

WORKPLACE REHABILITATION POLICY

Regis Resources Ltd recognises that there are substantial benefits to be gained from injury rehabilitation principles and practices and is committed to implementing them. Experience has shown that workplace rehabilitation assists the healing process and assists the worker to return to normal duties.

Regis Resources is committed to:

- Providing a safe and healthy work environment, however, in the event of any workplace injury or illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice;
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited;
- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality;
- Ensuring all workers are aware that, in the event of an injury or illness, they will be consulted to develop their rehabilitation plan for a structured and safe return to work that will not disadvantage them;
- Complying with legislative obligations with respect to the standard of rehabilitation;
- Adopting a multidisciplinary approach to rehabilitation as required;
- Making available and use appropriate resources for injury management processes; and
- Embedding awareness and adoption of this Policy throughout the management team.

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

31 October 2023

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Ltd