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INTRODUCTION

This Policy reflects RRM’s purpose which to create value and improve lives through sustainable and responsible mining. It highlights our core sustainability values which are designed to serve as a catalyst for local economic development; to build trust with communities through transparent and respectful stakeholder engagement and as responsible stewards of the environment in accordance the principles of sustainable development and consistent with the UN Sustainable Development Goals and IFC Performance Standards

This Policy requires all employees, contractors and consultants to comply with social, environmental, and political laws and regulations, as well as RRM Standards. It also establishes RRM’s commitment to transparently inform, consult and partner with stakeholders, and to respect human rights, diversity and all cultures.

APPLICATION

This policy applies to all directors, officers, employees and any third-party contractors of RRM and is applicable to all projects and offices. It applies to all phases of the project life cycle including exploration, design, construction, operation and closure.

GOVERNANCE

1.RRM supports a transparent and pragmatic approach to sustainability and stakeholder engagement, which is delivered through:


- Systematic analysis and management of risk and opportunities,
- The building of trusting and mutually supportive relationships with collaborating partners and other stakeholders,
- Promoting science and evidence-based evaluations
- Enhancing capacity in our communities to address shared challenges and opportunities.

Our system uses a document registry system which includes, policies, standards, guidelines and procedures. This registry is regularly audited and updated to ensure conformity with national and international legislation and industry best standards.

ENVIRONMENTAL STEWARDSHIP

2. We commit to avoid, minimise where possible, mitigate when unavoidable, or when appropriate, offset our impacts on the environment and proactively manage risks. We use fact and science-based methodologies and best practices as the foundation of our environmental stewardship, including independent verification and the contracting of suitably qualified personnel to conduct specific tasks . Our guiding principles are to:

- Operate our facilities at all times in compliance with applicable laws and regulations and RRM Standards.
- Adhere to and update environmental standards that are protective of both human

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health and the environment at the projects where we explore and facilities we operate.

- This includes actively engaging and using reasonable efforts to influence our
- exploration partnerships to align with our policies, standards, guidelines and procedures.
- Continually improve our approach to hazardous materials management to integrate environmental risk management into project development, business planning, operations, and actively engage supply chain partners to achieve improved environmental outcomes.
- eliminate waste or reduce volumes, and protect human health and the environment during transportation, storage, use, recycle and disposal.
- Engage constructively with communities and relevant stakeholders within our area of influence (operational area and our non-operating areas) during all mine life-cycle phases (planning, operation, closure and post-closure).
- Promote a cross-functional approach that considers the nexus between climate change, human health, water management, biodiversity, and waste management.
- Develop closure and reclamation plans during the mine design phase and implement those plans during mine operations with the aim of achieving longterm environmental stability and promoting suitable post-mining beneficial land uses.

BIODIVERSITY

3. We recognize that responsible mining exploration has a role to play in contributing to global conservation and development goals RRM will play an active role in the stewardship of the ecosystem in areas where we operate. We believe that we can deliver sustainable conservation outcomes by utilizing the latest science and best practices for biodiversity management and by working in partnership with governments, civil society, and communities.


MERCURY

4. We do not use mercury to mine or extract gold. We fully support global initiatives to eliminate the use of mercury in the artisanal and small-scale gold mining sector and work with locally-sponsored artisanal and small-scale gold mining entities to adopt mercury-free mining practices.

CLIMATE CHANGE

5. We accept the Intergovernmental Panel on Climate Change's (IPCC) assessment of climate change science and acknowledge that human activities contribute to climate change and business has an important role in addressing this global challenge. As such, we support the Paris Agreement outcomes and the long-term goal to limit average temperature rise to well below 2 deg C.

We are committed to setting and achieving long-term targets to more efficiently manage our global energy consumption and explore, develop, and implement renewable energy

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and low-carbon fuel-switching opportunities.

WATER

6. We recognise that access to water is a fundamental human right and we proactively engage with stakeholders and communities to identify water challenges and opportunities. We will work in partnership with local stakeholders to achieve mutually beneficial, sustainable solutions to water usage in areas where we operate. We are committed to ensuring access to clean water, sanitation and hygiene for all employees in the workplace and to collaborate with government through capital and expertise to improve community access to sources of clean water and other water initiatives where we operate.

LOCAL ECONOMIC DEVELOPMENT

7. We are committed to contributing to meaningful partnerships that help build capacity and create employment opportunities in the communities where we operate. Local community economic development opportunities, establishment of foundations, employment, supply chain participation, and timely/fair payment of financial obligations are part of the social contract created by the granting of access to mineral resources. We seek to meet reasonable expectations to create value for shareholders, employees, local communities, governments, and our business partners.


COMMUNITIES, STAKEHOLDERS AND EXTERNAL ENGAGEMENT

8. We engage with local communities to build productive and healthy relationships and contribute to creating shared value. We seek to establish and maintain transparent relationships built on mutual respect and trust with communities affected by our operations. Our guiding principles commit us to:

- Build relationships founded on respect and a commitment to each other's success.
- Act with humility and a willingness to listen and be committed to resolving differences and conflicts in a constructive and transparent manner.
- Seek mutually beneficial outcomes in our decision making such that we contribute to sustainable development.

LAND ACQUISITION

9. We ensure that the rights and needs of landowners and local communities are assessed and addressed prior to any activities involving land acquisition and resettlement. Land acquisition is conducted in compliance with applicable laws, regulations, and international best practice as defined by International Finance Corporation (IFC) Performance Standard 5 and specific requirements on resettlement, compensation, and/or livelihood restoration activities.

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INDIGENOUS PEOPLES

10. We recognize the individual and collective rights and interests of Indigenous Peoples in line with the ILO Convention 169 and UN Declaration on the Rights of Indigenous Peoples. We work to obtain free, prior, and informed consent of Indigenous Peoples as reflected in the ICMM Position Statement, formalizing this consent in agreements where possible. We commit to designing programs to benefit Indigenous Peoples in a participative manner and implementing preferential local employment and procurement programs for the

traditional owners of the land on which we conduct mining activities or who reside near our operations. We aim to create an inclusive environment through cultural norms training of staff and on-site contractors.

MEANINGFUL ENGAGEMENT AND TRANSPARENCY

11. We are committed to working with national and local governments, non-governmental organisations, industry associations, multi-lateral organisations, local communities, the academic community, media and our employees in a manner that is transparent and allows us to share ideas, plans, and opportunities to create shared value while resolving disagreements and misunderstandings in good faith.

We disclose our taxes and royalty payments to the governments in the countries where we operate and will work with governments and other stakeholders to encourage greater transparency in order to build trust in our economic contribution to society. Where feasible and not precluded by law or regulation, we will work with relevant governments to encourage disclosure of our mineral development contracts.

ARTISANAL SMALL-SCALE GOLD MINING (ASGM)


12. We will work with appropriate government, community, and other stakeholders including legitimate artisanal miners to encourage safe practice, minimise environmental damage and secure safe access to our projects.

GOVERNMENT ENGAGEMENT

13. We engage with governments and other stakeholders on a variety of issues, including worker health and safety, permitting, environmental protection, trade, economic development, infrastructure, revenue sharing, transparency, rule of law, and other areas of public policy that contribute to our success. This engagement is in strict accordance with all applicable laws, EITI, and RRM's Code of Conduct and Standards on integrity and ethical conduct. We do not contribute to political campaigns.

REFERENCES:

1. Water Management Standard (NEM-SER-STA-001)
5. Hazardous Materials Management Standard (NEM-HEA-STA-010)

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6. Air Emissions Management Standard (NEM-SER-STA-006)
7. Waste Management Standard (NEM-SER-STA-007)
8. Biodiversity Management Standard (NEM-SER-STA-008)
9. Stakeholder Relationship Management Standard (NEM-SER-STA-016)
10. Social Baseline & Impact Assessment Standard (NEM-SER-STA-017)
11. Land Acquisition & Involuntary Resettlement Standard (NEM-SER-STA-018)
12. Community Investment & Development Standard (NEM-SER-STA-019)
13. Local Procurement & Employment Standard (NEM-SER-STA-020)
14. Cultural Resource Management Standard (NEM-SER-STA-021)
15. Political Contributions Standard (NEM-SER-STA-041)