our direct operational activities encompassing: human resource management systems, employee engagement processes, supplier due diligence processes and grievance mechanisms.

We acknowledge that many of the goods and services we procure have long, complex and opaque supply chains, with potential for modern slavery and human rights risks to extend beyond our control. Notwithstanding, we are committed to advancing the maturity and reach of our governance and management processes to mitigate modern slavery risks, including the introduction of key performance indicators as relevant to our supply chain due diligence process.

In Appendix A we have identified measures to improve our governance and management processes as relevant to modern slavery risks and reported on our progress against priority actions identified in our 2023 Modern Slavery

⁷ Walk Free Foundation, 2018. The Global Slavery Index 2018

⁸ <https://databank.worldbank.org/source/worldwide-governance-indicators>

Statement.

Modern Slavery Statement



APPENDIX A – ACTION PLAN

Resolute has identified several progress areas to address and manage human rights and modern slavery related risk and opportunity within its operations and supply chains. Our action plan for 2025 is below.

2024 Priority Actions	Progress against 2024 Priority actions	2025 Priority Actions
Publish a Suppliers Code of Conduct	Suppliers Code of Conduct published. The Code of Conduct was distributed to all suppliers for their signed acknowledgement.	All new suppliers to acknowledge conformance with the Code of Conduct under Resolute's standard terms and conditions of contract.
Finalise Supplier Human Rights Questionnaire	Finalisation of the questionnaire pending the establishment of standard operating procedures for ESG due diligence	All 'at risk' suppliers to complete a Code of Conduct questionnaire
Launch Supplier Human Rights self-assessment	The establishment of standard operating procedures for ESG due diligence process ongoing.	Finalise standard operating procedures for ESG due diligence. This is expected to include risk screening of all existing and new suppliers; and a questionnaire to assess conformance with Resolute's Code of Conduct.
Finalise a Group level Human Rights Risk Assessment	An independent Human Rights Risk Assessment was completed in late-2023. The establishment of standard operating procedures for human rights risk assessment ongoing.	Finalise standard operating procedures to systematically identify and assess salient human rights risks across all functional areas and sites.
-	Development of a new group level Grievance Policy and Procedure and update to the Resolute Whistleblower Policy.	Roll-out of the new group level Grievance Policy and Procedure.