

MENTAL HEALTH & WELLBEING POLICY

Regis Resources Ltd believes that the mental health and wellbeing of our staff is key to organisational success and sustainability. It is committed to promoting the mental health and wellbeing of all staff through workplace practices and encouraging staff to take responsibility for their own mental health and wellbeing.

Regis will work to:

- Establish and continuously improve an inclusive and supportive workplace environment and culture that supports mental health and wellbeing;
- Increase employee knowledge and awareness to identify and respond to mental health and wellbeing issues and behaviours;
- Reduce the stigma associated with mental ill-health and promote recovery through return to work;
- Promote good health and wellbeing and where practicable prevent the onset of mental ill health through addressing risk and protective factors;
- Consult with workers and safety and health representatives in order to ensure that adequate resources and systems are in place to achieve our objectives;
- Implement adequate policies and procedures including those for managing risk factors, which may affect mental health and wellbeing;
- Provide information and training on the methods for preventing and detecting signs of mental illness; and
- Provide an Employee Assistance Programme that is free and confidential.

All Employees should:

- Actively support and contribute to the implementation of this Policy, including its objectives;
- Take reasonable care of their own mental health and wellbeing; and
- Take reasonable care that their actions do not affect the health and safety of other people in the 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