

2019

**SUSTAINABILITY
REPORT**





REGIS RESOURCES

A LEADING AUSTRALIAN GOLD MINER

Regis Resources is an Australian focused, high-margin gold producer and explorer with over a decade of consistent production and reserve growth, underpinned by continued exploration success and targeted acquisitions of value accretive assets.

Regis operates several open pit mines and an underground mine within the Duketon Project Area, holding 230 pending and approved exploration, prospecting and mining licences covering approximately 3,000km² in the North Eastern Goldfields of Western Australia.

Regis is also progressing the McPhillamys Gold Project in the Central Western region of New South Wales, a robust large scale open pit gold mine within a highly prospective land package.

With robust operations and a strong pipeline of growth opportunities, the team at Regis looks forward to delivering on its strategic growth objectives while continuing to generate significant value for all of our stakeholders.



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Elle Biggs at the Garden Well Pit



A MESSAGE FROM THE CHAIRMAN & THE CEO



The Board of Directors and members of the Executive Leadership Team are proud to present Regis' Sustainability Report for the financial year ended 30 June 2019.

Since 2010, Regis has continued to be recognised as a profitable, well-managed gold producer underpinned by successful exploration, value accretive M&A activities and the maintenance of a social licence to operate predicated on respect, integrity and transparency. We recognise that we have a responsibility to deliver long-term value creation not only for our shareholders but for all our stakeholders. Our corporate governance structures and values promote responsible mining practises for the safety of our employees and contractors and minimise our impact on the environment while creating a positive, lasting legacy for the host communities in which we operate.

We strive to have our workplaces free of injury. Our employees and contractors should never feel that a task is so urgent that their health and safety is at risk. We will continue to invest in training and to focus on continual improvement in all aspects of our occupational health and safety practices. To further support our employees and contractors we implemented a Mental Health and Wellbeing Policy during the year, this was complemented by on-site mental health first aid training so that our staff are better equipped to recognise symptoms and to provide support to those in need.

During the year, we continued with our progressive rehabilitation program of works and since 2015 we have successfully rehabilitated 20% of disturbed land to an agreed end use. Our team proactively considers rehabilitation and closure requirements through all aspects of exploration and mining activities. In a recent inspection by the regulator on the preparedness of our Duketon Operation for closure, our approach to rehabilitation and closure was found to be of a high standard with excellent progress made towards a successful rehabilitation and closure outcome.

**“We are proud of our track record,
but will not rest on our past success.”**



In the 2018/19 financial year, we were significant contributors to the Australian economy providing approximately A\$639 million in the form of direct supplier payments, wages, dividends, royalties, taxes and other payments including charitable donations and contributions to local infrastructure. We are proud to support our local regions and during the same period 91% of procurement was sourced from Laverton and within the greater West Australian region. We are also an increasingly significant contributor to the local economy of Blayney and the surrounding region as we increase our activities there ahead of the planned McPhillamys project development in New South Wales.

Over the last five years, Regis has contributed almost A\$2.5 billion directly into the Australian economy and with our strong pipeline of organic growth projects both in Western Australia and in New South Wales, we expect to be a significant contributor to our host communities and the Australian economy for many years to come.

We are proud of our track record, but will not rest on our past success. Sustainability is about the future and we are on a path of continuous improvement in all that we do. We value the strong relationships we have fostered and will maintain the highest ethical standards in our dealings, interactions and disclosures. We will continue to employ high quality people who are proud of what they do. We will continue to strive for profitability, but not at the expense of our reputation or our long-term goals. We will continue to be a responsible corporate citizen and member of our host communities, at all times cognisant and mindful of our social and environmental impact, near and far.




JIM BEYER
(MANAGING DIRECTOR & CEO)




JAMES MACTIER
(NON-EXECUTIVE CHAIRMAN)



FY 2018 / 2019

SUSTAINABILITY METRICS



“Sustainability is about the future and we are on a path of continuous improvement in all that we do.”



OPERATING RESPONSIBLY

225.6 KtCO₂^e
GHG Emissions

3,376 TJ
Energy Usage

10.7 GL
Water Usage

97ha
Progressive Rehabilitation

0
Material Environmental Incidents

0
Regulatory Non-compliances



SUPPORTING THE ECONOMY

\$639m
Direct Economic Contribution
(wages, taxes, royalties, dividends and suppliers)



Local Procurement

\$95,100
Community & Social Investment



CREATING A SAFE AND DIVERSE WORKPLACE

0
Fatalities or significant injuries

4.7
Lost Time Injury Frequency Rate

20%
Females Represented in the Workforce

- All data presented for the financial year ending 30 June 2019 unless otherwise stated.
- All currency is denominated in Australian Dollars unless otherwise stated.

HIGH QUALITY, HIGH MARGIN OPERATING ASSETS



DUKETON OPERATIONS (10Mtpa)

- Moolart Well Operation
- Rosemont Operation
- Garden Well Operation



DUKETON OPERATIONS

Commencing in 2010 with the Moolart Well Gold Mine, the 100% owned Duketon Gold Project, now consisting of Moolart Well, Rosemont and Garden Well, is located 130 kilometres north of Laverton in Western Australia. Through continued exploration success and targeted acquisitions, the Company has expanded the Duketon Belt to include open pit mines, an underground mine and three processing plants producing over 2 million ounces of gold since 2010.

HIGH QUALITY GROWTH PROJECTS IN PROLIFIC MINING REGIONS



DUKETON PROJECTS

Underground

- Garden Well
- Baneygo
- Tooheys Well
- Gloster

Open Pit

- Moolart Well Expansion
- Garden Well Expansion
- Baneygo Development
- Tooheys Well Expansion
- Gloster Expansion

DUKETON EXPLORATION

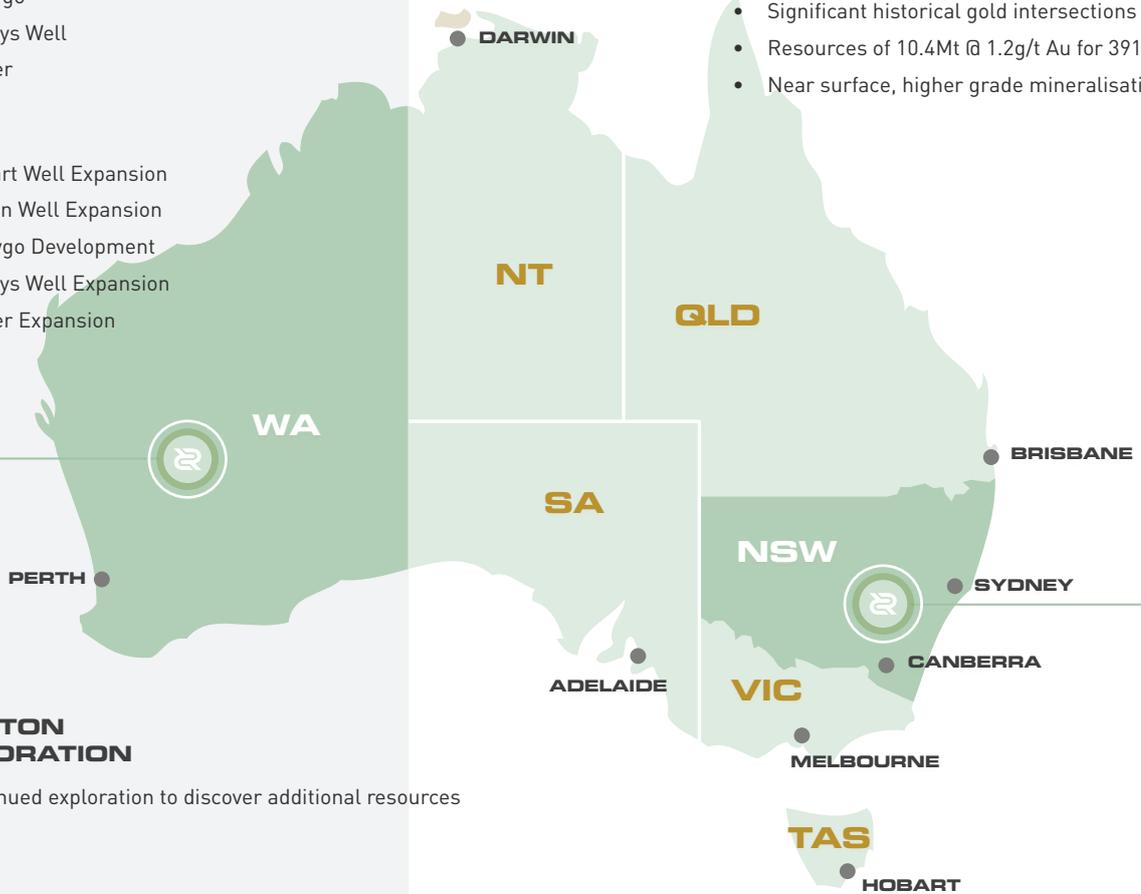
- Continued exploration to discover additional resources

McPHILLAMYS PROJECT

- A potential open pit mine
- ~200kozpa gold over LOM
- 60Mt at 1g/t for ~2Moz
- DFS targeted completion 2020

DISCOVERY RIDGE

- Significant historical gold intersections
- Resources of 10.4Mt @ 1.2g/t Au for 391koz
- Near surface, higher grade mineralisation



DUKETON PROJECTS

Existing within the Duketon Belt are a number of open pit and underground expansion and growth opportunities that could represent additional resources to potentially incrementally extend mining operations for years to come.

MCPHILLAMYS PROJECT

In 2012 the Company acquired the McPhillamys Gold Project, located ~35 kilometres south east of the town of Orange, 8 kilometers from Blayney and 30 kilometers west of the Town of Bathurst in the Central West region of New South Wales. The McPhillamys Gold Project represents a near-term, organic growth opportunity for the Company that could potentially produce up to 200,000 ounces of gold per year for up to 10 years.

Additionally, ~32 kilometres from the McPhillamys Gold Project is the Discovery Ridge deposit where resource definition drilling is currently being conducted with a Definitive Feasibility Study targeted for completion in 2020.

HEALTH & SAFETY



At the end of the 2018/19 financial year, Regis reported a 12-month rolling average Total Recordable Injury Frequency Rate (“TRIFR”) of 24.5 per million hours worked and a Lost Time Injury Frequency Rate (“LTIFR”) of 4.7 per million hours worked.

The health and safety of our people must come first, ahead of any commercial consideration. There is no task or job that is so important that the safety and wellbeing of any personnel on any of our sites need ever be compromised as a result of that task. The Board has approved the Regis Health and Safety Policy which commits our operations to the effective management of health and safety responsibilities and view this as an essential and integral part of the planning and effective execution of daily operations. We also recognise and understand that improving safety is an ongoing process, driven by a culture of improving safety through a top down and bottom up encouragement and enforcement approach to safety practices and procedures.

Health and Safety (per million hours worked)	2019	2018	2017	2016
Total Recordable Injury Frequency Rate (TRIFR)	24.49	30.59	19.89	15.63
Lost Time Injury Frequency Rate	4.73	3.06	3.66	4.76

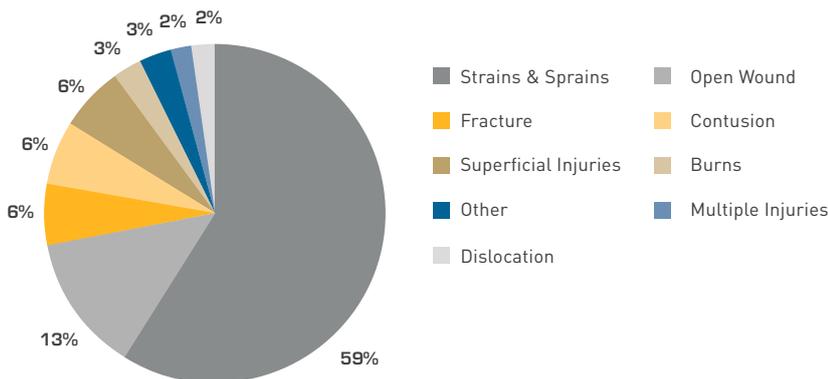
Note: * 12 month rolling average

At Regis, one of the key measures of safety performance is through the calculation of our TRIFR, which incorporates all significant injuries (Restricted Work Injuries, Lost Time Injuries and Medically Treated Injuries) to provide a non-standard measure of safety but reflects the key injury outcomes more accurately.

Over the past 12 months, we are pleased to have reduced the TRIFR injuries that have occurred in the workplace. While the trend is pleasing, we are acutely aware that we must do better. In order to attempt to identify where to improve, we investigated and found that the primary nature of injuries across our sites have been lower severity, restricted work injuries comprised of soft tissue or muscular stress injuries related to strains and sprains of the hand and fingers or the leg and hip.

While these types of injuries are considered to have lower potential consequences, the Company remains committed to its focus on reducing all injuries to help deliver an outcome where we will improve the effectiveness of our hazard identification and controls as well as maintaining positive safety related engagements across all levels of the organisation. This will re-invigorate our workforce to develop a strong, behavioural based safety culture. In addition, we have assessed our resourcing needs and have committed to increasing the number of safety personnel on site to further drive a positive and engaged safety culture.

NATURE OF 2019 REPORTABLE INJURIES



CASE STUDY EMERGENCY RESPONSE TEAM

The Duketon Emergency Response Team (“ERT”) is an integral part of Regis, with capacity to offer critical care, firefighting, confined space rescue, road crash rescue, hazardous material response, search and rescue, and more to our three operations and the surrounding region. The Duketon ERT has the capability to respond to all mining incidents including, underground mining, surface mining, processing, remote operations and aerodrome operations as well as providing support to the emergency response services in the nearby communities.

The Duketon ERT has total membership of up to 70 personnel, who are volunteers from the workforce and are split evenly between our three operations and form an internal Mutual Aid group for emergency situations.

Over the past 12 months the Duketon ERT has been the first responders to emergency situations within the local region including a heavy vehicle incident requiring fire-fighting, hazardous material containment, bush fire asset protection and an emergency domestic medical incident requiring critical first aid treatment and medical support.

The Duketon ERT is committed to continually developing and enhancing their skills and have attended a number of mines rescue competitions as participants. The Duketon ERT is one of the founding members of the Northern Goldfields Mutual Aid Group (“NGMAG”), comprising of 7 different companies who provide mutual aid response and standardisation, for protracted emergency events in the region. The Duketon ERT continues to work collaboratively with the member companies of NGMAG and local emergency service providers to share learnings, skills and knowledge to ensure a collaborative relationship exists should there be a future instance requiring a mutual aid response.



Emergency Response Team training exercises



**PEOPLE
& CULTURE**



Our policy is to recruit the right people for the right roles, regardless of race, religion, gender, age, cultural background or any other characteristic.

Tony Chamberlayne - Surveyor in Eristoun Pit South





Miller Tamarua and Adrian Groves at the Nelson Concentrator - Garden Well Process Plant

Our people are our most valuable asset, significantly contributing to our ongoing successes while developing Regis' reputation for being a quiet achiever that delivers on our commitments.

Regis is committed to employing the highest quality talent who are aligned with the delivery of our strategic objectives in a transparent and responsible manner.

To attract such high-quality talent our goal is to foster a workplace that celebrates and values everyone and respects the benefits that a diverse workplace can bring. At the end of the 2018/19 financial year, Regis employed 337 full-time, part-time and casual staff, with 20% of these roles held by females. Of those roles, women held 20% at the General Manager level and 17% on the Board of Directors.

Our policy is to recruit the right people for the right roles, regardless of race, religion, gender, age, cultural background or any other characteristic. We recognise that the creation of a fair, inclusive and diverse workplace provides the best possible environment for a high performing team to focus on strong and consistent performance and we believe that the success of the business will be a reflection of the quality and skill of the people employed.



Kye Hampson-White, Elle Biggs & Sunil Diyali

CASE STUDY BJORN GREY GARDEN WELL PROCESS PLANT SUPERVISOR

Originally employed as a general labourer in March 2013 through our engagement with the local Mulga Queen community, Bjorn showed initiative and interest in other areas of the mine and was offered an opportunity to provide leave coverage in the Crusher at Garden Well. Since then Bjorn has continued to excel, being promoted through a number of roles, from a Labourer to his current position of Process Shift Supervisor of the 5Mtpa Garden Well Process Plant in January 2019. With a safety-first mindset, Bjorn trains and mentors his five direct reports to ensure the consistent and efficient operation of the process plant on a rotating 12-hour shift. He has a natural flair for operating a wide variety of mobile machinery and trouble-shooting operational issues, but be careful if he challenges you to a game of darts, expect to lose.



Bjorn Grey

"Overall Bjorn is one of the best process plant operators that I have met! Bjorn is safety oriented, quick to learn with an excellent retention of new skills. He is fast thinking but with a great attention to detail. Bjorn is a fine example of the old adage that if you put your mind to it, you can accomplish anything" Michael Mallozzi – Process Plant Coordinator.

"I have found Bjorn to be a great employee, holding the interests of his staff and the Company close to his heart. He is a jovial person who is a high achieving, unassuming natural leader who takes his responsibilities very seriously but doesn't take himself too seriously. He is an excellent member of the Regis team who I am sure will continue to strive to keep learning and developing." Tony Hinkley – General Manager Duketon Operations.



MENTAL HEALTH & WELLBEING



We believe that the mental health and wellbeing of our staff is key to organisational success and sustainability. We are committed to the promotion of a culture that encourages and supports mental health and wellbeing initiatives.

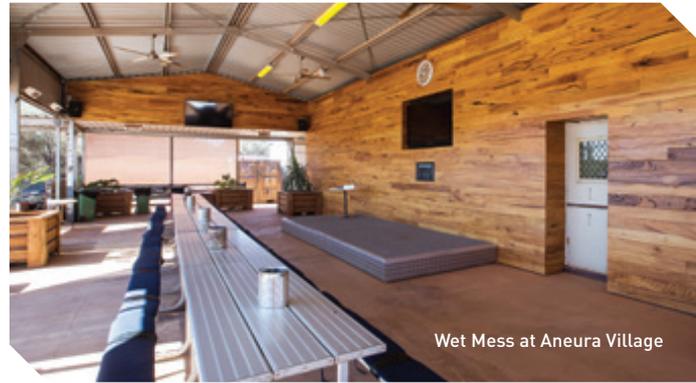
Owen Moyo - Mechanical Fitter in the Garden Well Workshop

With the rise in awareness of the symptoms of mental health, there has come an understanding that in Australia almost half of the adult population will experience a mental health issue at some point in their life. In recognition of this and understanding the challenges of modern life, we believe that the mental health and wellbeing of our staff is key to organisational success and sustainability. We are committed to the promotion of a culture that encourages and supports mental health and wellbeing initiatives and at the beginning of 2019 we implemented the Mental Health and Wellbeing Policy.

Within this Mental Health and Wellbeing Policy, Regis outlines a commitment to the promotion of a healthy lifestyle, offering flexible working arrangements and access to a free and confidential Employee Assistance Program ("EAP"), available to all employees, contractors and their immediate family. For our fly-in-fly-out workers we provide high-quality modern accommodation infrastructure, high speed internet, modern health and fitness facilities, including gyms and health professionals. Additionally, all of our on-site Supervisors have been trained in Mental Health First Aid to provide them with the skills to recognise and provide support to those individuals suffering mental health issues. This initiative has been an overwhelming success and the Company will look to continue to roll this training out further within the organisation.

Furthermore, we take particular effort to ensure that our catering team provides a diverse range of healthy food choices and educational information to promote the benefits of healthy food choices.

"With the rise in awareness of the symptoms of mental health, there has come an understanding that in Australia almost half of the adult population will experience a mental health issue at some point in their life".



Wet Mess at Aneura Village



Pool at Aneura Village



Multi-function court at Aneura Village



Camp accommodation at Aneura Village



ENVIRONMENT



Rehabilitation of a Waste Dump at Garden Well

At Regis, we recognise that mining has an unavoidable impact on the environment, however our approach is to minimise the impact, while working to mitigate the potential for any long-term legacy issues. We do this by operating in a responsible manner, employing and adhering to Australian standards while continuously working to improve our environmental management systems and endeavouring to adopt global best practices.

During the 2018/19 financial year the Company did not record any material or reportable regulatory non-compliances or environmental incidents and did not have any regulatory environmental fines.

ENERGY USE AND EMISSIONS

Regis continued to report on energy usage and emissions through the Australia Government National Pollutant Inventory ("NPI") and through the Australian Clean Energy Regulator's National Greenhouse and Energy Reporting scheme ("NGER"). Scope 1 and Scope 2 greenhouse gas ("GHG") emissions were calculated according to the methodology as defined by NGER.

During the year the Company consumed 3,376 terajoules of energy, primarily from the combustion of diesel fuel.

Direct Energy Consumption (Financial Year)	2019	2018	2017	2016	2015
Diesel Fuel (GJ)	3,354,714	2,971,081	2,771,210	2,778,164	2,664,091
LPG (GJ)	21,596	16,937	24,724	24,223	21,147

At the end of the 2018/19 financial year, the Company generated 225.6 kilotonnes of carbon dioxide equivalent emissions resulting from direct sources (Scope 1 emissions). Due to the extremely remote location of its operations, the Company continued to rely solely on on-site diesel generated power and as such did not report any indirect Scope 2 emissions.

Greenhouse Gas Emissions (Financial Year)	2019	2018	2017	2016	2015
Direct (Scope 1) emissions (tCO ₂ e)	225,637	209,963	196,344	196,795	186,711
Indirect (Scope 2) emissions (tCO ₂ e)	N/A	N/A	N/A	N/A	N/A

The Company has plans to identify opportunities to reduce GHG emissions and energy use, which includes the use of alternate and renewable sources of power generation.

WATER USAGE

During the 2018 calendar year (in compliance with statutory reporting periods), the Company extracted approximately 10.7 gigalitres of groundwater for operational use, broadly similar to the average water usage over the last five years. In line with our commitment to limiting our impact on the environment, Regis proactively looks to reduce operational water usage by recycling process water. During the year, 28% of our total water usage was satisfied by recycled water.

Water Usage (Calendar Year)*	2018	2017	2016	2015	2014
Groundwater extracted (Million m ³)	10.7	9.7	11.1	9.6	7.9
Untreated water recycled / reused (Million m ³)	4.2	4.9	5.4	4.2	4.7
Total water used (Million m ³)	14.9	14.5	16.5	13.8	12.6
Total water recycled / reused (%)	28%	33%	33%	31%	37%

Note: * Calendar year reporting

We operate in a responsible manner, employing and adhering to Australian standards while continuously working to improve our environmental management systems and endeavouring to adopt global best practices.

WASTE ROCK MANAGEMENT

Again, to mitigate impacts to the environment and to limit the potential for long-term legacy issues, Regis recognises the importance of appropriate and effective waste segregation and management.

Each of our sites maintains a detailed waste rock management plan that determines the composition, construction and management requirements of all waste storage areas. These plans include measures required to manage and store any potentially acid forming material that may be encountered and that the final landforms be safe and stable, such that there is a minimal risk to the surrounding environment

During the 2018/19 financial year, the Company generated 38.9 kilotonnes of waste rock and 9.4 million dry tonnes milled of tailings.

Waste Management (Financial Year)	2019	2018	2017	2016	2015
Waste Rock (tonnes)	38,911,854	35,945,410	57,113,180	43,922,790	41,921,869
Tailings (dry tonnes milled)	9,434,001	10,039,391	9,780,857	10,252,038	9,842,751

CASE STUDY RECYCLING FOR RUGGIES



Since 2016 Regis and its logistics contractors have worked collaboratively to support the Western Australian Children’s Hospital by donating any profits generated through the sale of recycled waste products. All aluminium, cardboard and paper waste generated from site is collected and sorted on-site. This sorted and packaged recycled waste material is then loaded, under an agreement with our logistics contractor, and transported to Perth, free of charge. All proceeds generated from the sale of these recyclable waste products are then donated to the Western Australian Children’s Hospital, which to date has raised approximately \$11,000.

We are very proud of our partnership and the support that we can provide for the vital service that the Children’s Hospital provides the children of Western Australia and we look forward to continuing to support this very worthy cause well into the future.

The Regis Tailings Storage Facilities (“TSF”) are highly engineered and managed facilities for the long-term storage of mineral waste resulting from processing gold laden ore material.



Garden Well Tailings Storage Facility

TAILINGS STORAGE FACILITIES

The Regis Tailings Storage Facilities (“TSF”) are highly engineered and managed facilities for the long-term storage of mineral waste resulting from processing gold laden ore material.

Annual tailings production across Duketon is approximately 10Mtpa with Garden Well producing approximately 7Mtpa and Moolart Well producing approximately 3Mtpa.

At the end of the 2018/19 financial year, Regis owns and/or operates four TSFs comprised of;

Moolart Well:

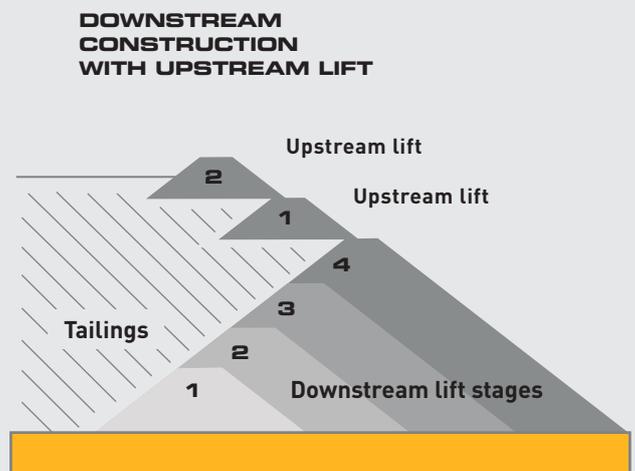
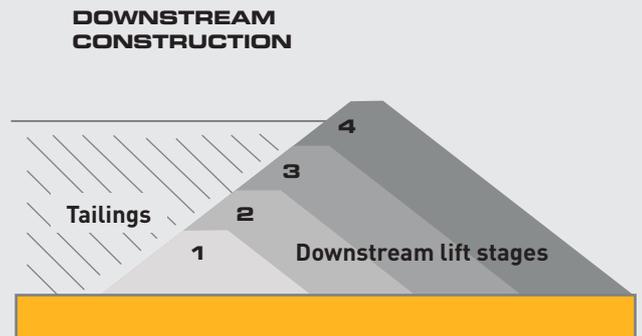
- MWTSF1 – operating, downstream construction (Stage 1 to 3) with an upstream lift.

Garden Well:

- GWTSF1 – operating, downstream construction (Stage 1 & 2) with upstream lift (Stage 3);
- GWTSF2 – recently filled and now drying (downstream construction).

Baneygo:

- BANTSF1 – Decommissioned ~25 years ago and was built by previous owners who mined the area.



In Western Australia the design, construction, operation and closure of all TSFs must comply with the Mines Safety and Inspection Act 1994, Mines Safety and Inspection Regulations 1995 and the Mining Act 1978 as well as the department's codes and guidelines. This is completed in conjunction with the requirements, approval and licensing from the Department of Water and Environmental Regulation ("DWER").

The Department of Mines, Industry Regulation and Safety ("DMIRS") requires mining companies to undertake rigorous design processes that match the designated risk/consequence profile for each TSF regardless of construction method. These design processes are set out in DMIRS code of practice and guidelines.

These detailed processes consider all the factors that can potentially impact on the stability of TSFs and the extent of unwanted outcomes. Examples of some of the factors assessed in the complex design processes include:

- The location and general layout of the site;
- Size and height of the TSF;
- Nature of materials to be stored in the TSF;
- Tailings deposition method;
- The liquefaction potential of the tailings;
- Assessment of the effects of TSF failures (dam break studies) under a combination of worst-case scenarios, and provision of control and management requirements;
- Materials used for construction and foundations;
- Climate, drainage, etc; and
- Construction methods.

TSFs also require detailed and regular inspection and auditing, including the preparation and implementation of a site-specific Operating Manual which sets out the safe and environmentally acceptable operating procedures, monitoring and reporting requirements, trigger levels and actions to be taken to rectify any impending deficiencies. Findings of audits must be submitted to DMIRS and DWER with compliance verified by their officers through site inspections and document review processes.

The Regis approach to tailings management follows the life cycle of a TSF and includes, but is not limited to:

- Site selection;
- Design;
- Construction;
- Operation;
- Emergency planning;
- Decommissioning planning and rehabilitation; and
- Decommissioning monitoring and maintenance.

To achieve the targeted management outcomes, and in line with the regulatory requirements and industry practice as outlined in the DMIRS "Code of Practice: Tailings storage facilities in Western Australia" and ANCOLD "Guidelines on Tailings Dams – Planning, Design, Construction, Operation and Closure", detailed prescriptive methodologies and specific control measures are used including:

- Project management plans;
- Mining proposals;
- Design reports;
- Project management plans prior to construction;
- Construction reports;
- Operating manuals;
- Emergency response plans;
- Periodic environmental reports;
- Periodic audit reports;
- Decommissioning plans; and
- Closure plans.

This also includes the requirement for the use of independent TSF consultant engineers for the design and annual inspection of all Regis built TSFs as well as requirements for the provision of information, instruction, training and supervision to ensure the integrity of the TSFs and occupational safety and health of affected personnel.

During 2019, Regis engaged an independent consultant engineering group to review the TSFs compliance and assess the latest 2018 independent engineers annual TSF audit report. This review was completed in May 2019 and is in addition to the annual independent engineer reports undertaken since the construction of the tailings dams.

Further and consistent with the principals of continuous improvement, the Regis approach to tailings management will continue to be modified by considering and incorporating relevant learnings from tailings incidents in other parts of the world along with any other relevant new information that will help in delivering further improvement.

Due to the remoteness of the current operations, no communities are affected by Regis' current TSF footprints. However, Regis is in the process of considering the proposed development of the McPhillamys gold mine in the Kings Plains area of Central West of New South Wales that would require a TSF being constructed near the local community of Blayney. The proposed facility will be constructed using the downstream method and has been designed to meet the highest standards required by the NSW Dams Safety Act. Regis does already, and will continue to engage and communicate directly with the local community prior to and as part of the approvals process for the McPhillamys project currently being undertaken.

Further details of our approach to tailings management are available at www.regisresources.com

REHABILITATION & CLOSURE



Regis recognises the importance of minimising our disturbance footprint across the entire life cycle of mining, with closure and rehabilitation planning and resourcing commencing ahead of exploration activities.

At Regis, we practice progressive rehabilitation across all of our operational and exploration areas. Within our exploration grounds, we ensure that any disturbed land resulting from our exploration activities, including vehicle tracks, drill pads and associated disturbance areas are rehabilitated within 12 months. Regis submits regular reports to the regulators in both Western Australia and in New South Wales supporting our progressive rehabilitation works.

At the end of 2018, the Company successfully progressively rehabilitated 97 hectares to an agreed end use. Since 2015, the Company has rehabilitated approximately 302 hectares or 20% of total land disturbed to an agreed end use. The Company is currently assessing potential opportunities for environmental offset opportunities.



Alan Brown on rehabilitated Waste Dump at Garden Well

Land Rehabilitation (Calendar Year)*	2018	2017	2016	2015
Total land disturbed at the beginning of the reporting period (Ha)	3,117	2,896	2,564	2,523
Newly disturbed land (Ha)	849	296	411	90
Newly rehabilitated land to agreed end use (Ha)	97	75	79	50
Total current land disturbed (Ha)	3,869	3,117	2,896	2,564

Notes:*Calendar year reporting. Prior to 2015, 2,524 hectares of land was disturbed with no land rehabilitated to an agreed end use.

Each of our operating assets maintains a Mine Closure Plan (“MCP”), submitted to DMIRS and updated every 3 years (most recently in March 2019). The MCP outline’s Regis’ stakeholders and proposed stakeholder engagement activities, the proposed final landforms, environmental outcomes, performance criteria as well as ongoing monitoring and reporting commitments to minimise the potential for lasting environmental impacts to maximise the likelihood of successful relinquishment of any closed tenements to the regulators.

During March 2019, DMIRS conducted a site inspection to validate the preparedness of Regis’ Duketon operations for closure. The inspection identified that closure is actively considered during mine planning activities, with well managed topsoil and growth media stockpiles, an adaptive approach to rehabilitation techniques and methodologies, good waste management practices and appropriate segregation and stockpiling of waste material to optimise rehabilitation outcomes. The inspection indicated that Regis has demonstrated excellent rehabilitation practices and is progressively rehabilitating to a standard that will optimise successful outcomes.

The Company regularly assess its financial provisions for closure and rehabilitation activities.



Rosemont NW Waste Rock Landform Rehab-Feb 2016



Rosemont NW Waste Rock Landform Rehab-Feb 2019



Moolart Well South Waste Rock Landform Top surface Rehab-March 2015



Moolart Well South Waste Rock Landform Top surface Rehab-March 2019

CASE STUDY ENHANCING BIODIVERSITY AT THE MCPHILLAMYS MINE SITE

In line with our commitment to reduce our impact on the environment, since 2014 we have planted over 6,500 native and endemic tree and shrub species within our leases in a bid to enhance the biodiversity value of the farmland and to link existing fragmented woodland habitats and native tree corridors that surround the site.



22 different varieties of native trees and shrubs for planting at McPhillamys

22 different native species of trees and shrubs, including varieties of Acacia, Eucalyptus, Melaleuca and Callistemon were selected to complement the surrounding native vegetation.

Partnering with local training organisations, the seedlings were successfully planted and continue to achieve a very high propagation rate. Regis will continue to maintain the revegetated land to ensure the best possible conditions for growth so that this additional biodiversity can flourish.



Planting of a biodiversity corridor at McPhillamys



SOCIAL PERFORMANCE



Regis believes that it has a social responsibility to identify and engage with all stakeholders within the communities in which we operate and who may be impacted by our activities. Our objective is to build and maintain trust, respect and mutually beneficial relationships with those stakeholders by undertaking our activities in a transparent, respectful and responsible manner.

STAKEHOLDER ENGAGEMENT

During the 2018/19 financial year, we undertook a substantial number of engagements in New South Wales as we progressed our McPhillamys Gold Project, submitting a State Significant Development Application and the Environmental Impact Assessment to the NSW Department of Planning, Industry and Environment. During these early stages of works, the Company:

- Held community information sessions and open days;
- Participated in the development of a Community Consultation Committee which includes local residents, community groups, and members of Blayney, Bathurst and Cabonne Councils as well as representatives from Regis;
- Held town hall meetings;
- Had information stands at local farmers markets, agricultural shows and community open days;
- Undertook stakeholder briefings and landowner meetings; and
- Published information through media releases, local newspaper publications and radio segments.

In addition, the Company has a dedicated local project office and a project website to facilitate transparency and the provision of specific information relating to the Project, environmental matters and local engagement initiatives. As the McPhillamys Gold Project progresses, the Company expects to continue with community engagement activities, including community Open Days throughout the exhibition period and beyond, to demonstrate the responsible mining methodologies that Regis intends to employ.

In Western Australia, the Company holds regular engagements with the members of the Mulga Queen Community, local station owners and members of the Laverton Shire and supports a number of community initiatives, including;

- Providing the Mulga Queen Community with an art and crafts facility, a space for local and visiting indigenous artists to practice their craft in an enclosed and secure area;
- Commissioning local artists for several pieces of traditional artwork;
- Providing medical supplies and medical staff to the local Mulga Queen Community Medical Centre to provide medical assistance to those in need;
- Sponsoring healthy and nutritious breakfast and lunch meals for local school children to encourage attendance at school and to educate and promote the value of healthy meal choices from an early age;
- Annual visits to site by school leaders from the East Waikiki Primary school;
- During National Aborigines and Islanders Day Observance Committee (NAIDOC) week the Company sponsored the Laverton High School football competition and provided players with NAIDOC inspired football jumpers; and
- Over the last 10 years, the Company has supplied 15 water points to local station owners, including water bores, installed windmills and associated infrastructure and solar water pumps.

Regis aims to continue to support community engagement and sponsorships within the Mulga Queen Community, the local station owners and the Laverton Shire. We actively promote and foster an open-door policy with access to senior site management to ensure any issues can be resolved while ensuring strong, transparent bilateral relationships.

SOCIAL INVESTMENT & ECONOMIC CONTRIBUTIONS

We are committed to supporting the communities in which we operate and are a significant contributor to the Western Australian and Australian economy. During the 2018/19 financial year, Regis contributed approximately \$639 million to the Australian economy through wages, taxes, royalties, supplier payments, dividends and interest. Over the last five years, including dividend distributions and taxes, Regis has contributed almost \$2.5 billion to the Australian economy.

Economic Contributions (A\$m)	2019	2018	2017	2016	2015	Total
Payments to Suppliers	432,138,353	355,023,736	340,368,142	288,827,382	336,875,249	1,753,232,862
Salaries and Wages*	52,780,220	50,988,681	44,916,606	41,922,464	36,958,159	227,566,129
Royalties	19,207,688	17,014,731	13,359,348	11,558,079	10,331,124	71,470,970
Income tax paid	53,970,949	36,868,225	36,229,852	22,933,153	-	150,002,179
TOTAL (excl. dividend distributions)	558,097,210	459,895,373	434,873,948	365,241,078	384,164,531	2,202,272,140

Note: * Salaries and wages and defined benefits

At the end of the 2018/19 financial year, 91% of procurement was within Western Australia with the remaining 9% being procured nationally.

During the year, Regis contributed \$95,100 to support the local Laverton community through donations, sponsorships, community programs and social infrastructure.



CORPORATE GOVERNANCE



During the 2018/19 financial year there were some changes to the composition of the Board of Directors (“the Board”) including the retirement of the Company’s long serving Executive Chairman and Managing Director Mr Mark Clark and Non-Executive Director Mr Mark Okeby.

Gold bullion poured at Garden Well

In parallel, following an extensive process, the Board appointed Mr Jim Beyer to the role of Chief Executive Officer and Managing Director. The Board also appointed Non-Executive Director, Mr James Mactier to the position of Non-Executive Chairman and also appointed Mr Steve Scudamore as Non-Executive Director.

Subsequent to the end of the 2018/19 financial year, Executive Director Mr Paul Thomas announced his retirement from the Board and his retirement from the position of Chief Operating Officer by the end of the first quarter of the 2020 financial year. The Company has engaged external consultants to assist with appointment of additional Non-Executive Directors.

In alignment with the Australian Securities Exchange (“ASX”) Corporate Governance Principles and Recommendations, the Company has developed a Corporate Governance Statement and a Board Charter to define the role, responsibilities and structure of the Board to allow its members to effectively discharge their duties to protect the interests of and maximise value for our shareholders. In compliance with these documents, at the end of the 2018/19 financial year the Board continues to be comprised of a majority of Independent, Non-Executive Directors.

The Board and members of the Executive Leadership Team are committed to continuous improvement of its Corporate Governance structures, working to build from the current foundations and striving to incrementally improve towards Corporate Governance best practices. With this in mind, the Board continues to assess the materiality and its subsequent disclosure requirements related to emerging risks, particularly environmental, social and governance risks, including but not limited to, risks associated with climate change and modern slavery throughout our supply chain and the potential impacts these risks may pose to the Company’s portfolio of assets.

Regis’ current policies, and charters are available on the Company’s website at www.regisresources.com

CHARTERS

- Audit and Risk Management Committee Charter
- Board Charter
- Remuneration, Nomination and Diversity Committee Charter

POLICIES AND PROCEDURES

- Bullying, Discrimination and Harassment Policy
- Code of Business Conduct
- Communications with Shareholders
- Community Relations Policy
- Continuous Disclosure
- Corporate Governance Statement
- Directors Code of Conduct
- Diversity Policy
- Equal Employment Opportunity Policy
- Environmental Policy
- Health and Safety Policy
- Mental Health and Wellbeing Policy
- Noise Policy
- Non Smoking Policy
- Performance Evaluation Policy
- Risk Management Policy
- Securities Trading Policy
- Whistleblower Policy
- Workplace Rehabilitation Policy

At Regis, the way we interact and do business is driven by our Code of Business Conduct. We foster a culture of respect and integrity in the workplace, encouraging our employees to act in an ethical, transparent and responsible manner in every engagement with all of our stakeholders. Underpinning and supporting this Code of Business Conduct is the Whistleblower Policy, which empowers all employees and stakeholders to report known or suspected breaches of the Code of Business Conduct as well as any other unethical, illegal or improper behaviour. Our Whistleblower Policy provides a confidential, anonymous and retaliation-free process for people to report concerns.







REGIS RESOURCES

**A LEADING
AUSTRALIAN
GOLD MINER**

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