



WHISTLEBLOWER PROTECTION POLICY

Renascor Resources Limited

1. Overview

The Whistleblower Protection Policy (“the Policy”) is one of a number of Policies and Codes that promotes a culture of compliance, honesty, and ethical behaviours within Renascor Resources Limited and its subsidiaries (The Group).

The Group’s aim is to encourage staff to report any wrongdoing in good faith and in an environment free from victimisation so that the Board and Senior Management can adequately manage risk and cultural issues within the Group.

2. Scope

The Policy applies to all staff and consultants in all businesses and subsidiaries (including all offshore locations) within the Group.

It sets out the minimum requirements for the Group. Where the Company operates overseas jurisdiction and that overseas jurisdiction imposes a higher standard, those local standards are deemed to be incorporated into and to supplement the Policy.

3. Rationale

The Board of Directors and Management encourage all staff to report wrongdoing. All staff should feel confident and comfortable about reporting wrongdoing.

The Board of Directors and Senior Management are committed to protecting and supporting the dignity, wellbeing, career and good name of anyone reporting wrongdoing.

3. What is “wrongdoing”?

Examples of wrongdoing include, but are not limited to, the following:

- a breach of regulations or laws;
- a breach of Renascor Resources’ Policies and Codes;
- dishonest or corrupt behaviour, including soliciting, accepting or offering a bribe, facilitation payments or such other benefits;
- fraudulent activity;
- illegal activity (including theft, drug sale / use, violence or threatened violence and property damage);
- impeding internal or external audit processes;

- improper behaviours relating to accounting, internal accounting controls, actuarial, or audit matters;
- an activity that poses a substantial risk to the environment;
- a serious impropriety’;
- conduct endangering health or safety;
- a substantial mismanagement of the Group’s resources;
- conduct that is detrimental to Renascor Resources’ financial position or reputation;