



**Resolute**

2022  
SUSTAINABILITY REPORT

CREATING VALUE FOR  
SHAREHOLDERS  
AND COMMUNITIES  
WHERE WE OPERATE.



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## About this Report

Resolute Mining Limited's (Resolute or the Company) 2022 Sustainability Report presents the environment, social and governance (ESG) performance of the Company for the period from 1 January 2022 to 31 December 2022 and has been prepared for Resolute's stakeholders.

Resolute is a multi-mine, gold producer. Sustainability is a core Company Value.

This Sustainability Report provides a transparent account of how Resolute addressed its material ESG exposures in 2022 and details the Company's efforts to deliver lasting value to stakeholders. This report is complemented by Resolute's 2022 Annual Report, which presents the Company's operational and financial results in accordance with statutory and regulatory reporting obligations.

Resolute's Board, CEO, Sustainability Committee and asset-level General Managers have reviewed and endorsed the data and statements presented in this report.

## Scope

All references to Resolute, the Company, we, us and our, refer to Resolute Mining Limited (ABN 097 088 689) and its subsidiaries. This Sustainability Report focusses on reporting the ESG performance of Resolute's current operating mines over which we have management control. It does not currently include our exploration portfolio or investments.

All dollar figures are in United States Dollar (USD) currency unless otherwise stated. All references to 2022 are for the 12-month period from 1 January 2022 to 31 December 2022, unless otherwise stated.

This Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core Option) and the G4 Mining and Metals Sector Disclosures. In addition, this report is aligned with the Responsible Gold Mining Principles, the International Council on Mining and Metals Mining Principles, and the UN Global Compact Principles.

## Assurance

Resolute has elected to not seek external assurance for this Sustainability Report, however it has sought external assurance against the requirements of the Responsible Gold Mining Principles, Conflict Free Gold Standard, ISO 14001 and ISO 45001.

For more information, please contact:

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2022

# HIGHLIGHTS

## ECONOMIC



**\$605 million**

economic value distributed in Mali and Senegal

## SAFETY



**Significant improvement**

in high risk safety systems and associated training

## COMMUNITY



**\$2.88 million**

spent in Community Investment

## ENVIRONMENT



**Zero significant**

environmental incidents

## ECONOMIC



**\$357 million**

Procurement expenditure in Mali and Senegal

## SAFETY



**TRIFR**

of 0.41 per million hours worked and no LT1

## ECONOMIC



**94%**

national employment



PART 1

# OVERVIEW

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# OVERVIEW

Resolute is a successful Africa-based gold miner of more than 30 years, currently focused on our two producing gold mines: the Syama Mine in Mali (Syama) and the Mako Mine in Senegal (Mako).



During 2022, Resolute continued to optimise the performance of our gold mines implementing successful productivity enhancements whilst targeting cost efficiencies amid industry-wide cost inflation.

Syama and Mako mined a record 6.8 million tonnes (Mt) of ore with the processing plants milling 5.7Mt of ore at a grade of 2.11 grams per tonne of gold (g/t).

The 2022 result was impacted by the planned major maintenance shutdown at Syama early in the year, which has significantly enhanced the operation and will benefit the business going forward.

Resolute had four consecutive quarters of increased Group production during 2022. This included Syama Sulphide generating its highest annual production result since open pit mining operations ceased in 2015.

This performance was achieved while the Company faced ongoing cost pressures associated with an inflationary environment.

The Company's mine in Mali provides a strong platform for organic growth. This is underpinned by the Syama North project where the Mineral Resource Estimate recently increased by 58% to over three million ounces of gold. Pre-feasibility studies are underway on low capital options for the expansion of the Syama sulphide operations providing a strong growth opportunity for the Company.

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

Several listed investment disposals, including Orca Gold and Oklo Resources Limited were completed during the year, consistent with our strategic focus on core operating assets and strengthening the balance sheet.

In 2022, Resolute completed a successful equity raise, with the underwritten component increasing to A\$164 million following strong institutional investor demand. The raise strengthens Resolute's balance sheet and provides a financial platform for growth, including support for the Company's Syama North expansion plans.

Resolute has corporate offices in Perth, Western Australia and London, United Kingdom and employs 4,059 people. Resolute produced 353,069oz of gold at an All-In Sustaining Cost (AISC) of \$1,498/oz in 2022 compared to 319,271oz at an AISC of \$1,370/oz in the prior year.

The Company trades on the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker RSG.

## OUR OPERATIONS



## SYAMA

The Syama Gold Mine is a large-scale operation, comprising the established Syama Underground Mine, the Tabakoroni Complex and the recently discovered Syama North 3Moz resource, along with several satellite oxide pits.



Located in the southwest of Mali, West Africa approximately 30km from the Côte d'Ivoire border and 300km southeast of the capital Bamako, the mine comprises a 2.4Mtpa sulphide processing circuit and a 1.6Mtpa oxide processing circuit.

Syama is owned by a 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%. SOMISY holds the tenements in the North and owns the processing and camp infrastructure.

The sulphide processing circuit comprises three-stage crushing, milling, flotation, roasting, calcine leaching and elution processes. Sulphide Ore is sourced from the Syama Underground Mine. The oxide circuit comprises conventional crushing, SAG milling and leaching, with ore sourced from the satellite open pit deposits.

In 2022, Resolute made key improvements to the sulphide circuit, principally via the planned maintenance shutdown which resulted in improved consistency, throughput rates and increase in Roaster capacity, with record roaster throughput achieved during 2022. Gold production from the Syama sulphide operations for 2022 was up 19% to 161.5koz. A record 2.3Mt of ore was mined, with the year seeing continued improvement in cave flow management and a steady increase in mined grade.

The Oxide processing plant treated 1.6Mt of ore at a head grade of 1.35g/t for 62.2koz of gold, with gold recoveries of 88.6%. Oxide production for the year increased 9% notwithstanding lower-than-expected grades earlier in the year and a prolonged wet season which caused some disruption to mining, processing and haulage to the mill.

The Company had significant exploration success at Syama North during the year. This was evidenced by a 40% increase in the Syama North resource, announced in September 2022, to over 2 million ounces (Moz) of gold, and a further 58% increase announced subsequent to year end. The Syama North Mineral Resource now totals 34 million tonnes at 2.9g/t for over 3Moz of gold, with the majority of the resource within 150m of the surface, highlighting the open pit potential of the deposit. As a result, the Company is currently working through a PFS for low capital expansion options to further expand the Sulphide operations, with the results expected in the second quarter of 2023.

The Tabakoroni Complex is located approximately 32km south of the Syama processing plant. Studies including technical, environmental and social assessments and metallurgical test work have commenced to support the near-term development of a new underground mine at Tabakoroni. Following an updated LOM plan in March 2022 and the discovery of the Syama North resource, the Company has deferred the development of the Tabakoroni underground.

### TOTAL GOLD SOLD

227,817oz

### GOLD PRODUCTION

223,644oz



## MAKO

The Mako Gold Mine, located in eastern Senegal, in an area of environmental sensitivity, adjacent to the UNESCO World Heritage listed Niokolo-Koba National Park and the Gambia River.



Mako is a high quality, open pit mine with attractive scale and potential 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%.

Mako is a conventional drill and blast, truck and shovel operation with mining services undertaken by an established contractor. Targeted annual average production is 140,000oz of gold across its nine-year mine life. The mining permit covers a total area of 150km<sup>2</sup>. The carbon in leach processing plant has 2.1Mtpa of installed capacity and comprises a crushing circuit, an 8MW SAG Mill and gold extraction circuit.

The processing plant continues to achieve strong metallurgical recoveries and is expected to deliver average life of mine recoveries of 93.8%. Electricity is provided by a 11mw engine fuelled IPP power station and water is sourced from Tailing Storage Facility (TSF) decant water, raw water ponds and the Gambia River.

Ore mined at Mako increased every quarter throughout the year, with improved mining performance due to favourable conditions in the pit, as the cutback widened, and broader operational improvements on site.

Mine grade lowered later in the year, which was in line with mine plan expectations. Increased plant uptime and modifications to the SAG Mill configuration following the shutdown subsequently enabled an increase in throughput rates as the year progressed.

Mako continues to deliver consistently strong results and cash flows. Consistent ore grades and metallurgical characteristics support reliable production rates. Identified exploration targets have the potential to increase mine life and exploration programmes are in progress focussing on pit extensions and satellite deposits within trucking distance of the mill. Resolute controls more than 485km<sup>2</sup> of prospective exploration ground within a 30km radius of Mako, either directly or through joint ventures with Senegalese partners.

Resolute respects and values the significance of the environmental sensitivities present in the areas surrounding Mako and seeks to ensure there is no net loss of critical habitat as a result of the development and management of the mine.

### TOTAL GOLD SOLD

**129,630oz**

### GOLD PRODUCTION

**129,425oz**





# FROM THE CEO

I am pleased to present Resolute's 2022 Sustainability Report, which sets out our continued efforts to build on our sustainable mining practices and our commitment to addressing material sustainability risks and opportunities for our business and the communities where we operate.



TERRY HOLOHAN, CEO

## Sustainability at Resolute

Sustainability is one of Resolute's core values that guides our decisions and actions. In 2022 we refreshed company purpose and values, with sustainability at the centre. We are embracing the opportunity and the challenges to operate sustainably and responsibly, considering the needs and expectations of our stakeholders and the communities we support.

During 2022, the Leadership and Management team changed along with members of the Sustainability Committee. These changes have impacted some of our anticipated timelines in 2022, yet our team remains fully invested in Resolute's ESG journey.

I'm proud of the considerable progress we have made during the year in delivering the Group Sustainability Strategy, and remain confident of maintaining our momentum to achieve our sustainability goals alongside other business priorities.

Our teams continue to identify priorities and targets under the strategy's four focus areas, and we will monitor and report our performance in accordance with internationally recognised sustainability reporting principles and standards.

## 2022 in review

We continued to refine our sustainability frameworks, systems, protocols, and management standards.

A key achievement was obtaining the group certification for ISO 14001 and ISO 45001 standards. We also achieved continued strong performance in ESG ratings with our 2022 sector ratings by S&P Dow Jones Corporate Sustainability Assessment and Moody's in the 83rd and 82nd percentiles respectively.

Our progress in aligning with the World Gold Council's Responsible Gold Mining Principles since becoming a member and signatory is encouraging. Resolute has achieved 88% alignment in the second

half of 2022, up 23% on the previous year. With our external assurance mechanisms guiding our progress, we are on track toward our goal of achieving 100% compliance by mid-2023.

## Governance

Good governance is central to our sustainability performance. This year we published our Supply Chain Policy and updated our Environment and Water Stewardship policies. Alongside these, our teams are improving the rigour of our frameworks, standards, and training materials to ensure continuous improvement and compliance.

## Health and Safety

The safety of our people is paramount, and we have an ongoing focus on training and safety. We are pleased to report a record low total recordable injury frequency rate, standing at 0.41 in the December quarter. We built on the vaccination programs established with the Mali and Senegalese governments to protect our employees and the communities in which we operate.

## Biodiversity

With our partners in Senegal, we continue our conservation efforts at the Niokolo Koba National Park (PNNK). Sightings of critical species, including lions, elephants, and chimpanzees within the PNNK intervention zone have increased, demonstrating that a multi-stakeholder approach can improve biodiversity and create local employment opportunities. Our aim is for the PNNK to be removed from UNESCO's in danger list, and we look forward to further conservation gains in the coming years.

## Community

We continue our efforts to increase the nationalisation of our workforce, supported by a dedicated training strategy for our operations in both Mali and Senegal. In some cases, we still rely on specialist expatriate expertise for specific roles where we have been unable to identify suitably trained national personnel.

We are proud of the social and economic benefits we deliver to our host communities and of our efforts to invest in and empower local communities.

During 2022, we provided \$2.88 million in Community Investment as well as spending more than \$357 million in Mali and Senegal during the year, with more than \$5 million sourced from communes, villages, and regions around our mining license areas for two consecutive years.

## Ongoing efforts

Climate change risk and opportunity management and response is a standing item on the Sustainability Committee's agenda. We remain dedicated to our commitment to becoming carbon neutral by 2050.

In 2022, members of the Sustainability Committee received specific training on climate related risks to progress the implementation of our Interim Climate Change Strategy and key management have climate related KPIs from 2023.

We continue to respond to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and are assessing climate change transitional and physical group-level risks and opportunities. We will publish those outcomes in a TCFD-aligning report in the second half of 2023.

Sustainability is not a once-over-easy effort but a continuous journey and Resolute remains committed to continuous improvement to ensure that we reduce our environmental footprint and increase the efficiency and safety of our operations.

Resolute will continue to work closely with our stakeholders to build on this positive trajectory in the year ahead.

**Terry Holohan**  
Managing Director and  
Chief Executive Officer



# 2022 HIGHLIGHTS

**GOLD PRODUCTION**  
**353,069<sub>oz</sub>**

**ALL-IN SUSTAINING COST**  
**\$1,498<sub>/oz</sub>**

**TOTAL GOLD SOLD**  
**357,447<sub>oz</sub>**

**AVERAGE PRICE ACHIEVED**  
**\$1,819<sub>/oz</sub>**

# 2022 SUSTAINABILITY HIGHLIGHTS



**Human Rights training** implemented in English and in French across the group

**Group human rights assessment** underway

**Diversity, Equity and Inclusion training** finalised in English and French, to be implemented in 2023-2024

**Supply chain policy published**, and supplier Code of Conduct in development

Membership to the **UN Global Compact**

**88% Compliance** with the World Gold Council's Responsible Gold Mining Principles

MAINTAINING GOOD GOVERNANCE



**Significant strengthening** of high-risk systems and training

**94% employee participation** and 81% employee engagement rate at second group-wide employee engagement survey

**Paid parental leave** beyond legislative requirements

**94%** national direct employees and contractors

**ISO:45001 Certification** obtained at group level

**Zero** industrial disputes

**TRIFR** of 0.41 per million hours worked and no LTI

FOSTERING PEOPLE AND CULTURE





**\$339 million of procurement** expenditure in Mali and Senegal

**\$5 million** local procurement expenditure in host communities and local regions

**Community Investment Strategy** published to guide local funding efforts

**\$2.88 million** spent in community investment

**\$605 million Economic value** distributed to Mali and Senegal

EMPOWERING LOCAL COMMUNITIES



PROTECTING THE ENVIRONMENT



**Increased presence** of lion and chimpanzee around the Mako mine and in the Nikolo-Koba National Park

**Progressive rehabilitation** of degraded land across the Syama and Mako mine sites

Significant **strengthening** of Group Environmental Management Systems

**ISO:14001 Certification** obtained at group level

**Zero** significant environmental non-compliance events

**Reduction of water** withdrawn at both sites

**>\$1.7m** invested for the conservation of the Niokolo Koba National Park since program start





## 1.4 OUR SUSTAINABILITY APPROACH

### Leading Practice

We operate our business responsibly, with careful consideration for the health, safety and wellbeing of our people, the communities in which we operate, and the environment.

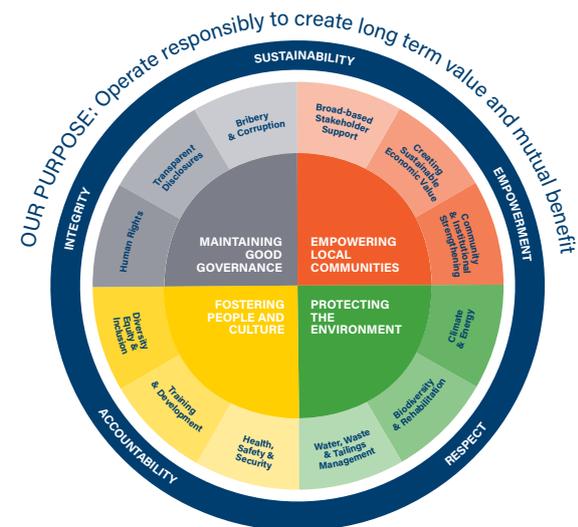
Our operating philosophy is that responsible mining practices result in improved business performance. We aim to comply with all relevant government legislation, policies, and plans applicable to the jurisdictions in which we operate, and to go beyond compliance to align with leading practice at all our sites.

Resolute applies international environmental and social standards across our operations and draws upon the following relevant standards and guidelines:

- International Finance Corporation (IFC) Environmental and Social Performance Standards
- World Bank Sector (Mining) Environment, Health, and Safety Guidelines
- United Nations Guiding Principles on Business and Human Rights
- United Nations Voluntary Principles on Security and Human Rights
- Responsible Gold Mining Principles
- International Council on Mining and Metals (ICMM) Sustainable Development Framework
- International Cyanide Management Code
- Extractive Industries Transparency Initiative (EITI) according to the requirements of the jurisdictions in which Resolute operates.

### Sustainability Strategy

Our Company Purpose and Values were reviewed in 2021 to reframe the organisation and enable improvements in our organisational culture and group performance. Sustainability is now a core value at Resolute and is central to our commitment to operating responsibly across all jurisdictions. In 2022, we ensured our internal and external stakeholders were aware of this renewed focus on sustainability.



Our sustainability strategy is our primary guide to prioritise sustainability efforts and to embed a culture of sustainability across the business. We are continuing to strengthen our sustainability credentials whilst recognising that our assets are at varying levels of maturity. Multi-year priorities and targets are being reviewed under four key strategic pillars and we will continue to monitor and report our performance in accordance with ESG guidance relevant to the resources sector.



## OUR PURPOSE

We are a trusted and responsible gold miner, driven by excellence to create value for shareholders and the communities in which we operate.

## OUR VALUES



### Respect

We respect each other and the countries and communities in which we operate



### Accountability

We own our actions and deliver on our commitments



### Integrity

We are ethical, open and honest



### Sustainability

We prioritise health, safety and environment, operating responsibly to manage risk and opportunity



### Empowerment

We set ambitious goals, foster high performance and support our people to generate new ideas

## OUR COMMITMENTS

### UN Global Compact and the Sustainable Development Goals

This year, we became a signatory to the UN Global Compact. It is the world's largest corporate responsibility initiative, with more than 18,000 private sector signatories in 162 countries. It consists of ten principles across labour, human rights, environment, and anti-corruption in support of the UN Sustainable Development Goals (SDGs).

We are integrating these principles into our sustainability strategy, resulting in an increased focus on aligning our governance, people, environmental and social activities with the SDGs where feasible.

In 2021, we identified the SDGs that we believe are most material to our business and we are disclosing our progress year on year.



- All our operations have stakeholder engagement plans
- Grievance mechanism Standard and context-specific procedures per operations
- All corporate policies reviewed against the UNGP
- Human Rights training across the group
- Working Responsibly Policy
- Board level oversight on Sustainability
- Biodiversity Offset Advisory Panel



- No significant environmental incidents
- No material direct adverse impact to the PNNK arising from operations of the Mako Gold Mine
- Protected 1700km<sup>2</sup> of the PNNK national park in partnership with the NGO Panthera and the Senegal Department of National Parks
- Progressive rehabilitation of degraded land across both sites
- Biodiversity Management plans at all sites
- Group ISO 14001 certification

- SDG 17** PARTNERSHIPS FOR THE GOALS
  - Alignment with the Responsible Gold Mining Principles
  - Alignment against the Conflict-Free Gold Standard
  - Countries of operations are active in the EITI
  - Partnerships with NGOs for programme implementation at site
  - Membership to the UN Global Compact

- SDG 1** NO POVERTY
  - Direct payments to the governments of over \$100 million in 2022
  - Payment of employee wages and benefits of \$49.9 million
  - Direct community investment over \$2.9 million in 2022 across Mako and Syama

- SDG 3** GOOD HEALTH AND WELL-BEING
  - Robust health and safety policies and procedures
  - Group ISO 45001 certification
  - Strong safety performance with LTIFR below industry-peer standards
  - Primary, occupational, and emergency medicine capability established across operations
  - Routine health surveillance, including drug & alcohol and infectious disease testing
  - Ongoing health and hygiene education and awareness
  - Private health insurance support for all direct employees

- SDG 4** QUALITY EDUCATION
  - Construction of primary schools in Syama and Mako host communities
  - Ongoing host community training and education
  - Artisan training across operations
  - Scholarship and internship programmes

- SDG 5** GENDER EQUALITY
  - Gender diversity targets endorsed by the Board
  - Paid Parental Leave policies across the group
  - Sexual Harassment Policy approved by the Board
  - Increase in women in STEM positions across the group

- SDG 6** CLEAN WATER AND SANITATION
  - Water extraction from the Gambia and Bagoe Rivers undertaken in accordance with licencing conditions
  - Construction of critical water infrastructure at community level
  - Regular monitoring of surface and groundwater quality and no major water quality issues associated with mine operation

- SDG 8** DECENT WORK AND ECONOMIC GROWTH
  - Direct employment of 920 nationals, representing 88% of our operations workforce
  - \$49.9 million paid in 2022 for employee wages and benefits
  - 31% of national new hires aged under 30 years

- SDG 10** REDUCED INEQUALITIES
  - Gender pay gap analysis conducted at least twice a year
  - Diversity, Equity & Inclusion Policy approved by the Board
  - Gender parity considered for all our Apprenticeship and Traineeship programmes at West African operations



- SDG 13** CLIMATE ACTION
  - Disclosure of Scope 1,2 and 3 emissions
  - Commitment to achieve Net-Zero by 2050
  - Development of an Interim Climate Change Strategy
  - Operationalisation of a hybrid-power station at Syama reducing GHG emissions by 20%
  - Board and executive level climate change training

# SUSTAINABLE DEVELOPMENT GOALS

## Responsible Gold Mining Principles and Conflict Free Gold Standard

As a member of the World Gold Council, we are committed to operating responsibly following the Responsible gold Mining Principles (RGMPs) from mine development through to closure.

The boundary for implementing the RGMPs includes all mining and processing operations over which we have direct control and is consistent with the reporting boundaries publicly disclosed in our Sustainability Report. Companies are required to align their business practices with the Conflict-Free Gold Standard to assure that gold production does not cause, support, or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

Companies implementing the RGMPs, and Conflict-Free Gold Standard are required to obtain yearly external assurance from a third-party, independent assurance provider.

As of the 31 December 2022, Resolute was granted two independent assurance reports for the second consecutive year, with auditors validating that our Company reports have been prepared and presented fairly in all material respects.

Following this review, our 2022 performance demonstrates our alignment with more than 88% of the RGMPs, increasing it by 23% compared with the previous year.

Furthermore, our operations are aligned with the Conflict-Free Gold Standard. Whilst we do not source gold from third parties, we operate in Mali, which was considered a conflict affected or high-risk area as defined by the Standard for the 2022 assessment, thus we were found to demonstrate compliance with a more stringent version of the Standard.

We are currently undergoing our third year of third-party assurance against the RGMPs and the Conflict-Free Gold Standard, and we are committed to being fully aligned by the end of 2023.

The external assurance statements and management reports, are available on our website:

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

## ESG Performance Analytics

We recognise the importance of disclosing our ESG metrics to the investment community to allow the benchmarking of sustainability performance across the mining sector. We are committed to increasing our disclosure of material ESG information and we are actively working to improve our ESG ratings.

This year we focused on engaging with ISS & Moody's to improve our ESG rating, and on completing the S&P Global Corporate Sustainability Assessment (CSA).

In 2022, for our third submission to the CSA, Resolute was proud to score in the 83rd percentile for the Metals and Mining sector (an increase from the 41st percentile in 2019). In addition, Resolute was ranked in the 82nd percentile the Metals and Mining sector by Moody's, putting us ahead of our peers.

We are committed to becoming an industry leader in sustainability and we continue to seek to improve our ESG ratings across platforms, through improved disclosures and sustainability performance.

## 1.5 STAKEHOLDER ENGAGEMENT

Our stakeholder engagement is an ongoing process that extends throughout an asset’s operational life cycle. It encompasses information sharing and consultation to participation, negotiation, and partnerships with stakeholders. The frequency and method of engagement varies depending on stakeholder needs, with more detail provided throughout this report. Our stakeholders are individuals or groups who are directly or indirectly affected our business activities as well as those who may have the ability to influence Company outcomes.

Key stakeholder groups include:

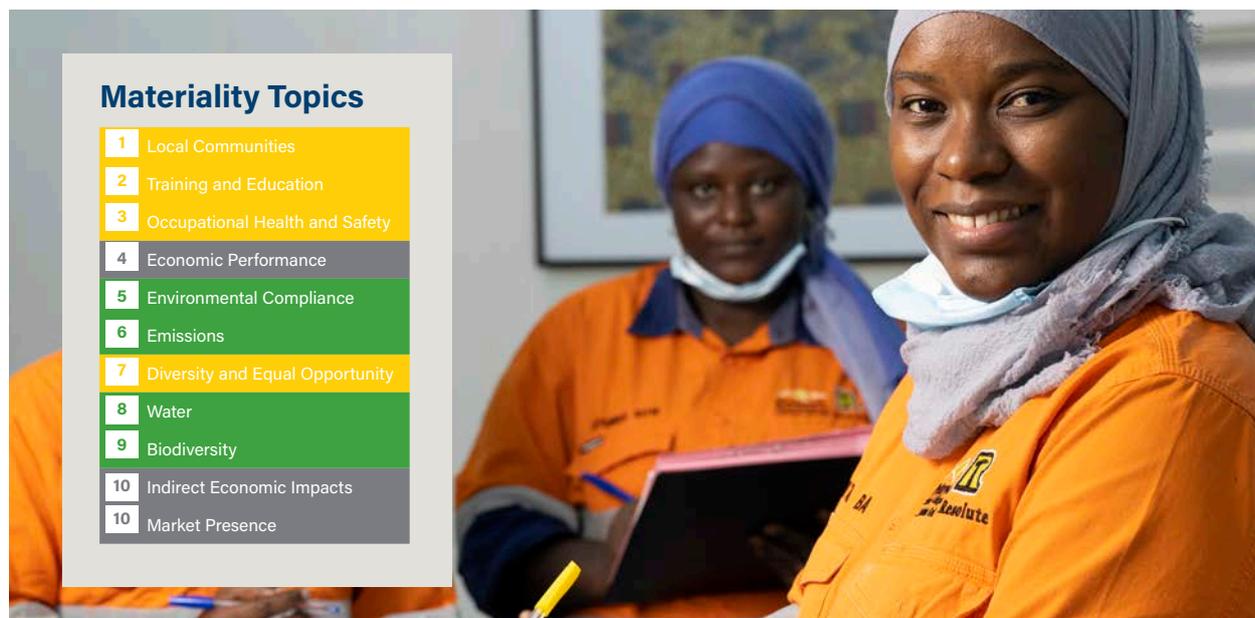
- Local host communities
- Governments of Senegal and Mali (at the local, regional, and national level)
- Employees
- Suppliers
- Shareholders
- Non-governmental and civil society organisations operating in the area.

The Company’s approach to stakeholder engagement is focused on the following principles:

- Proactive early engagement to identify risk and opportunity
- Idea generation and information sharing
- Respect, trust, and mutual benefit.

## 1.6 ANNUAL MATERIALITY ASSESSMENT

Resolute reviews the materiality of our sustainability issues annually with our internal and external stakeholders. Our review is conducted in alignment with the Global Reporting Initiative (GRI). The material sustainability issues identified through our 2022 assessment are shown in the table below. These issues are consistent with our 2021 assessment.



### Materiality Assessment Process

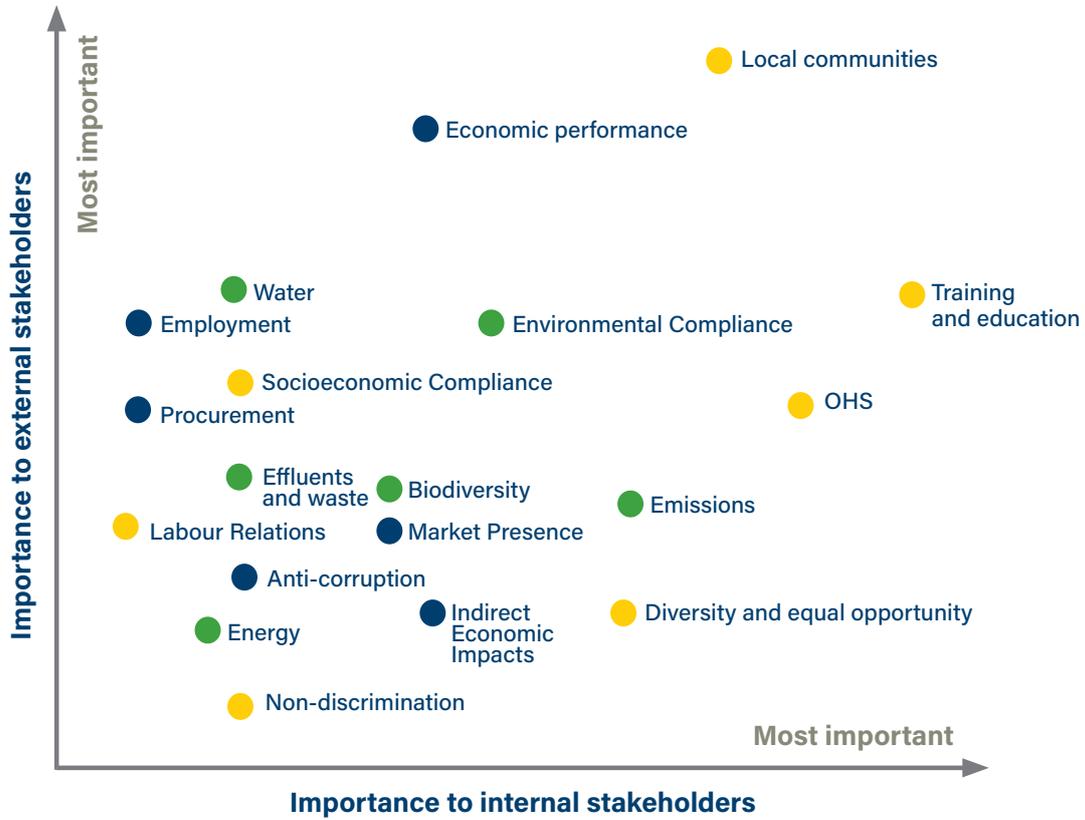
We identified eight stakeholder groups which were asked to select the seven most important sustainability issues for the business:

- Internal stakeholders: Board, corporate and site representatives
- External stakeholders: Shareholders, supply chain actors, government representatives, local communities, and non-government organisations.

The responses were weighted to ensure balanced representation between Syama and Mako, and to account for the relative importance of stakeholders. They are ranked on the combined responses of all stakeholders. (See Appendix 1).

In 2022, Resolute found no material change to its analysis. All topics presented in the materiality matrix are covered in this report, with priority given to those topics assessed by stakeholders as being most important.

## Materiality Matrix



- Economic topics
- Environmental topics
- Social topics



PART 2

# MAINTAINING GOOD GOVERNANCE

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# MAINTAINING GOOD GOVERNANCE

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee.



## DIVERSITY, EQUITY AND INCLUSION AND SEXUAL HARASSMENT POLICIES

established and training packages to be rolled out across the Group in a culturally appropriate way from 2023

## HUMAN RIGHTS ASSESSMENT UNDERWAY

and training implemented in English and in French across the group



## 2.1 SUSTAINABILITY GOVERNANCE

### Sustainability Committee

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee (Committee).

The Committee reviews and guides Resolute’s sustainability performance and the management of associated sustainability risks. These relate to the performance of the People, Health, Safety, Security, Environment & Community Divisions within Resolute and include regular assessments of the Company’s alignment with leading practice including the RGMPs.

The Managing Director and CEO chairs the Committee which consists of several non-executive directors who each have diverse knowledge, skills, and experience. It is guided by the Sustainability Committee Charter.

The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance at Resolute, including but not limited to the publication of our annual Sustainability Report.

Sustainability considerations have been incorporated into both short and long-term incentive plans and are linked to assessments of executive and Company performance.

Resolute’s executive team reports Sustainability performance to the Committee at its meetings.



## POLICY FRAMEWORK

### Resolute Policies, Procedures and Statements

We continued to strengthen our sustainability policy framework, publishing a Supply Chain Policy and updating the Environment and Water Stewardship Policies. The policies further formalise our commitment to operating responsibly across current and emerging ESG risk areas in line with the RGMPs, our strategy and stakeholder expectations.

All policies are available on our website and we will continue to refine them in line with material ESG challenges impacting the resources sector.



### Resolute Mining Limited - Code of Conduct

Outlines the Company's expectations of all Directors, Officers and Employees and is supported by the following:

#### Key policies, procedures and statements

Guiding our approach to responsible mining

Health, Safety and Security Policy	Environment Policy	Social Performance Policy	Human Rights Policy	Anti-Bribery and Corruption Policy	Diversity and Inclusion Policy	Complaints and Grievance Procedure
Sexual Harassment Policy	Responsible Tailings Management Policy	Water Stewardship Policy	Working Responsibly Policy	Supply Chain Policy	Climate Change Statement	Modern Slavery Statement

#### Key shareholder protections

 Securities Trading Policy	 Enterprise Risk Management Framework	 Continuous Disclosure Policy	 Conflicts of Interest Policy	 Privacy Policy
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#### Underpinned by

##### Whistleblower Policy

Formalised confidential reporting and recourse mechanism for inappropriate conduct

## ENTERPRISE RISK MANAGEMENT FRAMEWORK

Our proactive and considered approach to risk and opportunity management helps us to protect and enhance the value of the business. Risk appetite statements have been established by our Board and guide management and mitigation efforts across the Company.

The Board has ultimate accountability for ensuring material risks are identified and managed in accordance with predetermined risk appetite statements. Board intervention occurs when there is a significant change in the Company's risk profile across any of its material exposures.

The Audit and Risk Committee provides risk management oversight across all material exposures. It engages proactively with the Executive Team to optimise Resolute's systems of risk identification, mitigation, management, assurance, and reporting.

Executive management provides regular updates to the Audit and Risk Committee relative to new and emerging risks and their mitigations.

In 2022, Resolute implemented the CGR Foundation enterprise risk software, which has enabled improved risk identification, mitigation, control evaluation and reporting. This software complements the existing INX InControl system to manage asset-level risk and opportunity.

Systematising our risk management approach across the Group ensures that the framework is standardised and enables improved mitigation and reporting.

<sup>1</sup> Our risk management approach aligns with ISO 31000:2018 and is guided by the ASX Corporate Governance Council Principles and Recommendations 4th edition.



## Sustainability Risks

Resolute reviews its Sustainability Risks annually. The following table provides a high-level account of Group material exposures and current controls<sup>1</sup>.

Health		
<p><b>RISK</b></p> <p>Health event impacting employee health, safety and wellbeing and/or business operations/continuity.</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Infectious disease management protocols</li> <li>• Implementation of WHO guidelines and other industry standards</li> <li>• Primary, occupational and emergency medical capability established at each asset</li> <li>• Medical review and external audits</li> <li>• Occupational health assessments/surveillance</li> <li>• Injury and medical emergency evacuation protocols</li> <li>• Malaria mitigation program</li> </ul>
Safety		
<p><b>RISK</b></p> <p>Serious injury or fatality (single or multiple) sustained at work or whilst commuting to/ from work.</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Industry standard safety management systems</li> <li>• Embedded safety conscious culture</li> <li>• Staff safety training programs</li> <li>• Contractor pre-qualification, induction and training</li> <li>• Regular review processes and procedures</li> <li>• Critical Hazard Management</li> <li>• High risk training systems and competency verification</li> <li>• ISO 45001 certification</li> </ul>
Security		
<p><b>RISK</b></p> <p>Security event adversely impacting employee health, safety and wellbeing and business continuity.</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Security Management Framework</li> <li>• Specialist internal/external security services providers</li> <li>• Crisis and Emergency Management System</li> <li>• Multi-source real-time intelligence</li> <li>• Regular review and audits</li> <li>• Strong stakeholder relations and engagement</li> </ul>
Governance		
<p><b>RISK</b></p> <p>Uncertain political/fiscal/tax environments and government instability</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Ongoing stakeholder/government engagement</li> <li>• Dedicated Country Manager and other in-country expertise</li> <li>• Strong local development track record and local stakeholder support</li> <li>• Active proponents of non-political government agendas</li> <li>• Mining Agreements in each operating jurisdiction</li> <li>• Business continuity planning</li> </ul>
Social		
<p><b>RISK</b></p> <p>Community unrest/activities, such as ASM, adversely impacting license to operate</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Ongoing stakeholder/government engagement</li> <li>• Regular review of stakeholder engagement plans</li> <li>• Strong local development track record and local stakeholder support</li> <li>• Community investment strategy and Social Performance Policy</li> <li>• Local employment and training</li> </ul>
Environment		
<p><b>RISK</b></p> <p>Negative environmental impact/ environmental incident due to Resolute activities or failures</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Environmental license / permits</li> <li>• ESIA commissioning and compliance</li> <li>• Internal / external audits</li> <li>• ISO 14001 Certification</li> <li>• Trained and competent Environmental Professionals</li> </ul>

## Sustainability Risks

Resolute reviews its Sustainability Risks annually. The following table provides a high-level account of Group material exposures and current controls<sup>1</sup>.

Governance		
<p><b>RISK</b></p> <p>Bribery or corruption allegations impacting license to operate</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Ongoing Anti-Bribery and Corruption and Code of Conduct training and declarations are in place for all staff</li> <li>• Inclusion of Anti-Bribery and Corruption requirements for sub-contractors included within contracts</li> </ul> <ul style="list-style-type: none"> <li>• Independently operated whistle-blower hotline</li> <li>• Financial system controls in place</li> <li>• Fraud risk assessments</li> <li>• Regular review and audits</li> </ul>
Social		
<p><b>RISK</b></p> <p>Inability to attract and retain the required skills to maintain safe operational and corporate performance</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Established recruitment and learning development systems</li> <li>• Site-level training and development programs</li> <li>• Nationalisation / regionalisation of asset workforce(s)</li> </ul> <ul style="list-style-type: none"> <li>• Workforce planning initiatives</li> <li>• Improved company culture and employee policy framework</li> </ul>
Environment		
<p><b>RISK</b></p> <p>Unable to effectively respond / adjust to physical and legislative operating environment changes driven by climate change</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Climate physical and transition risk review</li> <li>• Climate change policy and Interim strategy</li> </ul> <ul style="list-style-type: none"> <li>• Emissions monitoring and disclosure</li> <li>• Board and Executive level training on climate change</li> </ul>
Social		
<p><b>RISK</b></p> <p>Human Rights exposures associated with Resolute’s business activities threatens business continuity/viability.</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Contract service agreements with key suppliers</li> <li>• Labour law compliance for all employment practices</li> <li>• Commitment to Voluntary Principles of Security &amp; Human Rights</li> </ul> <ul style="list-style-type: none"> <li>• Training and education of workforce</li> <li>• Stakeholder engagement</li> <li>• Human Rights Policy</li> </ul>
Environment		
<p><b>RISK</b></p> <p>Catastrophic failure of Tailings Storage Facility</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> <li>• Tailings governance framework</li> <li>• Daily, weekly, monthly TSF monitoring</li> <li>• Environmental monitoring e.g. ground/surface water quality</li> <li>• Engineer on Record at all sites</li> </ul> <ul style="list-style-type: none"> <li>• Annual external audits</li> <li>• Deposition strategies</li> <li>• Operation and design parameters</li> <li>• Specialist TSF contractors/expertise (non-engineering)</li> </ul>

**Note**

<sup>1</sup> Material exposure is defined in the ASX Recommendations as “a real possibility that the risk in question could materially impact the Company’s ability to create or preserve value for Shareholders over the short, medium or longer term.”

## 2.2 TRANSPARENCY AND BUSINESS ETHICS

Resolute's commitment to maintaining the highest level of business ethics is conveyed to our people and stakeholders at all levels, and communicated primarily through the Anti-bribery and Corruption Policy, Code of Conduct and Working Responsibly policy.

Resolute considers bribery and corruption to be an affront to the Company Values which inhibit its ability to operate and threaten the generation of shareholder value.

Group and asset-level risk assessment processes consider the potential bribery and corruption exposures in all operating jurisdictions. These risks are considered high and serious and stringent financial, commercial, training, assurance and other controls have been implemented to effectively mitigate bribery and corruption risks across all areas of the business and our supply chain.

All employees undertake anti-bribery and corruption, Code of Conduct and whistle-blower training when they join the company and undergo refresher training every two years. Compliance is monitored via Resolute's Learning Management System.

Recurring anti-corruption training is also delivered at the Group and site levels through hypothetical scenario analysis and the study of real life industry examples of bribery and corruption.

Resolute has established a whistle-blower hotline utilising KPMG's FairCall service (both in its corporate offices and in-country at its mine sites) that affords employees and stakeholders a confidential mechanism to raise bribery, corruption and other third-party allegations against the Company and its representatives. All allegations received are treated very seriously and fully investigated by designated members of the Executive Team (and external investigators where warranted in accordance with Resolute's Whistleblower Policy).

A report of each use of the FairCall hotline is reported to Resolute's Disclosure Protection Officer within 24 hours. A report is then investigated by the Disclosure Investigation Officer, whose role is to investigate the substance of the complaint to determine whether there is evidence in support of the matters raised. The investigation will draw upon external resources as required and a full report made to the CEO (or directly to the Chair of the Audit and Risk Committee in the event that a complaint involves the CEO or a director), with appropriate action taken in response to relevant findings.

Resolute typically receives 2 – 4 reports of suspected disclosable conduct annually. There was one whistleblower report in 2020, two in 2021 and three in 2022. All cases have been investigated and closed with disciplinary action being taken in one instance.

All charitable donations and in-kind assistance provided by the Company are recorded and reported monthly. Resolute does not provide any political or religious financial contributions of any kind and ensures host communities remain the beneficiaries of sustainable development efforts. In line with LSE Listing Rule requirements, Resolute publishes an annual report titled 'Reports on Payments to Governments'.

To date, Resolute has not participated in collective action to combat corruption but remains open to considering all options going forward, including participation in appropriate initiatives within its areas of operation.

## 2.3 HUMAN RIGHTS AND MODERN SLAVERY

We are committed to respecting all internationally recognised human rights, including those covered under the Universal Declaration of Human Rights and the International Labour Organisation. We are steadfast in our dedication to eliminating all forms of modern slavery within our business and supply chain and are implementing and enforcing effective internal processes according to the requirements of Modern Slavery Acts in both the United Kingdom and Australia. Resolute's operations abide by the Voluntary Principles on Security and Human Rights.

In 2022, we continued consolidating our commitments, including the following initiatives:

- Review and update, as required, of all publicly available Company policies against the UN Guiding Principles for Business and Human Rights
- Implementation of the mandatory group-wide human rights training
- Review and update of human rights and modern slavery provisions in commercial agreements
- Training of direct and contract security personnel in the Voluntary Principles of Security and Human Rights
- Launch the first company-wide self-assessment as a first step to implementing an ongoing human rights due diligence process
- Develop suppliers' questionnaires, including human rights questions and surveys
- Update Water Stewardship Policy to include: *Respect the right to water and support the equitable access, sufficiency, safety and affordability of water for host communities.*

During 2023, we will finalise our first group-wide human rights assessment and develop an ongoing action plan to avoid, minimise, mitigate, and compensate for significant adverse impacts.

Resolute's Human Rights Policy and Modern Slavery Statement are available at [www.rml.com.au/corporate-governance](http://www.rml.com.au/corporate-governance).

PART 3

# FOSTERING PEOPLE AND CULTURE

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# FOSTERING PEOPLE AND CULTURE

An accountable, diverse, equitable and inclusive organisational culture that is free from all forms of discrimination is important to Resolute. We empower our people and respect their individual and collective rights.

Employees and Contractors

4,096

National Employment

94%

ISO 45001

CERTIFICATION ACHIEVED FOR THE GROUP

TRIFR

OF 0.41 PER MILLION HOURS WORKED



## 3.1 OUR MANAGEMENT APPROACH

We are committed to maintaining an accountable, diverse, equitable, and inclusive organisational culture that is free from all forms of discrimination, one that empowers our people, respects their differences, and leverages their potential.

The health, safety and wellbeing of our people is our first priority. In 2022, we reinforced our health and high-risk systems, training, and protocols, achieving ISO certification ISO:45001 for our Occupational Health & Safety management systems. This was an ambitious objective set at the beginning of the year.

In empowering our people, we also hold them accountable to Resolute's expectations of the way we conduct our business and how our employees and contractors carry out their duties.

Each year, we ask all employees about their experience at work and to share feedback so we can identify opportunities where to improve employee engagement and our performance. This year's response rate was 94% (up 16%) and the overall engagement across the group was 81% (up 11%).

The material workforce topics covered in this section include:

- Employment
- Labour Relations Management
- Diversity, Equity and Inclusion
- Employee Engagement
- Occupational Health and Safety
- Training and Education.

## 3.2 EMPLOYMENT

Our workforce comprised of 1,148 employees at the end of December 2022. This was split across corporate offices in Perth (Western Australia) and London (United Kingdom) and our African operations and exploration projects.

We also engage 2,948 contractors, predominantly based at our operations in Mali and Senegal. This is consistent with contractor numbers in 2021. Key contract partners provided mining, blasting, and catering services.

### Our Workforce by location

	Total	Australia	United Kingdom	Mali	Senegal
Employees	1,148	28	9	817	294
Contractors	2,948	9	3	1,977	959

Resolute's combined direct and contract workforce at our African operations in 2022 consisted of 94% national employees, representing a 1% increase from 2021.

The combination of our succession, nationalisation and development strategies are delivering pleasing results, with 60% of senior management and half of management personnel across operations now being national employees. Our targeted succession and development plans identified talented people for coaching, mentoring and secondment opportunities.

In 2022, 145 new employees from 16 different nationalities joined Resolute, of whom 93% were employed in the West African operations. The Mako and Syama mines are located in rural areas where literacy and education levels are traditionally low. Our local employment strategy reserves all entry level and semi-skilled roles for local and regional employees. Skilled professionals typically come from in or around the capital cities of the countries in which we operate.

Employee initiated turnover remained low in 2022, at 4% at Syama and 2% at Mako for national employees. Expatriate turnover decreased, from 19% in 2021 to 16% at Syama, and from 13% in 2021 to 12% at Mako. Turnover is monitored monthly and exit interviews help us to understand opportunities to improve retention.

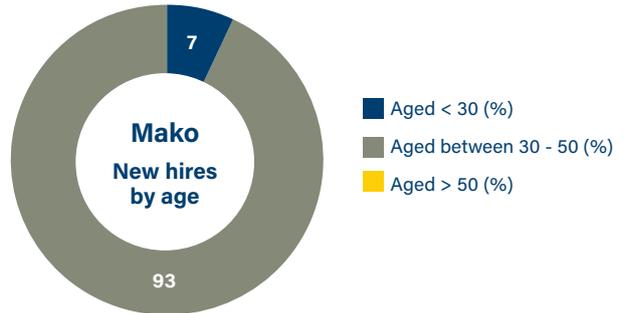
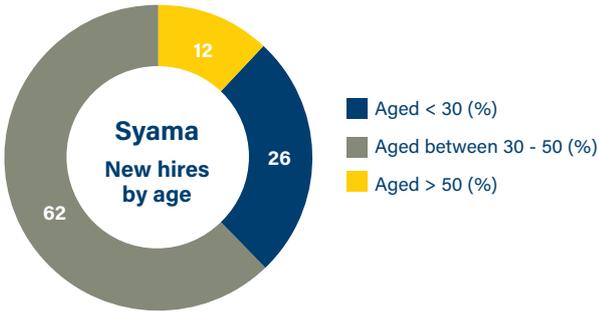
### Benefits

Our range of employee benefits are regularly reviewed to ensure we continue to attract and retain talented people. Resolute provides private health insurance to all senior national employees and their immediate families while also providing health insurance support to employees in non-senior roles. We also consider the different jurisdictions in which we operate when designing our remuneration and benefits policies and adapt to the local markets.

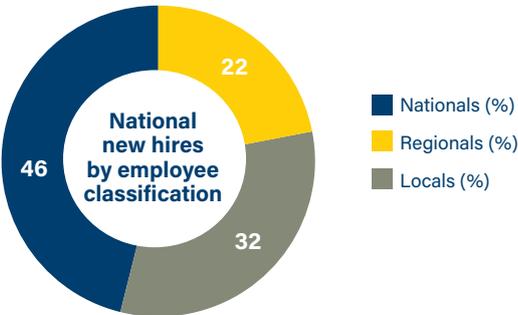
We support parents with balancing work and family commitments. There was a positive response to our new Parental Leave Policy in 2022, with 43 employees across the Group taking parental leave of which 84% were male. More than a third have returned to work; three have left the business; and three remain on parental leave.

The policy provides generous entitlements that go beyond the minimum legislative requirements in the jurisdictions in which we operate. The added flexible return to work arrangements ensure new parents can effectively balance family responsibilities with work commitments. The introduction of the 'buddy system' also means that employees who take parental leave can stay connected to the workplace and are kept up to date with business developments during their leave, at their own pace.

**New hires at West African Operations, 2022**  
by age group



**National new hires at West African Operations, 2022**  
by employee classification



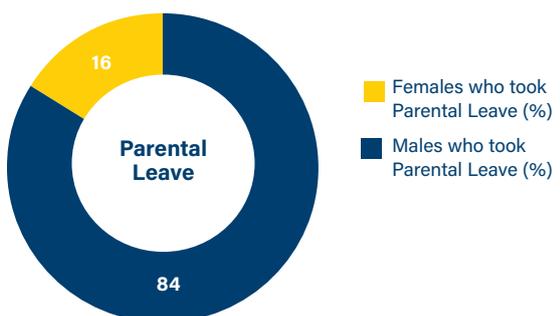
**New hires at West African Operations, 2022**  
by gender



**New hires at Corporate, 2022**  
by gender



**Employees who took Paid Parental Leave, 2022**  
by gender





## Senegal Labour Code

### Senegal Collective Convention

National Interprofessional Collective Convention and Collective Convention for Chemical and Extractive industries and Mining Prospection

PMC

Establishment Agreement

## Mali Labour Code

### Mali Collective Convention

Convention of the Mining, Geological and Hydro Geological Companies

SOMISY

Establishment Agreement

### 3.3 LABOUR RELATIONS MANAGEMENT

Resolute supports the right to freedom of association and collective bargaining.

In Mali and Senegal, Resolute's labour relations are founded on the respective national legal frameworks and guide the development of strategies to manage employee relations risk and opportunities.

At Syama, we are grateful for the constructive dialogue with union and staff representatives elected in 2020. Regular training sessions ensure all representatives are aware of their rights and responsibilities as part of their elected role. The Regional Labour Inspector took part in our Leadership Development Program at Syama in 2022 enabling our government stakeholders to engage with employees and for staff representatives and the broader workforce to better understand the Malian Labour Code and employee/employer obligations and responsibilities.

The monthly staff representatives meeting with the SOMISY Managing Director and the People team discuss safety, production update and employee-related issues to improve collaboration and understanding. The monthly hygiene and health committee and the local recruitment committee at Syama engage with our stakeholders and consolidate our relationships with them.

Following the expiration of the Mako staff delegates terms in November 2021 new elections were held in early 2022 consistent with the Labour Code and the Establishment Agreement. New delegates received training on their roles and responsibilities in partnership with the Kedougou Labour Inspector.

As with Syama, the Leadership Development Programme included the participation of the local labour authorities and all participants, including staff delegates, received training on the labour framework with the Labour Inspector.

While there is no stipulated minimum notice period to employees for operational changes in Mali or Senegal, relevant management decisions directly consider the Company's values, fairness test and applicable legal frameworks. Major changes are implemented following collaboration and consultation with Union representatives and staff delegates.

All employees at both Syama and Mako are covered by a collective convention. These agreements are negotiated between unions, government and industry representatives that determine workers' employment conditions and collective rights.

Employees in our corporate offices in Australia and the UK are engaged via individual employment contracts.

### 3.4 DIVERSITY, EQUITY AND INCLUSION

Resolute champions the diversity of our workforce and maintains a workplace built on the principles of equal opportunity, where all individuals are treated with respect and inclusivity.

This year we developed a training package to support the 2021 Sexual Harassment Policy to ensure that all employees and contractors across our group understand our commitment to maintaining a safe, inclusive and respectful organisational culture founded on a zero-tolerance approach to sexual harassment.

There were no reported cases of sexual harassment across the Resolute Group in 2022. This gave us the confidence to program the roll-out of the policy training in 2023 and 2024 to prioritise high-risk related training and the completion of the Leadership Development Programme. We will complete an extensive review on all training packages in the pipeline to ensure they are fit for purpose and culturally appropriate.

We recognise that certain legal frameworks and cultural norms

in our operating jurisdictions can pose challenges to fulfilling gender diversity and equal opportunity commitments.

Currently, female employees represent 6% of the total employees across the Group (down 1% compared to 2021). At Syama and Mako female representation is 3 and 10% respectively.

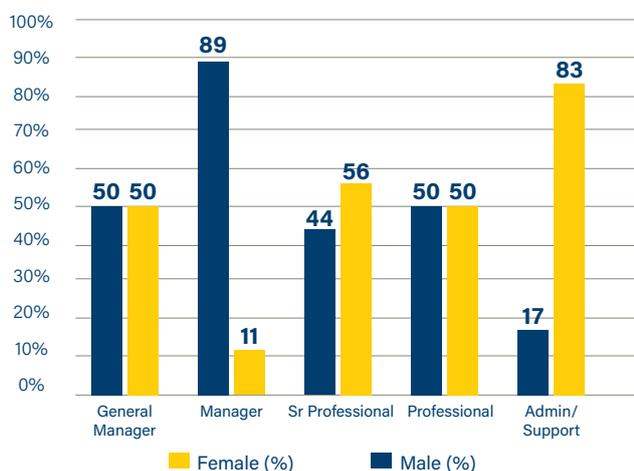
While gender diversity at our corporate offices is higher, (41% female), we recognise the need to improve gender diversity at the Board, executive and operations levels. We continue to address the challenge of attracting and retaining female professionals in technical roles and in remote areas. Our focus is to develop our current female employees, ensuring equity in accessing development opportunities, and partnering with recruiters who understand our diversity objectives. We will tap into a broader pool of candidates from local communities and ensure there is female and male candidates are equally represented in traineeships and internships.

#### Progress made against Board approved gender diversity targets, 2020-2022

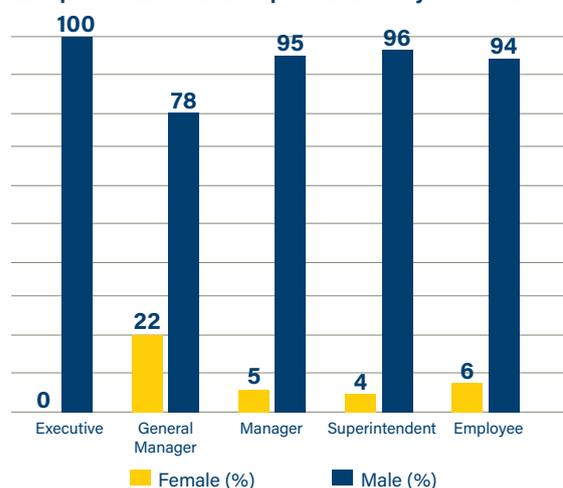
Business Area	Gender Diversity Key Performance Indicator	Target Timeframe			
		2025	2020	2021	2022
Board of Directors	Representation of women on the Board of Directors of the Company		33%	17%	17%
Executive Committee (ExCo)	Representation of women in senior executive roles, defined as the Key Management Personnel and Executives of the Company, excluding the MD and CEO who is included under the Board	50% ± 10%	20% 41%	0% 37%	0% 38%
Corporate Group	Representation of women across corporate business divisions (e.g. Perth and London)		44%	45%	47%
Operations	Representation of women across African operations (e.g. Syama, Mako and Exploration)	15%	7%	6%	5%

#### Gender diversity of Resolute employees, 2022

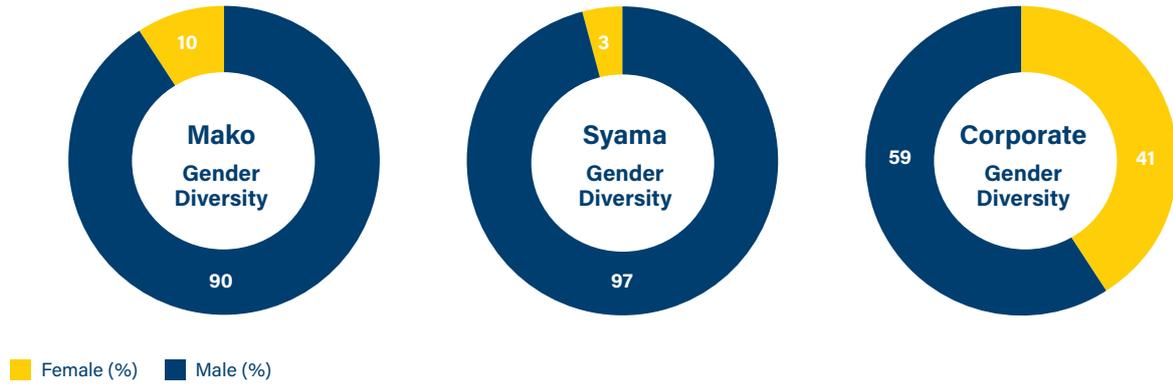
Corporate - Female vs Male representation by level of work



Group - Female vs Male representation by level of work



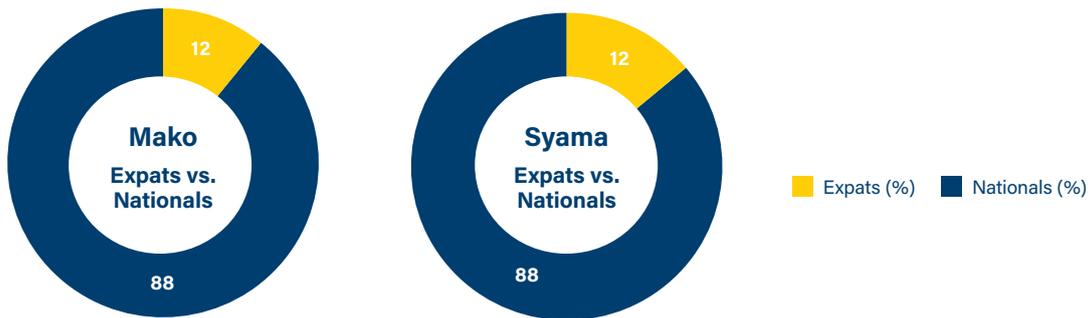
**Gender diversity of Resolute employees across the Group, 2022**



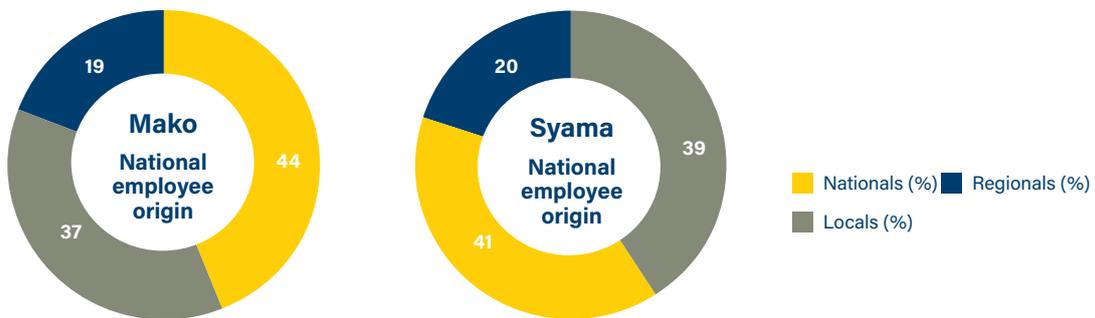
Resolute aspires to be a diverse workforce where people from various nationalities and cultural backgrounds are engaged and thrive in their careers.

Our expatriate workforce train, coach and mentor our national employees. We continue to deploy a “concentric circles” strategy to recruitment by looking within our host communities first before searching regionally, then nationally and continentally, before finally looking internationally. This has resulted in 62% of our expatriate workforce coming from the African continent, with 18% from West Africa and 44% from the rest of Africa.

**Expatriate and national employees at both operations, 2022**



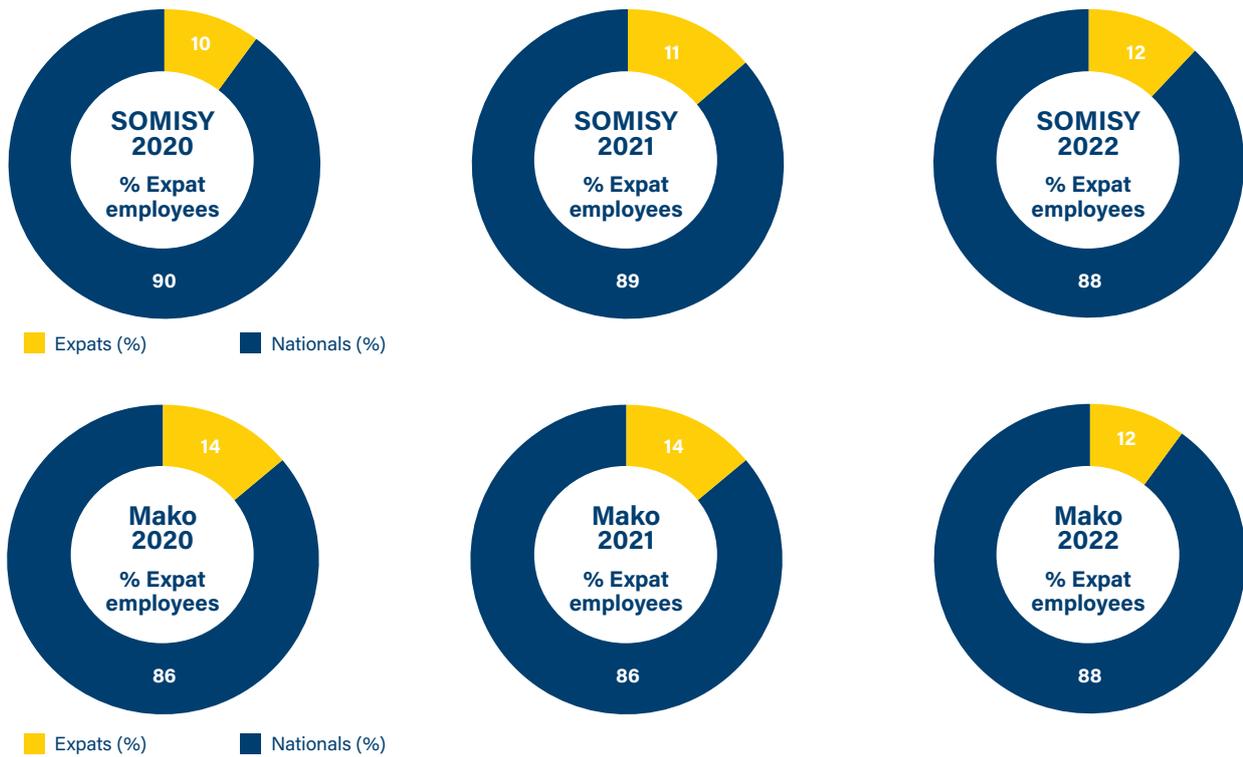
**National employee classification, 2022**



Definition:

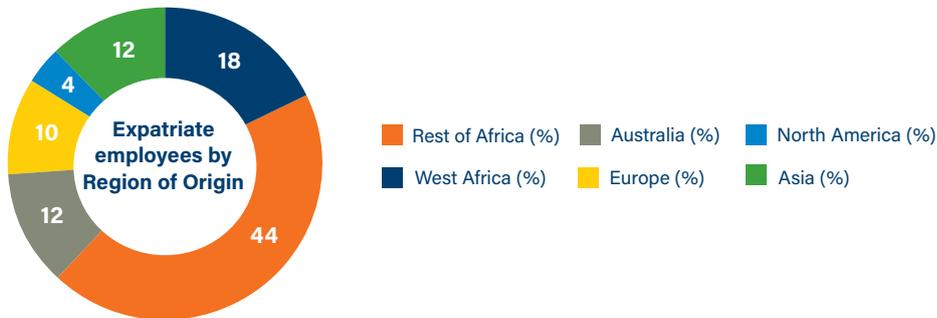
- National: from the rest of the country
- Regional: from the region of the mine site
- Local: from the host communities

### Expatriate employee trend 2020-2022



### Expatriate employees by Region of Origin, 2022

Resolute employs expatriates from 27 different countries, with the majority (65%) coming from Africa.



In 2022, we rolled out and consolidated several initiatives to increase diversity, equity and inclusion:

- Second group-wide employee engagement survey conducted in French and English
- Flexible Work Arrangements Policy was approved and implemented in 2022 for our corporate employees to support better work/life balance and attraction and retention of diverse people, which resulted in a high take up of those arrangements
- Piloting and implementing a cross-cultural training programme at our Mako mine Site with national and expatriate employees, with a view to roll-out to all employees including new employees, in 2023-2024
- High uptake of our Paid Parental Leave with 84% take up by male employees.

### 2022 diversity, equity and inclusion programme activity

- Resolute Diversity, Equity and Inclusion Policy was revised, and a training package has been developed in French and English and will be implemented in 2023/2024
- Conscious and unconscious bias evaluations continue to be considered at each stage of the recruitment process and further training will be implemented with the diversity, equity and inclusion (DE&I) training
- Sexual Harassment Policy approved by the Board and a training package has been developed.

Note: the above items were mentioned in the 2021 report to be implemented in 2022, however, were delayed due to priority of other training programs such as the Leadership Development Programme and High-Risk training (See case study, page 37).

### Gender Pay Equity

Twice a year, we conduct a pay equity analysis across the Group to ensure fairness and consistency in remuneration, further contributing to our diversity, equity, and inclusion objectives.

In our corporate offices (Perth and London), there is an overall gender pay gap of 28% in favour of men (excluding executive remuneration). This reflects the challenges that we face in attracting women to operational/technical roles that are traditionally remunerated at a higher level than support functions. 95% of female employees across corporate offices remain in support functions, while only 1 person is in an operational role.

Similar challenges exist at our operations given the underrepresentation of women at our Syama and Mako mine sites. The analysis of the data also shows that when comparing like-for-like information in more granular details (by level of work and by function), the gender pay gap is significantly lower.

Resolute no longer has reporting obligations to the Workplace Gender Equality Agency (WGEA) following the divestment of our Australian operations. There is currently no mechanism to submit voluntary disclosures to the WGEA however, we will continue to report on our metrics through other mandatory and voluntary disclosure mechanisms.

### Employee Engagement Survey Participation rate (%)



## 3.5 TREND OF EMPLOYEE ENGAGEMENT

We launched our second Employee Engagement Survey in 2022 across corporate offices, operations, and exploration sites. The survey consisted of 58 questions: 5 on engagement; 51 on employee experience and 2 open questions.

Participation rate was 94% which was an exceptional achievement considering the logistical and technical barriers at our operations. It reflects a significant increase on the 78% participation rate in 2021, indicating our employee's willingness to provide meaningful and representative data for analysis.

The overall engagement rate was 81%, which was a significant improvement on the prior year (70%). These improved results can be attributed to initiatives that were implemented based on feedback from the previous year such as flexible work arrangements, private health insurance support and improved communications between sites and corporate offices.



# 2022 ENGAGEMENT SURVEY HIGHLIGHTS



**66%**

Female employees are engaged  
↑ up from 50% in 2021



**82%**

Male employees are engaged  
↑ up from 76% in 2021



**97%**

of our people working at Resolute feel they know what they need to do to be successful in their role



**94%**

of our people understand how their role contributes to the overall goals of the Company



**91%**

believe any health and safety concerns raised would be made high priority at Resolute



**92%**

are comfortable voicing concerns or making suggestions about workplace health and safety



**92%**

believe that their manager consistently demonstrates safety is a high priority



**89%**

feel they are equipped to manage both personal and work life demands



**84%**

believe they are genuinely supported if they choose to make use of flexible working arrangements



**91%**

believe the training they receive equips them with knowledge and skills to work safely

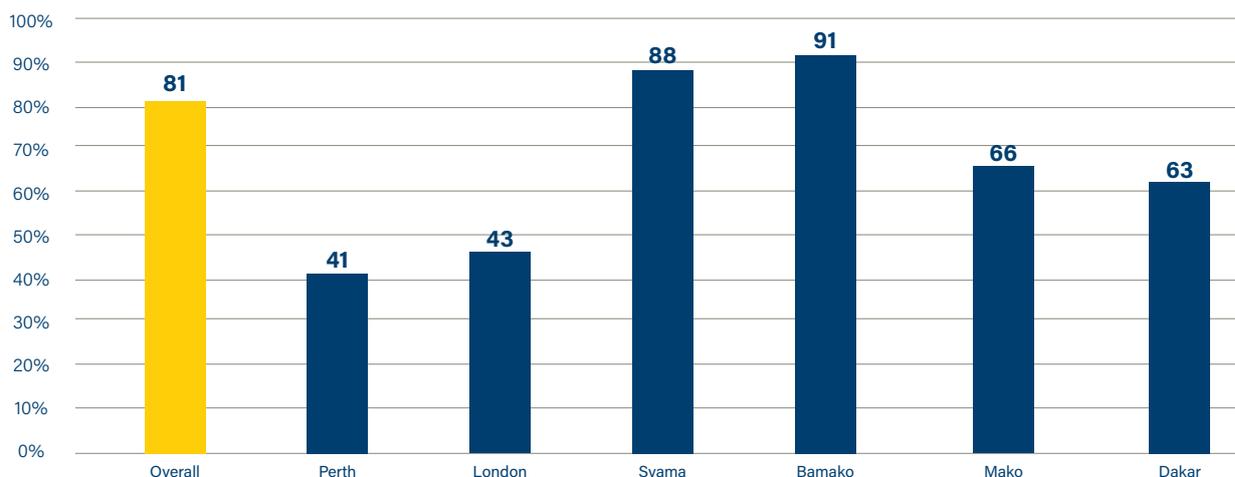


**92%**

of our employees feel that Resolute manages external challenges well



### Employee engagement rate (%), 2022



## 3.6 TRAINING AND SKILLS DEVELOPMENT

Improving the rigor and scope of our training capability contributes to improving our health and safety, nationalisation, local employment and diversity and inclusion strategies and efforts.

We continued to review, standardise and deliver training programmes in areas related to our high-risk systems of work.

- Critical Hazard Management Standards
- Job Safety Analysis
- Incident Cause Analysis Management (ICAM) Investigation
- Hazard and Risk Assessment
- Permit to Work
- Isolation and Tagging
- Working at Heights
- Confined Space
- Defensive Driving.

Our Learning Management System is the primary platform for employees to complete mandatory training compliance and reporting, for employees who have access to online learning. Face-to-face or classroom training is provided to employees without online access.

This year, human rights training was delivered to employees via online and instructor-led formats. The Mako mine site recorded 98% of employees and 65% of contractors receiving human rights training.

All employees, contractors and visitors receive mandatory site inductions to ensure they are made aware of relevant policies, processes, and practices. Area-specific inductions are also provided.

At Syama and Mako, training for most employees is largely on-the-job, supplemented by mentoring and coaching from management and external service providers as required.

### CASE STUDY

#### EMPOWERING LEADERS AT RESOLUTE

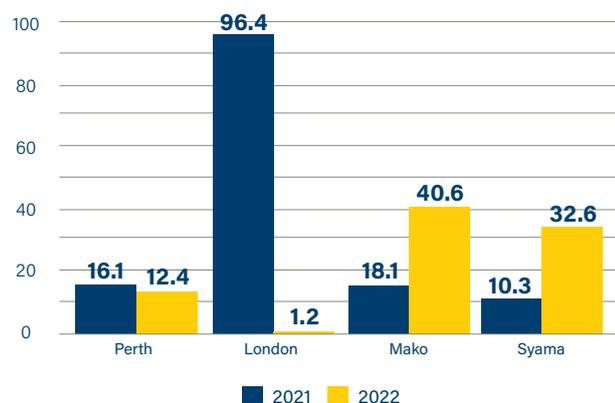


A highlight of 2022 is the implementation of our Leadership Development Programme, a three-day session supporting the professional and personal development of our people. It was launched in May 2022 at Syama mine site, Mali, with 230 national employees in supervisory roles initially participating. The programme was extended to the Mako mine site in Senegal, for 89 national and expatriate employees. We used the same delivery consultant for both programmes. Cross-cultural training was also piloted with 40 national and expatriate employees as an add-on to this programme. The feedback has been overwhelmingly positive and we will continue to work with the same consultant in 2023 and beyond to include new employees and continue building on some of the topics that were covered during the programme.

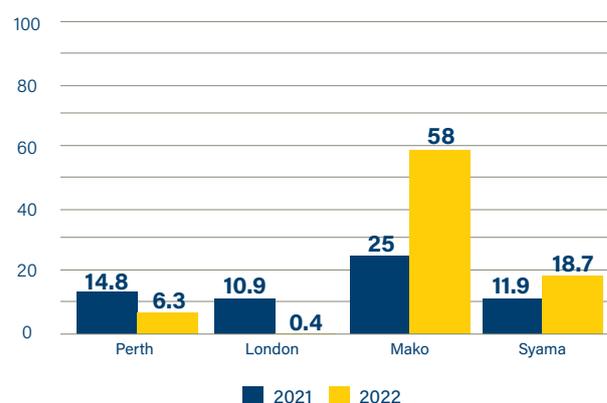
Topics included:

- Overview of the Group, Vision & Values, corporate strategy
- Labour Code and legislative framework, employee/ employer responsibilities and rights
- Leadership
- Culture
- Safety leadership
- Effective communication
- Group exercises to foster team dynamic.

### Female Average Training Hours by Location, 2021-2022



### Male Average Training Hours by Location, 2021-2022



### Average amount spent for training and development by employee, 2021-2022 by location

Location	Average Spend per Employee - 2021	Average Spend per Employee - 2022
Perth	\$2,880	\$1,290
London	\$2,336	\$264
Mako	\$227	\$596
Syama	\$85	\$1,912



### Apprenticeship, Traineeship and Scholarship Programmes

Both our West African operations run apprenticeship and traineeship programmes annually to support the development of young people from local communities and provide opportunities and skills to develop livelihoods beyond mining.

At Syama, our community youth sponsorship programme continues to be a real success. In 2022, four young people from the community received grants covering costs related to three-year vocational training at the Sikasso Saint Jean Bosco Centre.

All our employees receive an annual performance review as part of our annual performance and development review process,

which provides a structured opportunity for employees across the group to receive feedback on their performance and discuss career and development opportunities.

We continually explore ways to improve the performance review process to ensure it remains fit for purpose, and we are progressing the implementation of an online performance system in 2023. We also want to ensure that nationalisation becomes a performance measure for expatriate employees and as such, continue to consider linking the obligation to coach and mentor national employees to variable remuneration where appropriate.

## 3.7 HEALTH, SAFETY AND SECURITY

### Health and Safety Performance

We consistently engage with our people to ensure they understand their role, how to operate safely in challenging environments and to provide feedback for continual improvement. This has been achieved through the implementation of lead indicators such as:

- Monthly safety meetings
- In-field Visible Leadership Interactions
- Weekly inspections across all departments
- Weekly toolbox talks
- Regular visits by the CEO and Executive Committee.

This year, we celebrated 12 months without any LTI and our TRIFR was 0.41 per million hours worked, a significant decrease from 2021 (at 1.25). There were four recordable injuries across our operations (three medical treatment injuries and 1 restricted work injury), a considerable decrease from the 13 recordable injuries in 2021. This reflects the consistent efforts by our site teams to strengthen our systems of work, protocols, and awareness levels.

All incidents are assessed through the Incident Cause Analysis Method (ICAM). Bilingual training was organised in 2022 across sites to ensure our teams are trained on investigation methods in line with international best practices. A Near Miss Incident (NMI)

that results in a risk rating consequence of either Significant or Critical is considered a High Potential Incident (HPI) and is recorded in our safety management software and tracked utilising the HPI frequency rate which compares the number of HPIs against the total hours worked.

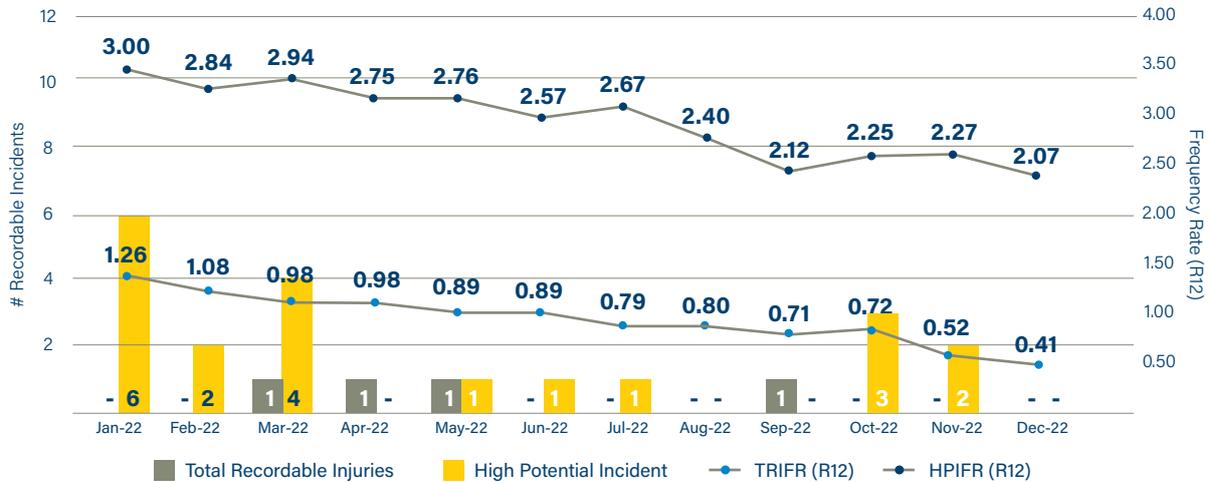
Lessons are learnt and socialised across the group to continually improve safety outcomes by inclusion in toolbox talks and prestart meetings. A monthly HPI review is led by the COO and General Manager – People and Safety. Contractors are now included where applicable, to ensure they align to our standards and expectations.

Efforts continue to reduce the number of HPIs through employee and contractor training, verification of competency and ensuring alignment with Resolute’s safe-systems of work.

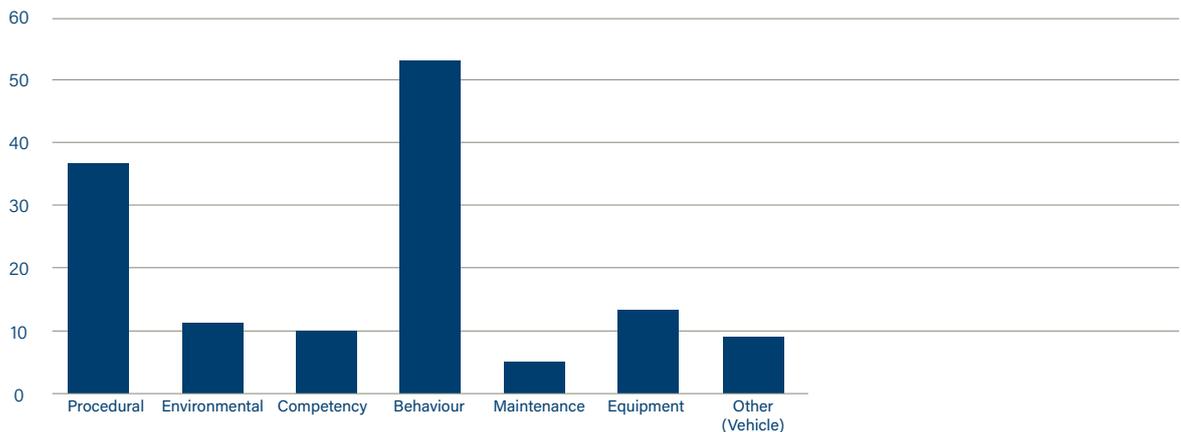
We now publish our Group Injury Management Standard, which stipulates the minimum requirements for the assessment, treatment and management of work-related and serious non-work-related injuries and illnesses.

Company and asset-level incident rates continue to be below Western Australian mining industry frequency averages, and no work-related fatalities were recorded.

### Total Recordable Injury and High Potential Incident Frequency Rates, 2022



### Group Incident Classification (%), 2022



Contractor hours make up the largest percentage of the total hours worked and is the greatest exposure area. Contractor management across the Group will continue to be a key safety focus with the finalisation and implementation of a contractor management standard across the group. This will include a contractor audit regime to ensure compliance with Resolute standards.

<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Security Management</li> <li>• Emergency Management</li> <li>• Incident Management</li> </ul>
Emergency and Threat Events		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Stored Energy</li> <li>• Isolation and Tagging</li> <li>• Electrical Safety</li> </ul>
Stored Energy		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Permit to Work</li> <li>• Working at Heights</li> <li>• Confined Space</li> <li>• Explosives and Shot-firing</li> <li>• Fire and Explosion</li> <li>• Working Alone</li> <li>• Lightning</li> </ul>
Working in High-Risk Environments		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Occupational Exposures</li> <li>• Respirable Dust</li> <li>• Irrrespirable or Noxious Atmospheres</li> <li>• Infectious Disease Management</li> </ul>
Occupational Exposures		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Hazardous Chemicals Management</li> <li>• Dangerous Goods Management</li> <li>• Cyanide Management</li> </ul>
Hazardous Chemicals and Dangerous Goods		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Underground Ground Control</li> <li>• Surface Ground Control</li> <li>• Tailings Management</li> </ul>
Ground Control and Tailings Management		
<b>CRITICAL HAZARD</b>	Management Standards	<ul style="list-style-type: none"> <li>• Fixed Plant</li> <li>• Mobile Plant</li> <li>• Mobile Plant Specifications</li> <li>• Surface Light Vehicle Specification</li> <li>• Traffic Management</li> <li>• Tyre and Rim Management</li> <li>• Cranes and Lifting</li> <li>• Journey Management</li> </ul>
Fixed and Mobile Plant		

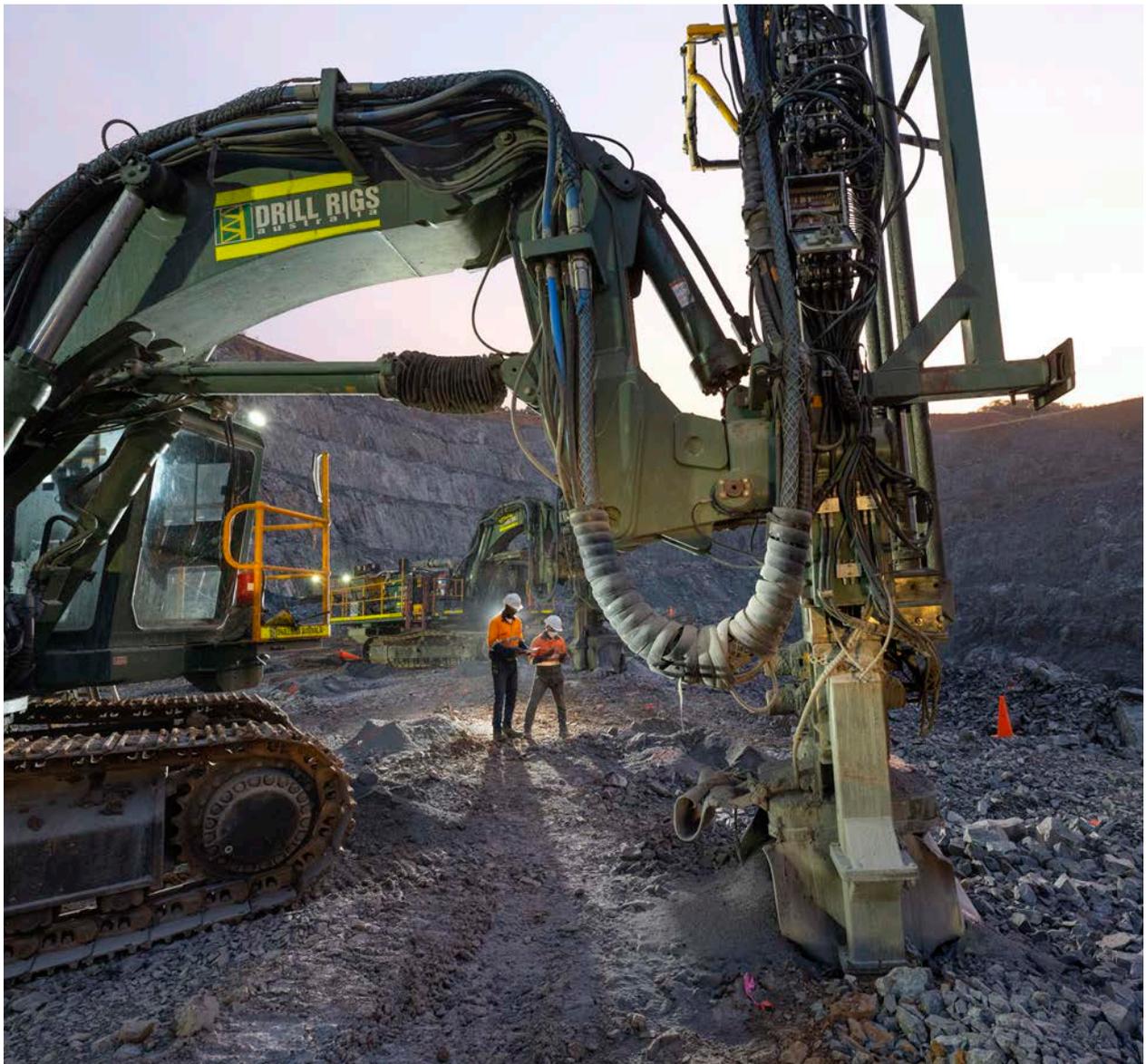


## Security

Resolute's security function ensures our staff can work and operate in a safe and secure environment and to protect the security of our assets in potentially challenging and volatile political and social environments.

Our security approach is both risk-based and stakeholder reliant.

- Fully manned and trained national security department
- Host nation security forces integrated in the security management plan to provide alignment of strategies and standard operating procedures
- Engagement and employment of residents as local community observers to enhance our security capability and improve the warning and reporting around company assets and locations
- Information and support to site operations by designated corporate security professionals
- Engagement with several third-party organisations to provide risk and threat analysis and local and regional security updates (Control Risks, ISOS), to complement local intelligence
- Comprehensive security plan providing a multi-layered security approach that incorporates Crime Prevention Through Environmental Design (CPTED) strategies, including designated K9 response, UAV surveillance and ground support team and biometric access control and electronic surveillance
- Partnering with local authorities, including the Police and Gendarmes to provide a legal response to offenses committed near sites
- Continuous improvement of and regular training undertaken with both Company security personnel and local public observers in the application of the Voluntary Principles on Security and Human Rights and the use of force continuum.



### Health

We recognise that the nature of our activities means there is potential for our people to be exposed to a range of occupational health hazards including noise, dust and chemical inhalation, injuries, and geographically associated illnesses. We refine our proactive prevention initiatives and strategies continuously to mitigate the risk of illnesses and occupational diseases occurring.

- Task-appropriate PPE provided to all our employees, including hearing protection, safety glasses, dust masks and breathing devices
- Annual occupational health assessments and surveillance
- Occupational hygiene monitoring and reporting
- Infectious disease management
- Primary, occupational, and emergency medical capability strengthened at each asset
- Injury and medical emergency evacuation protocols
- Malaria mitigation programme.

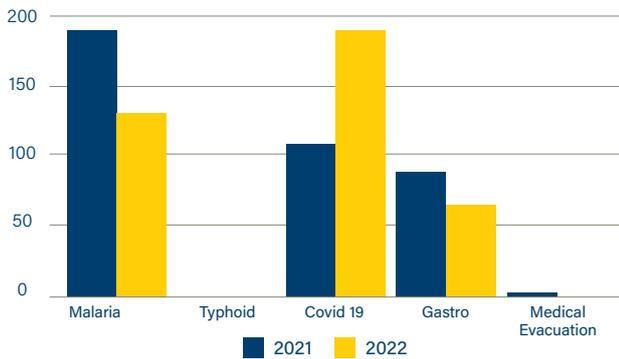
Annual external audits of site medical infrastructures and practices to ensure asset level health capabilities remain effective and aligned to leading practice, including the WHO guidelines.

We monitor occupational exposures and infectious disease at our assets closely and have clinics at both sites to coordinate monitoring and response efforts.

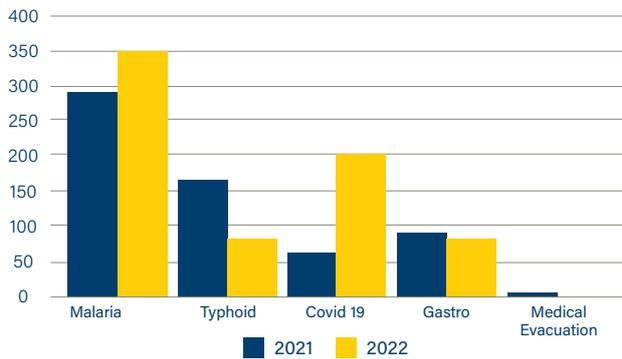
The number of COVID-19 cases across our Group was in line with global trends, however our site medical teams continued to work on infectious disease mitigation, including COVID-19, malaria, and typhoid.

COVID-19 remains an ongoing challenge, and we acknowledge that contracting malaria is considerably more likely, given our mines' locations. The fight against malaria is a key element of our Sustainability healthcare strategy, both for our workforce and the communities surrounding our mine sites. Our regular and comprehensive malaria mitigation programmes and activities involve rollback campaigns, that include fogging and larvicide activities targeting septic tanks, ponds and standing waters (within a 5km radius from our Syama mine for example), indoor residual spraying, increase in distribution of mosquito repellent during the high season, ensuring all employees have mosquito bed-nets, and education and raising awareness especially in the high season through toolbox talks and other forums.

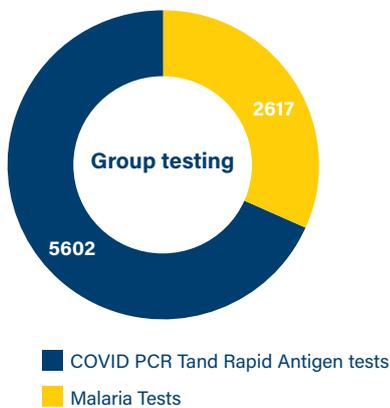
**Mako - Occupational Exposures, 2022**



**Syama - Occupational Exposures, 2022**



**Group Testing, 2022**



PART 4

# EMPOWERING LOCAL COMMUNITIES

4.1	Our Management Approach	45
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# EMPOWERING LOCAL COMMUNITIES

We strive to maintain high social performance standards, aligning our operations with the Responsible Gold Mining Principles. Robust management systems and safeguards help us mitigate adverse business impacts and contribute to the sustainable development of local communities.

Procurement sourced from national companies where we operate

**\$357 million**

COMMUNITY INVESTMENT

**\$2.88 million**

DIRECT ECONOMIC CONTRIBUTION

**\$604 million**

## 4.1 OUR MANAGEMENT APPROACH

Our approach to social performance is underpinned by our Corporate Social Performance Policy. This Policy outlines our commitment to compliance with all applicable laws, regulations, and licence conditions; ensure social risk and opportunity are managed effectively; seek to implement measures to avoid, minimise, mitigate, or compensate for adverse business-related impacts, whilst acknowledging that women, children, indigenous people, and other vulnerable groups are likely to experience different levels of impacts.

We seek to create benefits for local communities by prioritising local employment, procurement and investing in social projects aligned with the principles of sustainable development.

The standards, frameworks and strategies that support our social policies clarify our expectations, ensure alignment across operations and drive performance improvements.

Our progress included developing a Livelihood Resettlement Standard, a Supply Chain Policy and Supplier Code of Conduct, and launching a Human Rights review which will be finalised in 2023.

Resolute's social policies, including our Human Rights Policy and Supply Chain Policy are available at [www.rml.com.au/corporate-governance](http://www.rml.com.au/corporate-governance)

The social topics covered in this section include:

- Economic contribution
- Community impact and management measures
- Community engagement and grievances
- Community investment.

## 4.2 ECONOMIC CONTRIBUTION

### Direct economic impacts

Generating economic value for all stakeholders in the countries that we operate is important to us. In 2022, Resolute made direct economic contributions of more than \$604 million in Mali and Senegal. This included payments to national and regional governments of \$100 million, direct employment costs (wages and benefits) of \$49 million, and community investments of \$2.88 million which aimed to improve education, healthcare, and livelihood development. The Company's 2022 Annual Report further details our financial performance.

### Economic Value Generated and Distributed (\$million), 2019 - 2022

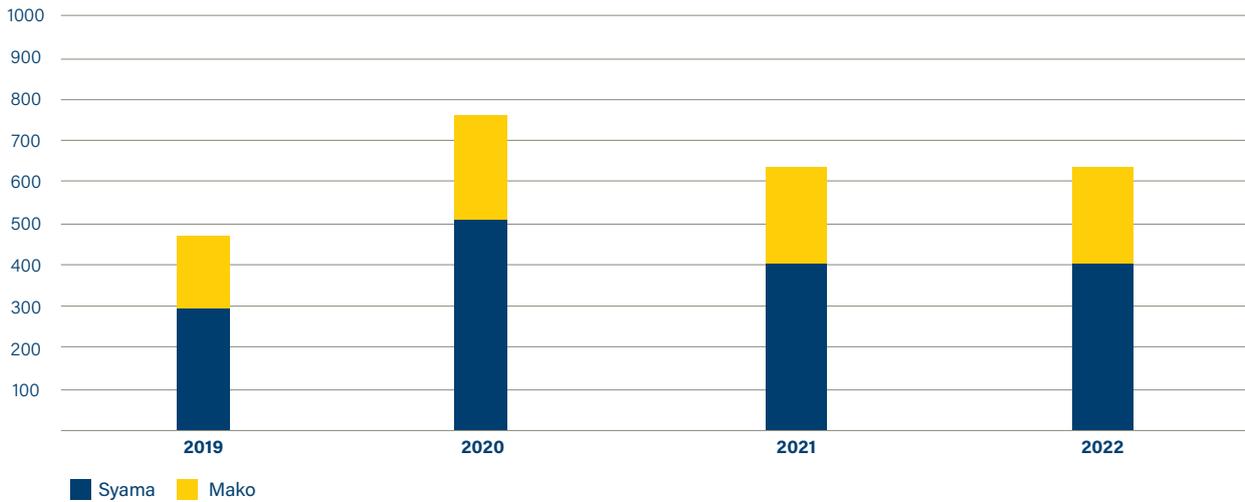
Indicator	Sub-indicator	2019		2020		2021		2022	
		Syama	Mako	Syama	Mako	Syama	Mako	Syama	Mako
Economic value generated	Revenues	311.03	252.34	328.17	274.39	327.80	221.48	414.40	236.76
	Operating costs (excludes wages and benefits)	225.14	133.65	391.05	126.28	292.20	120.60	261.08	143.29
	Employee wages and benefits <sup>1</sup>	25.49	5.50	27.21	5.97	39.20	14.70	35.57	14.30
	Payments to providers of capital	1.58	12.06	0.29	79.38	2.30	64.80	3.17	44.18
Economic value distributed	Payments to government comprising:	52.55	14.95	92.47	34.99	71.30	22.40	85.75	14.42
	Royalties	20.36	12.62	22.82	22.33	21.90	11.10	24.86	11.84
	Other taxes and duties <sup>2</sup>	22.96	2.13	57.77	12.45	40.18	11.10	50.06	2.38
	Other institutional support	9.23	0.20	11.88	0.20	9.30	0.20	10.85	0.20
	Community investment <sup>3</sup>	1.29	0.45	1.28	1.46	1.48	1.10	1.77	1.11
Economic value retained	Generated minus distributed	4.98	85.74	-184.13	26.31	-78.80	-2.1	27.04	19.45

<sup>1</sup> Gross wages and benefits to national employees

<sup>2</sup> Excludes payroll taxes on wages and benefits to national employees

<sup>3</sup> Investments that do not constitute impact mitigation measures

**Economic Value Distributed by site (\$million), 2019-2022**



**Local procurement**

We work to establish links between international suppliers and local distributors to source goods onshore and strengthen the local supply chain. At Syama and Mako, we prioritise sourcing goods and services from national suppliers and directly from host communities where possible. We also encourage our international suppliers to register their businesses nationally and localise elements of their operations. In 2022, we purchased 74% of our goods and services from nationally registered companies or foreign companies with registered operations in host countries.

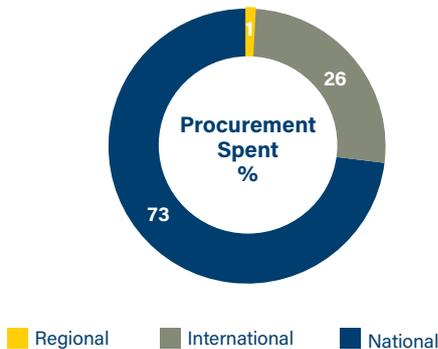
At the site level, we actively work with local suppliers to enhance opportunities for their participation in the supply chain. In 2022, we continued engaging with key site-based contractors to identify their purchasing needs, establish a local procurement database, and map new opportunities. We also continued implementing our commitments regarding procurement, spending more than \$357 million in Mali and Senegal during the year (see local procurement case study).

For the second consecutive year, we injected more than \$5 million into local communities because we chose to procure locally from communes, villages, and regions around our mining license areas.

Our Mako operations host three procurement committees at the internal, communal, and regional levels. These committees meet monthly or quarterly to strengthen communication with local suppliers and identify procurement opportunities. A dedicated local procurement expert is embedded within the community team and accompanies local business and community groups to respond to procurement needs, providing training and capacity building as required.

At Syama, procurement needs are discussed during the monthly multi-stakeholder forum (the SMCCC and FMCCC), and the community team meet regularly with local stakeholders to identify procurement opportunities.

**Procurement Spent in Mali and Senegal in 2022**



**\$357 million**  
Procurement expenditure in Mali and Senegal, 2022

## CASE STUDY

## LOCAL PROCUREMENT PROGRESS AT MAKO

Increasing local procurement is a key strategy to demonstrate the positive impacts that we can create in communities surrounding our mining operations. Our commitment includes fostering access for local enterprises for procurement opportunities and offering capacity-building programmes to improve suppliers' skills.

In Mako, we signed 33 new contracts with suppliers in the Kedougou region, amounting to \$1,924,910. In the Tomboronkoto commune, 13 contracts were signed amounting to \$698,234. The local agreements cover transport, catering, poultry farming, scrap management, construction, linen production, meat, and vegetable and fruit supply.

In 2022, Mako signed a new transport and bus rental contract. Our supply chain and community teams supported young entrepreneurs by helping establish a vehicle rental company in the commune of Tomboronkoto. This Company brings together 4 formally established economic interest groups of young people who benefit directly

from the profits of the activity.

Additionally, we provided entrepreneurial training in tendering processes, finance, business planning and management, with the support of independent consultants and company representatives. The transport contract employs 13 young people, including four from the commune and nine from the other communes of Senegal.

The catering contract mainly benefits women in the commune of Tomboronkoto. Sixteen women are providing 550 meals per day to our contractors. Local contracting has also fostered and advantaged local women who run market and gardening activities which provide fruits and vegetables, meat and poultry.

During 2022, the Mako team also led training initiatives to promote local opportunities. Our community and supply chain teams train members of the local procurement regional committee and engage with independent consultants to teach public procurement procedures.

## 4.3 COMMUNITY ENGAGEMENT AND GRIEVANCES

### Community engagement

We recognise community engagement as an ongoing process that plays a crucial role in maintaining broad-based support for our operations. We promote transparent communication, interactive dialogue, and inclusive participation to ensure that local community perspectives and concerns are considered during decision-making.

Resolute regularly meets with local and regional government representatives. Established stakeholder engagement plans and frameworks underpin all engagement to ensure stakeholders have accurate and timely information, understand local communities' perspectives and concerns, address feedback and complaints, and enable discussions in a culturally appropriate manner.

Resolute's local communities are:

- Mako Gold Mine: villages within the Tomboronkoto Commune
- Syama Gold Mine: villages within the Fourou Commune.

At Mako, our engagement is channelled through The Local Consultative Committee (LCC). This monthly forum consists of representatives from the four villages closest to the mine site, the Commune Council and Company representatives. The Mayor of the Commune acts as the committee's independent chairman. A Local Employment Working Group complements the LCC, and a Local Procurement Working Group, led by the Sub-prefect of Bandafassi. These aim to ensure local stakeholders are empowered to capitalise on opportunities linked to the mine.

Syama has two primary community consultation mechanisms: the Syama Mining Communities Consultative Committee (SMCCC) and the Finkolo Mining Communities Consultative Committee (FMCCC). These committees include representatives from 24 villages of the Rural Municipality of Fourou and other relevant stakeholders. Youth coordination meetings for Fourou and a local recruitment committee augment the committees, congregating community representatives to foster youth and local procurement opportunities.

### Formal community meetings, 2019-2022

Mine Site	Community Group	2019	2020	2021	2022
Syama	Community Advisory Committee (monthly meetings)	12	4	6	12
	Consultative meetings on the coordination of young people in Fourou	24	29	36	33
	Local Recruitment Committee	12	3	11	10
Mako	Local Consultative Committee	12	3	3	4
	Local Employment Working Group	9	1	3	4
	Local Procurement Working Group	2	0	8	9

## Grievances and incidents

### Community Complaints and Grievances

We recognise there are times when a community takes issue with our mining operations. We have established accessible mechanisms for local stakeholders to voice their concerns and we address and resolve these issues quickly and respectfully.

The Community and Local Stakeholder Complaints and Grievance Procedure provides a legitimate, simple, accessible, equitable, rights-compatible, and culturally appropriate mechanism for the community and local stakeholders to raise concerns. Specifically, it is a transparent process for escalating grievances.

In 2022, we received 12 community grievances (4 Mako, 8 Syama). 5 were related to sediment control, 2 to illegal mining activities, and 2 to dust suppression. Speed, local employment, and fencing requirements represented 1 grievance each.

### Community Incidents

Our Incident Management Standard sets the minimum standards for incident management across the Group to ensure effective and consistent management and reporting.

An incident is described as any unplanned occurrence or event that has resulted in or has the potential to result in adverse consequences to people, property, the environment, heritage, reputation, production, or a combination of these. Significant deviations from procedures (non-conformance) are also classified as an incident.

During 2022, we reported 3 community incidents. Mako reported 1 incident classified as moderate. In October, the project experienced a road blockage. Participants were mainly concerned with local employment opportunities and increased local procurement initiatives. The Company responded quickly and developed a community engagement strategy with relevant stakeholders and updated the Stakeholder Engagement Plan. In Syama during the first quarter, illegal miners twice entered the waste dump facilities. The Company undertook immediate actions, relocated the illegal miners and facilitated sensitisation plan in collaboration with local authorities.

None of the incidents, complaints, or grievances were classified as significant. Resolute assesses the severity of community complaints via the Company's Risk Management Framework on all occasions.

### Community incident categorisation and results, 2019-2022

Incident Category	General Descriptor	2019		2020		2021		2022	
		Syama	Mako	Syama	Mako	Syama	Mako	Syama	Mako
MINOR	Minor damage to structures of some significance								
	Minor reparable infringement to cultural heritage	1	1	2	1	0	1	2	0
	Damage or loss of community asset								
MODERATE	Ongoing serious social issues								
	Permanent damage to items of cultural heritage								
	Injury to community member	3	3	0	0	1	1	0	1
	Strong community complaints/ reaction								
	Significant compensation required								
SIGNIFICANT	Very serious widespread social impacts, irreparable damage to highly valued structures / items / sites of cultural significance								
	Community fatality	1	0	0	0	0	0	0	0
	Aggressive community reaction: stoppage of operation during negotiation								
	External arbitration required								



## 4.4 COMMUNITY IMPACT AND MANAGEMENT MEASURES

We recognise that operating a mine in a rural area can potentially cause adverse impacts on local communities (particularly vulnerable households) if not appropriately managed. Avoiding any physical and economic displacement of host communities is our priority, and where it can't, meaningful consultation with affected communities will occur.

In 2022, Syama began operations at the BA-04 site, for which 15.81ha was acquired from local communities. A joint committee including representatives from Resolute, the affected local communities and local authorities facilitated the community engagement. The final agreement provided compensation totalling \$35,890 and support for affected farmers to purchase alternative land. In addition, we opened a new TSF on the Beta-Pit site. Regulators issued permits on the strength of an environmental and social impact study in which land acquisition or compensation was not required.

Activities completed in 2022:

- Provided advisory assistance, appropriate guidance, feedback, and resources, maintaining irrigation solar pump systems, and preparing market gardening activities and nursery programmes.
- Completed livelihood restoration and livelihood improvement initiatives
- Developed a Livelihood Resettlement and Restoration Standard to follow international practices and respect national legislation, ensuring access to a coherent, fair, transparent, and effective grievance management system and regular audit and assessments.

## 4.5 COMMUNITY INVESTMENTS

We take a strategic approach to community investment to ensure our programmes are transparent in how they allocate funds, that we monitor and evaluate their impact, and achieve an equitable distribution of benefits and to enable local stakeholders to take part. Our aim is to ensure investments with long-term viability align with local, regional, and national development plans.

Our group-wide Community Investment Strategy defines four investment pillars that guide all future funding allocations:

- Institutional Strengthening
- Critical Infrastructure
- Livelihood Development
- Knowledge Transfer.

At Mako, the Social and Environmental Investment Fund, established in partnership with local authorities, allocated \$1.038 million to implement communal and regional projects.

At Syama, the Community Development, Environment and Health Plan (CEHP) with participating communities in the commune of Fourou to finance projects. In 2022, the CEHP allocated \$1.1 million. In addition, we secured over \$207,000 from our contractors to co-finance these projects.



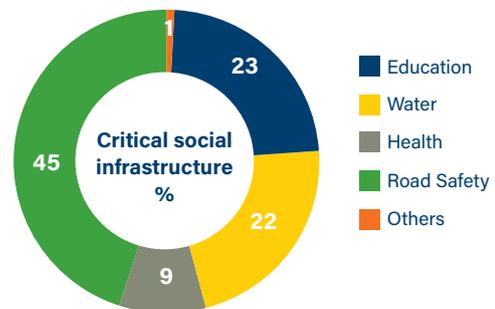
In 2022, we committed more than \$ 2.88 million towards community investment. How the funding was used is outlined below.

### Critical social infrastructure

We invest in social critical infrastructure and equipment to improve social services, prioritising education, public health, water, and sanitation in response to vital community needs. In 2022, we allocated \$1.69 million to construct critical social infrastructure.

The main areas financed during 2022 were road safety, education, and water.

- Road infrastructure improvements represented 45% of the funds for constructing and maintaining local roads in Syama
- Educational infrastructure received 23% of the funds to build primary schools, colleges and respective sanitation services
- Health received 9% to build a health center (CSCOM) in Bananso, close to our Syama operations
- Finally, access to water represented 22%, including the construction of hydraulic infrastructures, notably pumps, boreholes and water towers equipped to facilitate access to clean drinking water in local villages in Syama and Mako.



## CASE STUDY

## ACCESS TO WATER



Respecting internationally recognised human rights of our employees, host communities and other stakeholders is important to us. We recognise access to water as a fundamental human right and respect the water right, supporting the equitable access, sufficiency, safety, and affordability of water for host communities.

Our commitment is demonstrated by funding and, in many cases, constructing critical water infrastructure such as water towers and solar-pumped boreholes. Additional training on water management and healthy habits are also implemented in our local communities.

In Mako, we have funded water projects since the beginning of our operations in 2018, totalling \$227,190 for the construction of potable water boreholes projects, including the construction of water towers and solar-pumped water boreholes. Hundreds of community members have been beneficiaries of our projects, guarantee equitable access to water in the communes of Tomboronkoto, Ngari, Tambanoumouya, Bantaco, Tenkotoding, Marougounding,

Batranke and Assirik Niokoloba part rangers base. Additionally, pastoral boreholes were constructed benefiting livelihood development and sustainability in our commune areas. Our partnership with local authorities has also allowed us to provide management training in areas such as water management.

During 2022 in Syama, we have funded 20 water projects in collaboration with contractors, including 13 hand water pumps and seven solar pumps, for an amount of \$324,924, of which our contractors financed approximately the 57%. The beneficiary villages include Syama, Bananso, Glambere, Tembleni, Nouglasso, Zekere, Kapalaga, Fourou, N'Golopene and Fouguele. The National Water Laboratory took samples of borehole water in 10 villages for physico-chemical and bacteriological analyses to independently confirm the safety of the drinking water.



**Knowledge transfer and training programmes**

Resolute invests in training and education programmes that improve social and economic empowerment, allowing local people to acquire job skills or create their own small businesses.

At Mako and Syama, programs for local communities include adult literacy, community youth apprenticeships, internships, and educational scholarships. Additionally, in 2022, Resolute consolidated its partnership with NGO Teach a Man to Fish (TMTF), to implement an educational program for developing entrepreneurial skills in school-aged children across five schools in the commune of Tomboronkoto. 10 teachers supervised the program attended by 96 girls and 89 boys. Mako also trained 20 local women in the production of soap and processing local cereals.

**Livelihood development**

We invest in developing sustainable livelihoods and markets to create income generating opportunities outside of our mines and enable host communities to benefit from an improved local economy post mine closure.

In Syama, we continued the implementation of income-generating projects for youth and women in the local communities around the mine. In 2022 activities were mostly the consolidation and promotion of fish farming and the women’s market gardens of Syama, Lolle, Dieou and Kambereke.

In Mako, livelihood projects are managed under the governance and budget of our Livelihood Restoration Programme, (see section Community Impacts and Management Measures). In 2022, we maintained training and capacity building programmes to support self-sufficiency.

**Institutional strengthening**

We invest in initiatives to strengthen the management and governance of community and local government institutions, enabling effective self-determination, and empowering stakeholders to maintain local projects beyond mine closure.

In 2022, we prioritised the capacity building of 12 women associations in the communities around our Syama mine, on good governance, financial management and the development of business plans.

In Mako the community team members of the regional purchasing were trained on the Company’s local purchasing procedures national procurement procedures. An exchange visit between the members of the cooperative of soap producers and those from Dakar helped build the level of professionalism among the cooperatives.

**Public health and safety programmes**

In 2022, we invested \$178,365 in public health and safety programmes, primarily to improve health infrastructure and public health campaigns to reduce disease.

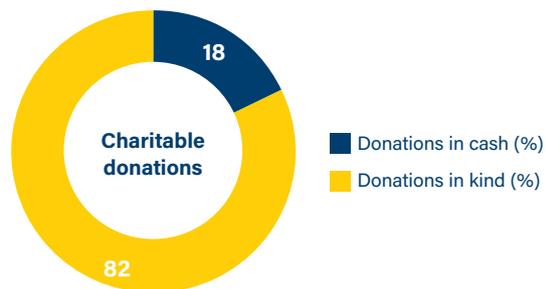
At Syama, the Bananso Village Community Health Centre (CSCOM) was constructed, new sanitary equipment was purchased, and health workers were trained to use ultrasound equipment and the AMO system (Compulsory Health Insurance).

Public health activities included prevention programs against malaria, HIV, diabetes, COVID-19, and hypertension. We continued to implement a malnutrition program in accordance with Malian policy.

**Other community contributions**

In 2022, we contributed \$95,124 to charitable initiatives, cash donations and in-kind assistance. Cash donations represented 18% of contributions, funding initiatives such as national and cultural days, training programs and ambulance repairs. In-kind donations represented 82% and included medical equipment, computers, food and didactic and educational materials, plants, and trees, among others.

Our workforce volunteered their time to participate in community activities. During 2022, Syama had only donations in kind.



PART 5

# PROTECTING THE ENVIRONMENT

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# PROTECTING THE ENVIRONMENT

We aim to operate in an environmentally responsible manner, to minimise the impact of our activities and enhance the environment in the areas where we operate.

significant environmental incidents or regulatory non-compliances in 2022

**zero**

## Significant strengthening

OF GROUP ENVIRONMENTAL MANAGEMENT SYSTEMS

## ISO 14001

CERTIFICATION ACHIEVED FOR THE GROUP





## 5.1 OUR MANAGEMENT APPROACH

We follow international leading practice in the management of our impacts and risks through the evaluation of all technically and financially feasible alternatives and the application of the mitigation hierarchy.

Our approach to environmental management is underpinned by our Corporate Environment Policy. This Policy outlines our commitment to comply with all applicable laws, regulations and licence conditions; ensure environmental risk and opportunity are managed effectively; incorporate environmental impact assessment into all significant planning processes; implement measures to avoid, minimise or mitigate any business-related impacts; set Company targets to drive accountability and improve environmental performance; and proactively disclose environmental information to relevant stakeholder groups.

This year, we updated our Environmental Policy to include a commitment for the continuous improvement of our environmental performance and to set targets and objectives to reduce our environmental impact. Resolute has made a commitment to not explore or seek to develop new mining operations in UNESCO World heritage sites, UNESCO Man and Biosphere Reserves, IUCN category I-V protected areas, and wetlands designated under the Ramsar Convention. Both inclusions were approved by the Sustainability Committee of the Board.

Resolute’s environmental policies, including our Water Stewardship Policy and Responsible Tailings Management Policy are available at [www.rml.com.au/corporate-governance](http://www.rml.com.au/corporate-governance).

Our corporate environmental policies are supported by corporate environmental standards, frameworks and strategies that clarify expectations, ensure alignment across operations and drive performance improvements. In 2022, we developed additional corporate standards for water management, air quality, biodiversity management, waste management and closure and rehabilitation.

Corporate policies and standards are applied at our operations through a site level Environmental Management System (EMS), which account for site specific environmental risks, opportunities, and governing regulation. The EMS is comprised of an environmental management plan and relevant standard operating procedures, including monitoring, evaluation, and reporting mechanisms.

A key achievement in 2022 was our attainment of a group-level ISO:14001 EMS certification, which includes both our corporate offices and mine sites.

The environmental topics covered in this section include:

- Environmental monitoring and compliance
- Air quality
- Water and effluents
- Energy, climate change and greenhouse gas emissions
- Waste management
- Tailings management
- Progressive rehabilitation and closure
- Biodiversity.

## 5.2 ENVIRONMENTAL MONITORING AND COMPLIANCE

### Incidents and non-compliances

We recorded no significant environmental incidents or regulatory non-compliances in 2022. Syama recorded 0 moderate and 27 minor incidents, the result of reoccurring issues and improved reporting. Mako recorded nine minor and three moderate incidents, reflecting a reduction in minor incidents and an increase in moderate incidents. There has been a reduction of incidents at both sites due to increased awareness raising and the training of ISO 14001 champions in each business function to support the ISO14001 certification.

We are mindful that minor incidents can highlight more systematic issues and therefore all environmental incidents are reported internally through INX InControl and investigated.

Our site environmental teams are trained in ICAM, which provides a structured framework to identify all the factors contributing to individual incidents. These investigations allow our teams to implement or adjust mitigation measures to avoid reoccurrence. Site level environmental incident classifications are reviewed periodically to ensure that they align with the Group risk framework and allow appropriate escalation to senior management as necessary.

### Environmental Incidents, 2020-2022

Indicator	General Descriptor	2020		2021		2022	
		Syama	Mako	Syama	Mako	Syama	Mako
MINOR	<b>Environmental impact:</b> small and/or localised impact (e.g. large contained spill, incorrect waste disposal).						
	<b>On-site:</b> can be remediated within 1 week						
	<b>Off-site:</b> can be remediated within 1 shift	29	10	21	17	27	9
	<b>Compliance:</b> single exceedance of regulatory requirement.						
MODERATE	<b>Environmental impact:</b> substantial localised impact (e.g. unapproved clearing, disturbing heritage site).						
	<b>On-site:</b> confined impact requiring medium-term recovery (1 month+)						
	<b>Off-site:</b> can be remediated within 1 week	14	1	15	0	0	3
	<b>Compliance:</b> management and control of the impact is the subject of regulatory inspection, corporate policy, however, it is unlikely that prosecution may result from non-compliance.						
SIGNIFICANT	<b>Environmental impact:</b> serious environmental impact. May impact off lease areas (e.g. uncontrolled fire, destroying heritage site).						
	<b>On-site:</b> unconfined impact requiring long-term recovery (years)						
	<b>Off-site:</b> confined impact requiring medium-term recovery (1 month or more)	0	0	0	0	0	0
	<b>Compliance:</b> management and control of the impact is required by legislation or statutory obligations and it is likely that prosecution may result from non-compliance.						
CRITICAL	<b>Environmental impact:</b> disastrous and/or widespread impact (e.g. tailings dam breach).						
	<b>On-site:</b> widespread unconfined and long-term recovery impact; major damage remains (years)						
	<b>Off-site:</b> unconfined and long-term recovery impacts; damage remains (years)	0	0	0	0	0	0
	<b>Compliance:</b> prosecution will result in process halt and lost production time.						

## 5.3 AIR QUALITY

Our mining activities result in air emissions through power generation, processing, transport, and the use of diesel-powered drilling, hauling, and crushing equipment. These activities emit CO<sub>2</sub>, NO<sub>2</sub>, SO<sub>2</sub> particulate matter and generate dust. Priority air quality issues for Resolute are the emissions of sulphur dioxide (SO<sub>2</sub>) at Syama and the emission of particulate matter and the generation of dust at both Mako and Syama.

At Syama, the treatment of the refractory gold ore includes a high temperature roasting process, which results in a SO<sub>2</sub> biproduct. Syama is required to monitor SO<sub>2</sub>, particulate matter (PM<sub>10</sub>) and dust concentrations at five Air Quality Monitoring Stations in communities surrounding the mine: Syama, Fourou, Tembléni, Bananso and N'Golopéne.

There are no national ambient air quality standards in Mali, and monitoring is assessed against the Environmental Social Impact Assessment (ESIA) thresholds, which were based on World Bank guidelines from 1996 as required by the relevant Syama ESIA's (2007 & 2022). Sulphur dioxide emission results for 2022 were reported below the Syama ESIA's annual average limits.

Sulphur dioxide is normally monitored both actively and passively, however in 2022 we decommissioned the existing air quality monitoring stations for maintenance and servicing and because they were generating incorrect result). During this interim period, we relied solely on conducting passive SO<sub>2</sub> monitoring using Radiello tubes. In 2023, all air quality monitoring infrastructure will be upgraded, and an additional monitoring station procured to enable improved monitoring, reporting, and mitigation.

Our air quality monitoring measurements are supplemented by a predictive Cubic Conformal Atmospheric Measurement (CCAM) forecast model. It uses weather patterns and real SO<sub>2</sub> emission data from AQM measurements to flag potential exceedances of the emission limits. This enables real time remedial action at the processing facility through moderating roaster throughput and thus SO<sub>2</sub> generation. In 2022, the model and monitoring were effective at maintaining annual average concentrations for the full reporting period below Syama ESIA annual average limits of 50µg/m<sup>3</sup>. No local complaints were recorded relating to SO<sub>2</sub> emissions from any of the surrounding communities.

### Syama SO<sub>2</sub> emitted, 2018-2022

Indicator	Unit	2018	2019	2020**	2021	2022
Roaster feed	t	92,213	71,476	151,126	160,837	175,165
Sulphide	%	24.4	23.4	24.5	23.3	23.2
SO <sub>2</sub> emitted*	t	43,681	32,444	71,716	72,622	78,838
Average daily emission	t	120	89	196	199	216

\*97% conversion of S to SO<sub>2</sub>

\*\*Average daily production used to estimate remainder of year from 16th of November.

Fallout dust monitoring was conducted at Syama, Fourou, Tembléni, Bananso and N'Golopéne. Deposit rates were low during the most of the year at most locations, however during the drier harmattan season from January to mid- April, some peaks were observed at N'Golopéne, Tembléni, Bananso and Syama due to road traffic. Fallout dust rates are mostly low during the year, however high rates are recorded during April due to harmattan winds.

Mitigation measures for dust suppression at both sites included:

- Regular watering and maintenance of unsealed road surfaces and heavily trafficked areas, which increased during high-risk periods (e.g., dry and windy conditions)
- Application of gravel and paving on heavily trafficked unsealed project roads
- Vehicle speed limits
- Low emission diesel engines and/or catalytic convertors for heavy vehicles, trucks, and excavators.
- Covering dusty material loads when passing through settlements.

At Mako, Tambanoumouya village, Niemenike village, Niokolo-Koba National Park Buffer Zone (PNNK) are monitored monthly for mobile sources of PM<sub>10</sub>, PM<sub>2.5</sub> and dust against IFC Air Emissions and Air Quality Guidelines (2007), WHO Air Quality Guidelines (2005), and national regulation conditions.

Emissions from the diesel power station and the plant are unlikely to affect air quality in key sensitive areas such as surrounding villages and the PNNK if plant and equipment are appropriately operated and maintained.

As with Syama, the seasonal harmattan winds in the dry season can result in higher readings of PM<sub>10</sub> and PM<sub>2.5</sub>. In 2022, there were nine exceedances of PM<sub>10</sub> and PM<sub>2.5</sub> recorded, and no exceedances of dust.



## 5.4 WATER AND EFFLUENTS

We recognise access to water as a fundamental human right and we implement robust management systems, practices, standards, and safeguards to drive sustainable and responsible water management in the catchments we operate.

This year we updated our Water Stewardship Policy to include specific references to the right of water, including:

- Identifying and managing water catchment risks
- setting targets to increase efficiencies in water use
- implementing measures to improve water recycling
- ensuring tracking and monitoring of water usage performance and local water availability
- engaging with stakeholders regularly and inclusively to establish sustainable water management systems.

Access to water is essential to support mining activities such as ore processing (e.g., grinding, flotation). Our site level water management procedures limits the volumes abstracted and promotes reusing water where possible. We do not currently have any operations in areas of high-water stress. In 2022, water extraction at both our sites was performed in accordance with applicable regulatory licences and was significantly below authorised withdrawal targets.

At Mako, water is extracted from the Gambia River during the wet season for dam storage and drawn down in the dry season. During the year, water was withdrawn in accordance with licence conditions, with a decrease due to lower tonnage being processed. Additionally, the mine returned 1.6 million cubic meters of process water from the TSF for reuse in the processing plant, equivalent to 60% of the water extracted from the Gambia River. Our water recycling volumes increased in 2022 due to the significant volume of decant return water used at the gravity circuit in favour of raw water.

At Syama, water is extracted from the Bago River, where permitted extraction rates decrease in the dry season and no water abstraction is permitted during April. This is supplemented by a significant volume of accumulated rainfall that is stored in the Northern Satellite pits, along with storm and groundwater inflows into the underground mine. Process water is obtained from the TSF decant water. Currently, 58% of process water is provided by return water, which reduced from 64% in 2021 due to higher rainfall. Higher rainfall also led to reduced water extraction, which was 55% below permitted levels.

At Syama, a one-off application for water discharge into the environment was obtained from the Government in October. We conducted stringent community consultation to obtain approval to do so and the water discharge stopped ran until November. The water was pumped from Beta pit, to allow for mining activities, into a natural creek draining into a community dam. The water was tested prior to discharge by the National Water laboratory and met the Malian water discharge standard.

A review of site water balance is ongoing at both sites, with the aim of achieving a 70% recycling rate to align with industry leading practice. Water management teams comprising operational, environmental, and social personnel have been established at both sites to provide strategic oversight of water consumption practices in accordance with our policies.



### Water withdrawal, reuse and discharge ML, 2020-2022

Indicator	2020		2021		2022	
	Syama	Mako	Syama	Mako	Syama	Mako
Water withdrawn	3,425*	1,113	2,462	1,109	2,156	927
Surface water	2,798*	1,113	2,360	1,109	1,975	927
Groundwater	627**	Not applicable	102	Not applicable	181	Not applicable
Water reused	n/a	1,722	n/a	1,509	n/a	1,646
Water Discharged	0	0	0	0	781	0

\* Update from disclosure in the 2020 Sustainability Report which excluded December 2020 data. Total Water Withdrawn increases from 3,294 to 3,425 ML and Surface Water Withdrawn increases from 2,667 to 2,798 ML.

\*\* Excludes December 2020.

We aim to avoid the release of pollutants in our operations, or when avoidance is not possible, minimise and control the intensity and mass flow of their release. Resolute maintains a comprehensive surface and groundwater monitoring program at our operating sites, with weekly, monthly, quarterly, or biannual sampling frequencies depending on the locations. In 2022, no significant downstream chemical water quality issues were recorded at our operations.

At Syama, run-off from mine-affected areas discharged to three ephemeral creeks, before entering the larger catchments of the Bafini River to the north and the Bagoie River to the west. Surface water and groundwater quality were mostly within applicable ESIA guidelines, however some parameters (notably total suspended solids (TSS), iron and sulphate levels periodically exceed applicable discharge and ambient standards. These parameters are being closely and consistently monitored as we assess engineering solutions to address this issue.

At Mako, the Gambia River met ambient standards for chemical water quality during 2022 for all parameters except TSS, where exceedances were observed both upstream and downstream of the mine, during the first flush of the rainy season. In January 2021, a new seepage collector was installed downstream of the TSF to mitigate down wall seepage which was resulting in elevated concentrations of sulphate, nitrate, iron, aluminium, and manganese in localised groundwater. The sulphate concentrations remain elevated when compared to background levels, however, is below the World Health Organization Drinking Water Guideline taste threshold (2017). It is expected that these concentrations will continue to decrease with time and will be closely monitored.

## 5.5 ENERGY AND CLIMATE CHANGE

We recognise the challenges that climate change presents and our role in supporting the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C and transition towards carbon neutral by 2050. We acknowledge that gold mining is an energy and water intensive process, and that reducing energy and water consumption and associated costs are a key element to continued business success. This will require an adaptive approach to the management of mining operations and the business more broadly.

Our approach to climate change is guided by our Climate Change Statement with a commitment to become carbon neutral by 2050, in line with industry. We have developed an Interim Climate Change Strategy and accompanying action plan to improve the governance of climate-related issues, identifying and mitigating material climate-related risks, measuring and reducing impacts on climate change, engaging with stakeholders, and improving climate-related disclosures and reporting. The strategy's implementation was delayed in 2022 while the Company prioritised responding to material risks and business priorities.

The Board Sustainability Committee has oversight of Resolute's climate change response, which is a standing item on the agenda. The committee received specific training on climate change risks, opportunities, and market development. In 2023, the CEO and COO will both have climate related KPIs.

At our operations, most greenhouse gas emissions are from diesel used to produce electricity, for transport and mobile equipment uses. At both Syama and Mako, there is no electric grid connection within the vicinity of the sites, and there is limited potential for direct investment in carbon abatement solutions such as renewable energy due to topography, land access, life of mine and other challenges.

At Mako, electricity is generated by an on-site 14MW diesel power station which comprises eleven 805kW 415V generating units. At Syama, a power station was commissioned in 2021 to reduce both power generation costs and GHG emissions. The plant includes three new thermal energy modular block generators providing 30MW, a heavy fuel oil facility and a 10MW battery storage system providing spinning reserve displacement, to counterbalance sudden variations in load. The power station is expected to reduce Syama GHG emissions by 20% and costs of energy by 40% ensuring both reduced environmental impact and long-term sustainability of the mine site.

Resolute has been disclosing our Scope 1 and 2 GHG emissions since 2019, and Scope 3 emissions since 2020. These are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

### Total GHG Emissions Scope 1 and 2 (tCO<sub>2</sub>e), 2020-2022

Indicator	2020		2021		2022	
	Syama	Mako	Syama	Mako	Syama	Mako
Scope 1	150,369	93,134	160,345	106,650	180,502	110,862
Scope 2	6	20	6	16	8	17
<b>Total Scope 1 and 2</b>	<b>243,529</b>		<b>267,017</b>		<b>291,389</b>	

### GHG Emissions Intensity (tCO<sub>2</sub>e per Au oz), 2020-2022

Indicator	2020		2021		2022	
	Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions per ounce of gold poured	0.7	0.54	0.83	0.84	0.81	0.86

Resolute calculates Scope 3 emissions for 12 of the Scope 3 emissions categories, the remaining three categories not being applicable to the business. This data considers the materiality of emission sources in the value chain. Resolute will continue to refine its modelling in subsequent performance periods as more direct emissions data is captured from suppliers.

### Total GHG Emissions Scope 3 (tCO<sub>2</sub>e), 2020-2022

Indicator	2020		2021		2022	
	Syama	Mako	Syama	Mako	Syama	Mako
Scope 3	796,776	281,170	523,042	290,138	646,744	331,268
<b>Total</b>	<b>1,077,946</b>		<b>813,180</b>		<b>978,012</b>	

In 2021 we commenced a climate risk and opportunity identification process and the development of a shadow carbon price. Results will be published in 2023 in our first TCFD report which will inform our governance, strategy, and portfolio resilience to a range of climate scenarios.

## 5.6 WASTE MANAGEMENT

Our operations generate a range of hazardous and non-hazardous waste materials throughout construction, commissioning, mining, ore processing, maintenance, administration, procurement, general camp maintenance and operation activities.

We are committed to managing these effectively to promote resource conservation and to prevent and minimize adverse environmental impacts.

Detailed waste management plans provide a framework for managing waste in compliance with regulatory requirements and best-practice guidelines. Our waste management approach is to minimise production of waste (re-use), recycle, treat, and dispose safely.

Waste segregation is a key component of our overall waste management strategy due to the relative isolation of the operations and the limited availability of off-site waste management services. Non-mineral waste streams are separated at generation and those wastes awaiting further treatment, transport and/or disposal are held at the Waste Management Facility. All bins are demarcated using colour coded signage.

At Syama, hazardous waste is disposed on-site, mostly in an incinerator. Recyclable waste is collected by a certified local waste contractor.

A review of waste management practices, initiated in 2021 is ongoing and has resulted in an improvement in the segregation practice and the quantification of generated waste.

At Mako, waste oil and grease are collected by an energy supply company for energy recovery and safe disposal. Hazardous waste is incinerated in a controlled environment. Certain waste products are temporarily stockpiled on site before being disposed of via batched encapsulation and secure landfill.

At both sites, waste management requirements are incorporated into existing induction and awareness training systems, with waste management inductions being held weekly for new employees, guests and employees' induction updates.

In addition, monthly housekeeping days raise awareness and improve waste management.

### Hazardous and non-hazardous waste disposal, 2020-2022

Indicator	Sub-indicator	Unit	2020		2021		2022	
			Syama	Mako	Syama	Mako	Syama	Mako
Total amount of waste disposed	Recycled	kg	925,949	929,518	941,645	1,309,863	1,298,879	1,256,454
	Composted	kg	30,997	-	15,518	-	21,100	-
	Recovery (including energy recovery)	l	-	375,000	-	607,504	-	632,000
	Incineration (mass burn)	kg	63,545	256,069	91,843	337,426	95,900	282,067
	Landfill	kg	206,876	7,467	210,465	9,054	266,600	10,771
	On-site storage	kg	-	8,610	-	3,207	-	135
Hazardous waste	Recycled	kg	304,332	3,864	300,625	6,554	535,379	3,762
	Recovery (including energy recovery)	l	-	375,000	-	607,504	-	632,000
	Incineration (mass burn)	kg	63,545	165,645	91,843	224,766	95,900	199,644
Non-hazardous waste	Recycled	kg	621,618	925,655	641,020	1,303,309	763,500	1,252,690
	Composted	kg	16,791	-	15,518	-	21,100	-
	Recovery (including energy recovery)	l	-	-	-	-	-	-
	Incineration (mass burn)	kg	-	90,424	-	112,660	-	82,423
	Landfill	kg	206,876	7,467	210,465	9,054	266,600	10,771
	On-site storage	kg	-	8,610	-	3,207	-	135

## 5.7 TAILINGS MANAGEMENT

Resolute maintains high standards for our tailings management, taking a proactive approach to support the operation of safe tailings storage and heap-leaching facilities, during all phases of the facilities lifecycle. We implement robust management systems, practices, standards, and safeguards to mitigate adverse impacts.

Our Group Responsible Tailings Management Policy provides clear asset-level guidance and enables improved disclosure in accordance with the International Council on Mining and Metals Guidelines and the Global Industry Standard on Tailings Management (GISTM).

We currently own and operate two tailings dams, in Mako and Syama. Both have an external Engineer on Record (EoR) to guide site activities in accordance with TSF design and operational requirements. Annual external TSF audits are undertaken at each site to confirm TSF structural integrity and responsible management practices.

The latest external TSF audits were commissioned at Mako in June 2022 and no significant issues were identified. There have been no incidents relating to the structural integrity of tailings dams in Resolute's history. A similar audit for Syama will occur in February 2023.

In 2022, the embankment of both the Mako and Syama TSF were raised. The embankment of the Mako TSF was raised from 151.3 mRL to 160.3 mRL to accommodate additional storage requirements relative to the life-of-mine. The construction was supervised by tailings dam engineers and undertaken in accordance with ANCOLD 2019 standards. Further progressive construction over the coming 24 months will be required taking the final embankment height to 168 mRL to provide a final total tailings volume of 19.6 Mt.

At Syama, the float and oxide TSF emergency spillway was constructed and commissioned. An initiative to increase return water from beta pit and other northern pits resulting in a reduction in water extraction by Q2 2023 from the Bagoie River. These initiatives are being captured in an upgraded water balance model for the site, which is assisting long-term mine closure planning efforts.

The embankment of the Syama TSF was raised from 396.5mRL to 401 mRL to provide a total volume of estimated 2Mt until September 2022. The construction was supervised by design engineers in accordance with ANCOLD 2019. Review of the construction activities was also conducted by the Engineer of Record with no major non-compliances noted.

Additionally, in October 2022, we validated an ESIA for the disposal of tailings in the Beta 01 pit at Syama. This TSF will remain a below-ground facility for an interim 13-months and will receive tailings by the end of the year. The long-term aim is to develop the A21 pit into an above-ground TSF with a maximum downgradient height of 35m above ground level. Its development would increase the tailings capacity sufficient for the current Syama life of mine.

Following the raise, Resolute stopped disposing of float and oxide tailings in the Syama TSF in October 2022, but this facility will remain partially open (20% of annual capacity) until the end of the life-of-mine as a back-up. A TSF closure plan will be established in 2023, which will include the feasibility of partially capping the TSF to support the installation of solar panels.

Resolute is not currently constructing, closing, or decommissioning any tailings storage facilities.

Since 2020 we have been responding to the Church of England's call for increased transparency on tailings dam management and provided disclosures to the initiative. This year we updated our disclosure which is detailed in the Tailings Storage Facilities Disclosures' table. We welcomed the publication of the new Global Industry Standard on Tailings Management, and we are committed to align to its management practices with the GISTM by 2025.

### Cyanide Management

Cyanide is the major reagent used in the primary production of gold. It is a hazardous chemical that requires careful management. Until a commercially viable and environmentally sound alternative exists, Resolute will continue to use cyanide at its operations.

We have implemented a Cyanide Management Standard that defines the minimum requirements for cyanide management across the Group and is aligned with the International Cyanide Management Code (ICMC). It is our intent to adopt the principles contained in the ICMC, within practical constraints.

Further guidance is contained in our Critical Hazard Management Standard – Hazardous Chemicals and Dangerous Goods, which sets the minimum requirements for the storage, handling, use and disposal of cyanide at its operations. Minimum training and verification of competency requirements are also stipulated, along with risk and emergency management protocols. No employee is permitted to work with cyanide unless they are trained, competent and authorised. In 2023, we will continue to strengthen all high-risk training systems including those pertaining to cyanide.

Site compliance with minimum standards is assessed via external and internal audit. In 2019, an external cyanide audit was conducted at Mako with no material issues identified. An external review audit is planned for Syama in 2023 to measure alignment to principles of ICMC within practical constraints. Extensive ground and surface water monitoring programs are in place at both sites to ensure no adverse environmental and community impacts occur because of our cyanide use. In addition, Resolute only sources cyanide from suppliers who are signatories to the International Cyanide Management Code.

**Tailings disclosures, 2022**

	<b>Syama Gold Project</b>	<b>Mako Gold Project</b>
Location of Facility	Adjacent to plant site	Adjacent to plant site
Methods used in the processing of the ore prior to deposition	Comminution, flotation, concentrate roasting, CIL	Comminution, CIL
Tailings storage	Conventional	Conventional
Toxic materials in TSF	Residual free cyanide	Residual free cyanide
<b>Operational and closed facilities</b>		
Year construction was started	1992	2016
Current Tailings production (ktpy)	Nominal 4.0 Mt/a	Nominal 2.1 Mt/a
Current density/water content of deposited tailings	45% (w/w)	49% (w/w)
Expected remaining years of operations	15	5
<b>TSF Monitoring</b>		
Frequency of internal inspections	Daily	Daily
Date of last internal inspection including outcome	1-Feb-23 (no issues)	1-Feb-20 (no issues)
Frequency of external inspections	Annual	Annual
External firm performing inspections	Runningwolf	Knight Piesold
Date of last external inspection including outcome	Feb-23 No significant issues as the facilities are currently dormant in plan for closure for the FTSF. PMF requirement to standard and freeboard compliance in accordance with Ancold	July 2022 Draft Rec'd 9/22. No significant issues.
<b>TSF risk rating</b>	<b>High Major C</b>	<b>High C</b>
<b>TSF Design</b>		
Construction type	Combination of upstream and downstream Will transition to in pit tailings in Sep 2022	Downstream
Ground topography	Slight slope	Sloping - Valley-Fill
Spillway or other structure to mitigate overtopping	Yes a spill way has been constructed and in place with also secondary pump systems and discharge lines are installed to manage water levels by pumping to storage dams	Yes
Drain system	No	Underdrain
Standards/guidelines applied to the dam design and construction	ANCOLD, 2012 DMPWA Code of Practice, 2015 DMPWA Guide to the Preparation of a Design Report for TSF, 2015	ANCOLD, 2012 with 2022 lift in accordance with ANCOLD 2019
Factor of Safety (under current conditions and "worst case/undrained conditions")	Temporary construction loading, static condition, short-term / undrained $\geq 1.3$ strengths Normal operations, static condition, short-term / undrained strengths $\geq 1.5$ Normal operations, static condition, long-term / drained strengths $\geq 1.5$ Post-seismic condition, Operational Basis Earthquake (OBE) $\geq 1.1$ Post-seismic condition, Safety Evaluation Earthquake (SEE) $\geq 1$ .	Stability Factor of Safety - Static Operation - 1.3; Static Closure - 1.5; Seismic Operational Basis Earthquake - 1.1; Seismic Maximum Design Earthquake - 1.1
Current dimensions of main structure, including height, upstream slope and downstream slope	Current height is 401 mRL	600 m x 500 m Current embankment at 160.3 mRL
Planned final dimensions of main structure	Final embankment height will be at 401 mRL	LLOM (2022) final embankment to 168 mRL
Current volume of tailings facility (m <sup>3</sup> , tonnes, etc.)	9.76 Mm <sup>3</sup>	9.9 Mt
Planned final volume of tailings facility	10.3 Mm <sup>3</sup>	19.6 Mt



## Tailings disclosures, 2022

### Surrounding environment analysis

Location in a climatic zone where evaporation levels are exceeded by precipitation	No	Yes
Seismicity rating of the TSF's location	0.00 - 0.01 g	Operating Basis Earthquake (OBE) - 0.03 g Safety Evaluation Earthquake (SEE) - 0.10 g
Blasting from neighbouring mining operations	Yes, from underground mining operations	Yes, from open cut mining operations
Distance of the TMF to the mining operations	Circa 1,000 m	Approx. 250m
Identification of habitation(s)/ settlements(s) and/or flora/fauna critical habitat(s) or high biodiversity area(s) located downstream of the facility, with indication of areas or number of populations at risk, and the mitigative measures that have been undertaken or remain to be implemented	Sparsely populated area near dam, township of Bananso is about 10.5 km downstream.  PMP over LoM is 0.00014%	No permanent residences or structures of any kind are located downstream of the TSF. The Nio-kolo-Koba National Park (Critical Habitat) is located about 4.5 km downstream of the TSF.  The TSF will be downstream construction only and includes an emergency spillway for each raise. The design operating procedure requires a minimum freeboard and stormwater capacity for the greater of: (i) 1 in 1,000 year recurrence interval, 72 hour storm event occurring on an average conditions pond, or (ii) 1 in 100 year wet rainfall sequence pond.
Nearest critical infrastructure downstream from the facility, including nearby TSFs.	Township of Bananso located about 10.5 km downstream	No critical infrastructure has been identified downstream of the TSF.



## 5.8 PROGRESSIVE REHABILITATION AND CLOSURE

Our overall objective for mine closure is to prevent or minimise adverse long-term environmental, physical, social, and economic impacts; and to create stable landforms that provide self-sustaining natural ecosystems and leave a positive legacy on surrounding communities and other associated groups.

A key aspect of mine closure is undertaking progressive rehabilitation, or the restoration of disturbed land during the mining process, rather than large-scale works at the end of a mine's life. A formal internal permitting process is in place at both Mako and Syama to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora and or fauna. Environmental Disturbance Permits are mandatory for land clearing activities at all mining and exploration sites. Our Corporate Land Management Standard aligns site-level environmental disturbance permitting processes to the Group Risk Management Framework and ensures there is a clear escalation process for the approval for any sensitive land disturbances.

### Total land disturbed (ha), 2018-2022

Total land disturbed	2018	2019	2020	2021	2022
Syama	n/a	16.4	48.5	140.1	68.2
Mako	57.5	1.3	2.5	7.7	1.6
<b>Total</b>	<b>n/a</b>	<b>17.7</b>	<b>51</b>	<b>147.8</b>	<b>69.8</b>

At Syama, progressive rehabilitation of disturbed land was undertaken over a total of 16ha in 2022, with the rehabilitation of the southern and western slopes of the Tabakoroni sterile deposit. This included 8,000 trees planted from 37 indigenous species. An assessment of the success of the rehabilitation of the north-eastern and eastern slopes of the Tabakoroni sterile deposit in 2022 showed an 81.2% survival rate. In addition, Syama carried out compensatory reforestation in the Fourou Commune of 6ha which was implemented by the Kadiolo forestry department, afforested a further 6ha in the villages surrounding the mine and contributed 100 seedlings to the National Afforestation Campaign. At Mako, minor rehabilitation works were conducted in 2022 to a total of 0.28ha in the pit extension area. Both sites are undergoing a review of their mine closure plans in 2023, which will serve at optimising progressive rehabilitation activities.

### Total land rehabilitated (ha), 2018-2022

Total land rehabilitated	2018	2019	2020	2021	2022
Syama	n/a	8.3	12.3	18.7	16.0
Mako	3.6	6.8	1.9	0.7	0.28
<b>Total</b>	<b>n/a</b>	<b>15.1</b>	<b>14.2</b>	<b>19.4</b>	<b>16.28</b>

## 5.9 BIODIVERSITY

We are cognisant of the potential impact of our mining activities on biodiversity. We have implemented biodiversity management plans that adhere to the mitigation hierarchy across operations and seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. We do not explore or seek to develop new mining operations in World Heritage designated areas. In 2021, we aspired to no net deforestation in our operations. In 2022, the company extended this commitment to UNESCO Man and Biosphere Reserves, IUCN category I-V protected areas, and wetlands designated under the Ramsar Convention.

The Mako mine is close to the Niokolo-Koba National Park (PNNK), a World Heritage Site, and the Gambia River. Both are areas of high ecological value. Although Mako is expected to have no direct impact and negligible residual impact on the PNNK, some residual impacts on biodiversity will result from mine development and operations. These include residual impacts on the habitats of the Western chimpanzees, hippopotamus, leopards and two restricted range plant species (*Lepidagathis Capituliformis* and *Tephrosia Berhautiana*) through habitat conversion in areas outside of the PNNK.

Natural habitats impacted include gallery forest, wooded savannah, bowel habitat, and the Gambia River. To mitigate these impacts, we have implemented ecological monitoring surveys and we have developed a biodiversity offset programme.

### Residual biodiversity impacts, Mako Gold Mine

Species / Natural Habitat	Residual Impact (QH)	Summary of Impacts
Western chimpanzee	-473 QH	Direct habitat loss and disturbance resulting from mine operation has displaced the Mako chimpanzee community from the eastern margins of their ranging habitat in areas outside the PNNK. This is equivalent to approximately 10% of their habitat range. The core habitat of the Mako chimpanzees is within the PNNK and is not directly impacted by the mine
Leopard	-211 QH	Leopards are present in low numbers outside the PNNK and their range is limited by available prey species. Mine operation is known to have resulted in some direct loss and disturbance of leopard habitat
Hippopotamus	-19 QH	Impacts are predicted to come mostly from human-hippopotamus conflict (exacerbated by in-migration) and from livelihoods development which will increase agriculture in some areas of hippopotamus habitat
African lion	Negligible	It is uncommon for lions to venture outside of the PNNK
Giant eland, African wild dog, African elephant	None	Transect surveys and impact modelling confirmed that no residual impacts are anticipated
Gallery forest	-12 QH	Loss and degradation
Wooded savannah	-80 QH	Loss and degradation
Bowel habitat	-61 QH	Loss and degradation. This habitat includes the priority plant species <i>L. capituliformis</i> and <i>T. berhautiana</i>
Gambia river	-19 QH	Loss and degradation

The Syama mine is in the Sudan Ecosystem of south-west Mali. Ecological conditions of the site are characterised by diversity of habitats including savanna, rivers bordered by gallery forests, timbered valleys, and plateaus. A field survey in February 2019 identified that local ecosystems had been impacted by Artisanal and Small-Scale Mining (ASM), agriculture, sedentary livestock, logging, settlements, and other rural activities. There were, however, several protected flora and fauna species identified within the exploitation permit area that require management and protection.

**Ecological Monitoring**

At our Mako operations, we undertake annual ecological monitoring surveys, including transect surveys and camera traps, to ensure the impacts to the habitat of priority species is consistent with those predicted in the ESIA and supporting baseline studies.

These surveys have been carried out since 2016, alternating between the wet and dry season. To date, there is no evidence of degradation to the PNNK or the Gambia River resulting from the operational activities of Mako.

These surveys are complemented by camera traps that are downloaded monthly, and which reveal the continuous presence of biodiversity within the project development area and around the PNNK buffer zone.

The 2022 annual wet season ecological survey within the PDA and its surroundings confirmed the presence of priority species including elephant, leopard, lion, and chimpanzee.

At Syama, a biodiversity baseline survey was undertaken in 2022 to establish a biodiversity monitoring schedule. The aim of the study is to conduct an inventory of biological diversity in the concession, assess mining operations impacts, and develop An updated management plan to better conserve biodiversity in 2023.



**Petowal Biodiversity Offset Programme**

The company has implemented the Petowal Biodiversity Offset Program (PBOP) to achieve a net gain in priority biodiversity features and to offset the residual impacts of the mine.

It aligns with IFC Performance Standard 6 and the Business and Biodiversity Offset Program’s Standard on Biodiversity Offsets, and necessitates an innovative approach informed by broad stakeholder engagement, robust science, expert advisory support, and independent audits to evaluate performance.

The PBOP comprises landscape-level conservation management, covering an area in the southeast part of the PNNK and contiguous community lands in the Commune of Tomboronkoto that are not currently formally protected. In 2022 we commissioned an analysis of the biodiversity data (camera traps and transects) collected from the development of the mine site in order to update the offset residual impact assessment and establish the biodiversity gains achieved so far.

The offset program is guided by a six-member independent advisory panel with regional experience in conservation, rural development, primatology, civil society, and academia. It reviews technical plans and monitoring results, engages with stakeholders and provides expert recommendations to the Company. The Panel meets bi-annually to track and advise on the offsets progress. In 2023, we aim to commission an independent audit of the offset programme to validate its progress, and add additional expertise to the advisory panel.



### PNNK Component

The PNNK Component of the PBOP is governed by an agreement between Direction of National Parks (DNP) and the international NGO Panthera and PMC. It involves the implementation of a conservation program in a 1,700km<sup>2</sup> Intervention Zone (IZ), in the southeast corner of the PNNK (equivalent to a quarter of the park).

The overall objective is to secure the IZ through an effective system of forest patrols to better monitor and protect wildlife and its habitat, through technical and financial support routed in the existing structure of the DPN. It has proven to be successful in establishing basic processes, capacity, logistics, and infrastructure to enable protection of the IZ. Since the start of the program there has been an 80% decrease in poaching and other illegal activities, and a 65% increase in large ungulate sightings. The program has attracted additional donor funding to the PNNK, leading to a seven-fold increase in budget available for the park operations. In 2023, we will focus on improving patrolling in the buffer zone of the park, where there are anecdotal evidence of artisanal mining.

In 2022 activities focussed on the finalisation of a ranger base on Mt Assirik, which is equipped with solar power, radio and internet. Located at the heart of the IZ, this base is now a permanent base for rangers and allows patrolling over a larger area. Further activities focussed on training DNP agents (SMART, navigation, first aid, patrol tactics, survival, etc.), on improving and rehabilitating roads to provide permanent access to patrols throughout the IZ, and on maintaining law enforcement activities. Opportunistic wildlife observations made by patrol teams suggest trends of growth for endangered wildlife populations.

### Tomboronkoto Commune Component

The Tomboronkoto Commune Component of the PBOP operates in partnership with the municipal council of Tomboronkoto and 13 communities, focussing on conservation efforts outside the PNNK, but within the surrounding Biosphere Reserve. It aims to formalise the protection of community lands, acting as wildlife corridors, over the long-term through the facilitation of a commune level land-use and micro-land use planning exercise, and targeted livelihood interventions.

This programme is managed by a dedicated team under the oversight of PMC and the commune council and with the advice of the international conservation NGO Fauna and Flora International.

Achievements of the programme in 2022 include the formalisation of 3 conservation zones in the landscape, which are harmonised with the Commune land-use plan, and the establishment of their management committees and regulations. The conservation zones were established in a participatory manner, with full involvement and support of the impacted communities, and endorsed by the Commune leadership and government technical services. The process was monitored by an independent third-party NGO to ensure free prior and informed consent as per Resolute social Performance Policy. In 2023 the programme aims to pilot the management of the conservation zones, and pilot revenue generation opportunities in the impacted communities, including the commercialisation of non-timber forest products.

Additionally, we will use genetic analyses to confirm the presence of corridors in between the conservation zones to implement further protection activities.

# ADDITIONAL INFORMATION

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Corporate Directory	72

## APPENDIX 1: MATERIALITY ANALYSIS STAKEHOLDER WEIGHTINGS AND RESULTS

Internal Stakeholders		100%	External Stakeholders		100%
Corporate office	33%	Shareholders	25.0%	Local community - Mako	15.0%
Board of Directors	33%	Supply chain - Mako	5.0%	Local community - Syama	15.0%
Site representatives - Mako	17%	Supply chain - Syama	5.0%	NGO/external groups - Mako	5.0%
Site representatives - Syama	17%	Government - Mako	12.5%	NGO/external groups - Syama	5.0%
		Government - Syama	12.5%		

## APPENDIX 2: GRI CONTENT INDEX

	Indicator	Disclosure Title	Resolute's Response	
General Standard Disclosures	<b>Organisational Profile</b>			
	102-1	Name of the organisation	Resolute Mining Limited	
	102-2	Activities, brands, products, and services	Page 4	
	102-3	Location of headquarters	Page 4	
	102-4	Location of operations	Page 4	
	102-5	Ownership and legal form	Page 4	
	102-6	Markets served	Page 4	
	102-7	Scale of the organisation	Page 4	
	102-8	Information on employees and other workers	Page 29-30	
	102-9	Supply chain	Page 46	
	102-10	Significant changes to the organisation and its supply chain	Page 4	
	102-11	Precautionary Principle or approach	Page 12	
	102-12	External initiatives	Page 14-16	
	102-13	Membership of associations	Page 16	
		<b>Strategy</b>		
	102-14	Statement from senior decision-maker	Page 8-9	
		<b>Ethics and Integrity</b>		
	102-16	Values, principles, standards, and norms of behaviour	Page 13	
		<b>Governance</b>		
	102-18	Governance structure	Page 21	
		<b>Stakeholder Engagement</b>		
	102-40	List of stakeholder groups	Page 17	
	102-41	Collective bargaining agreements	Page 31	
	102-42	Identifying and selecting stakeholders	Page 17	
	102-43	Approach to stakeholder engagement	Page 17	
	102-44	Key topics and concerns raised	Page 17-18	
	102-46	Defining report content and topic boundaries	Page 1	
	102-47	List of material topics	Page 17-18	
	102-48	Restatements of information	n/a	
	102-49	Changes in reporting	n/a	
	102-50	Reporting period	01 January 2022 – 31 December 2022	
	102-51	Date of most recent report	29 March 2023	
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Page 1		
102-54	Claims of reporting in accordance with the GRI Standards	Page 1		
102-55	GRI content index	Page 70-71		
102-56	External assurance	Page 1		
Management Approach Disclosures	<b>Management Approach</b>			
	103-1	Explanation of the material topic and its boundary	Page 17-18	
	103-2	The management approach and its components	Page 21-26	
	103-3	Evaluation of the management approach	Page 21-26	

## APPENDIX 2: GRI CONTENT INDEX

	Indicator	Disclosure Title	Resolute's Reponse
Economic Disclosures	<b>Economic Performance</b>		
	201-1	Direct economic value generated and distributed	Page 45
	201-4	Financial assistance received from the government	n/a
	<b>Market Presence</b>		
	202-2	Proportion of senior management hired from the local community	Page 33
	<b>Procurement Practices</b>		
	204-1	Proportion of spending on local suppliers	Page 46
Environmental Disclosures	<b>Anti-corruption</b>		
	205-1	Operations assessed for risks related to corruption	Page 26
	<b>Water and Effluents</b>		
	303-1	Water withdrawal by source	Page 59
	303-2	Water sources significantly affected by withdrawal of water	Page 59
	303-3	Water recycled and reused	Page 59
	<b>Biodiversity</b>		
304-2	Significant impacts of activities, products, and services on biodiversity	Page 66-68	
304-3	Habitats protected or restored	Page 66-68	
Social Disclosures	<b>Effluents and Waste</b>		
	306-1	Water discharge by quality and destination	Page 59
	306-2	Waste by type and disposal method	Page 61
	306-3	Significant spills	Page 56
	<b>Environmental Compliance</b>		
	307-1	Non-compliance with environmental laws and regulations	Page 56
	<b>Employment</b>		
401-1	New employee hire and employee turnover	Page 29-30	
401-3	Parental Leave	Page 30	
<b>Occupational Health and Safety</b>			
403-1	Occupational health and safety management system	Page 39	
403-9	Work-related injuries	Page 40-41	
<b>Training and Education</b>			
404-1	Average hours of training per year per employee	Page 37-38	
404-2	Programs for upgrading employee skills and transition assistance programs	Page 38	
<b>Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	Page 32-34	
405-2	Ratio of basic salary and remuneration of women to men	Page 35	
<b>Human Rights Assessment</b>			
412-2	Employee training on human rights policies or procedures	Page 26	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Page 26	
<b>Local Communities</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	Page 47-49	
413-2	Operations with significant actual and potential negative impacts on local communities	Page 50	

## CORPORATE DIRECTORY

### Registered Office

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### Australian Business Number

ABN 39 097 088 689

### Share Registry

Computershare Investor Services Pty Limited  
Level 11, 172 St Georges Terrace  
Perth, Western Australia 6000

### Home Exchange

Australian Securities Exchange  
Level 40, Central Park  
152-158 St Georges Terrace  
Perth, Western Australia 6000

Quoted on the official lists of the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker "RSG"

### Auditor

Ernst & Young  
Ernst & Young Building  
11 Mounts Bay Rd  
Perth, Western Australia 6000

Shareholders wishing to receive copies of Resolute's ASX announcements by e-mail should register their interest by contacting the Company at [contact@rml.com.au](mailto:contact@rml.com.au)

### Securities on Issue

29 March 2023

Ordinary Shares	2,129,006,569
Performance Rights	10,916,506

## STAY IN TOUCH

### Website

Resolute maintains a website where all major announcements to the ASX/LSE are available:  
[www.rml.com.au](http://www.rml.com.au)



[www.linkedin.com/company/resolute-mining](https://www.linkedin.com/company/resolute-mining)





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