

BULLYING, DISCRIMINATION & HARASSMENT POLICY

Regis Resources Ltd is committed to providing a positive working environment free from any form of bullying, discrimination or harassment. We do not tolerate conduct that demeans another person, unreasonably interferes with another person's work performance or creates an intimidating, abusive, hostile or offensive work environment.


Regis will, so far as is practicable:

- Consult with workers and safety and health representatives in order to ensure that adequate systems are in place to prevent or stop bullying, discriminatory or harassing behaviour;
- Implement adequate policies and procedures including procedures for reporting and investigating workplace bullying, discrimination or harassment issues;
- Provide information and training on the relevant policies and procedures;
- Appoint a person(s) at each workplace as the initial point of contact for enquiries, concerns and complaints;
- Investigate reported concerns and complaints confidentially, within a reasonable time period, determine actions, if any, and notify the worker(s) of the outcome;
- Ensure that no complainants and/or witnesses are victimised or disadvantaged in their employment conditions or opportunities through notifying a claim or report; and
- Monitor indicators of workplace bullying, including absence from work, turnover of staff and results of formal exit interviews.

All employees should:

- Understand this Policy and incorporate it into their daily work practices;
- Avoid adversely affecting the safety or health of any person in the workplace through any act or omission which includes engaging in bullying, discriminatory or harassing behaviour;
- Where employees are in a position of authority, take steps to stop bullying, discriminatory or harassing behaviour if and when it happens; and
- Provide detailed information to enable concerns raised to be investigated and resolved.

Any person breaching this Policy will be subject to disciplinary action, including instant dismissal.

A handwritten signature in black ink, appearing to read 'Jim Beyer', is written over a horizontal line.

31 October 2023

Jim Beyer

Managing Director and Chief Executive Officer

Regis Resources Ltd