



## NON SMOKING POLICY

Regis Resources Ltd is committed to ensuring the health, safety and welfare of its employees, contractors and visitors and as such supports the principle of a smoke-free environment at all our workplaces.

The aim of this Policy is to eliminate unnecessary exposure to smoke or passive smoke and comply with our obligations, where applicable, under the Tobacco Products Control Act which deals with the sale, supply and use of Tobacco products, including electronic cigarettes.

To ensure the intent of the Act is met and Regis Resources provides a smoke free workplace, all persons within a Regis Resources workplace are required to adhere to the following restrictions:

- Smoking is prohibited at all times and without exception in all buildings, control rooms, MCC rooms and vehicles;
- The prohibition of smoking in premises specifically includes all offices irrespective of the number of occupants or wishes of the occupant(s);
- Smoking is not permitted in or adjacent to any outdoor area where combustibles, flammable liquids or explosives are stored;
- Smoking is not permitted in areas designated as “no smoking areas” by signage; and
- Electronic cigarettes (e-cigarettes) and other personal vaporisers for delivery of nicotine or other substances are not permitted to be used in any area where smoking is prohibited.

There shall be a collective responsibility binding management and employees to achieving the aims of this Policy through allocation of resources and education.

Support and assistance will be provided by Regis Resources to those employees wishing assistance in quitting smoking.

Success in this endeavour is dependent upon the active involvement of every employee of the Company and its contractors as well as visitors occupying a Regis Resources workplace.

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

31 October 2023

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Ltd