

PO-08 EQUAL EMPLOYMENT OPPORTUNITY POLICY

Regis Resources Ltd is an equal opportunity employer, committed to providing a positive and friendly work environment, free from any form of discrimination or harassment.

Regis practices the philosophy of Equal Employment Opportunity ("EEO") in order to provide an employment climate and culture in which every employee has the opportunity to apply and develop their abilities so as to achieve their potential.

To achieve this Regis will take all reasonably practicable steps to:

- Employ the best person for the job regardless of gender, race, nationality, religious or political conviction, disability, family circumstances or status, pregnancy, sexual orientation, age and the like defined under legislation;
- Appraise, train, develop and promote all employees on the basis of demonstrated performance, ability and potential;
- Ensure that all reports of workplace discrimination are treated seriously, promptly and fairly with due regard to the principles of procedural fairness, natural justice and confidentiality;
- Ensure that appropriate action be taken against individuals engaging in discriminatory conduct;
- Make confidential counselling and support available to all employees to assist with any workplace issues that may arise; and
- Review annually salary and pay information to establish if there are any pay gap issues and if they do exist, develop a plan to rectify.

All employees are responsible for upholding and eliminating any practice and behaviour, which is discriminatory or which could lead to discrimination in the workplace.

Regis has zero tolerance toward discrimination and breaches of this Policy may lead to disciplinary action or termination of employment if appropriate.

A handwritten signature in blue ink, appearing to read 'Jim Beyer', with a horizontal line extending to the right.

Jim Beyer
Managing Director and Chief Executive Officer
Regis Resources Ltd
15th January 2019