



## WHISTLEBLOWER POLICY

Regis Resources Limited is committed to creating and maintaining an open working environment in which all employees, prospective employees, contractors, consultants and external stakeholders are able to raise concerns regarding actual or suspected misconduct, including unethical and unlawful conduct (wrongdoing).

Regis Resources Limited recognises that genuine commitment to detecting and preventing wrongdoing must include a mechanism whereby employees and others can report their concerns freely, confidentially and without fear of reprisal, intimidation or victimisation.

To achieve this, Regis Resources Limited will:

- Ensure that people are able to raise concerns without fear of reprisal, intimidation or victimisation;
- Conduct regular education and training on the Whistleblower policy and procedure;
- Ensure that all managers support this policy and are accountable for upholding its objectives within their area of responsibility;
- Conduct thorough and effective investigations and endeavor to resolve all reported concerns;
- Ensure that whistleblowers are treated appropriately; and
- Regularly review the whistleblower policy and procedure.

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

31 October 2023

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Ltd