

HEALTH & SAFETY POLICY

The Senior Executives and Site Management of Regis Resources Ltd are committed to providing a safe and healthy workplace for all employees and contractors, which includes both Physical and Psychological health. We are committed to the effective management of health and safety responsibilities, as an essential and integral part of the planning and carrying out of daily operations. We recognise that improving safety is an ongoing commitment and is driven by the application of continuous improvement processes.

This Policy has the following objectives:

- Provide a safe workplace and system of work; and thereby
- Reduce the occurrence of injuries and events to as low as reasonably practicable.

We will achieve this by:

- Utilising proven Risk Management processes as the method to identify risk and implement control measures to reduce the risks to as low as reasonably practicable;
- Consulting and involving workers in the decision-making process through regular communication and consultation on safety and Health matters and to provide information on safety and health issues;
- Approaching safety on a continuous improvement basis;
- Complying with all Acts and Regulations applicable in areas in which we operate; and
- Enhancing workers WHS knowledge through a program of education and training to ensure they are competent to perform their work safely and effectively.

It is the responsibility of Senior Management to provide a framework for an integrated approach to improving safety. To achieve this the Company will implement and maintain a Safety Management System that will explain the systems and processes to be used. Management is committed to providing the resources needed to achieve these objectives.

There shall be a collective responsibility of all Regis workers to achieving our objectives through consultation, allocation of resources and education.

It recognised that good safety also requires:

- All workers to take ownership of health and safety for themselves and their fellow workers;
- Management demonstrating a responsibility and commitment to the continual improvement of H&S performance and benchmark against industry best practice; and
- Both Regis and contractor management, demonstrating leadership by continually improving the safety culture with both encouragement and enforcement of safety practices and procedures.

Regis Resources Ltd encourages and supports all workers to stop a task if the task cannot be done safely or if critical controls are not in place for the task.

A handwritten signature in black ink, appearing to read 'Jim Beyer', is positioned above the printed name.

31 October 2023

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Ltd