



Whistleblower Protection Policy

1. Introduction

- 1.1. Renascor Resources Limited ACN 135 531 341 (“the Company”)’s 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 the Company.
- 1.2. The Company’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 assess allegations of wrongdoing and manage risk and cultural issues within the Company.
- 1.3. This Policy applies to all applies to all personnel of the Company.
- 1.4. It sets out the minimum requirements for the Company.

2. Rationale

- 2.1. The Board of Directors and Management encourage all staff to report wrongdoing. All staff should feel confident and comfortable about reporting wrongdoing.
- 2.2. 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”?

- 3.1. Examples of wrongdoing include, but are not limited to, the following:
 - 3.1.1. A breach of regulations or laws;
 - 3.1.2. A breach of Renascor Resources’ Policies and Codes;
 - 3.1.3. dishonest or corrupt behaviour, including soliciting, accepting or offering a bribe, facilitation payments or such other benefits;
 - 3.1.4. fraudulent activity;
 - 3.1.5. illegal activity (including theft, drug sale / use, violence or threatened violence and property damage);
 - 3.1.6. impeding internal or external audit processes;

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- 3.1.7. improper behaviours relating to accounting, internal accounting controls, actuarial, or audit matters;
- 3.1.8. an activity that poses a substantial risk to the environment;
- 3.1.9. a serious impropriety’;
- 3.1.10. conduct endangering health or safety;
- 3.1.11. a substantial mismanagement of the Company’s resources;
- 3.1.12. conduct that is detrimental to Renascor Resources’ financial position or reputation;
- 3.1.13. bullying, intimidating or harassing behavior; and
- 3.1.14. concealment of wrongdoing.

4. Reporting wrongdoing

- 4.1. A staff member can report wrongdoing to the Chair of the Board of Directors, the Chair of the Audit and Risk Committee and/or the Company Secretary.
- 4.2. Any staff member that submits or receives a report must treat the matter confidentially.
- 4.3. The Policy does not prevent a staff member from reporting wrongdoing to a regulator under an applicable law or prudential standard.

5. Investigating wrongdoing

- 5.1. Investigations of wrongdoing will be conducted by the Chair of the Board of Directors and/or the Chair of the Audit and Risk Committee in a manner that is confidential, fair and objective. The investigation processes will vary depending on the nature of the wrongdoing and the amount of information provided.
- 5.2. For a report to be investigated, it must contain sufficient information to form a reasonable basis for investigation.
- 5.3. A Whistleblower will always be informed of the outcome of the investigation. In cases where the Whistleblower Investigator has not substantiated the allegations, an appropriate explanation will be made to the Whistleblower, subject to any privacy and confidentiality rights.

6. Whistleblower Protection

- 6.1. Any staff member reporting wrongdoing can seek advice from the Chair of the Board of Directors and/or the Chair of the Audit and Risk Committee prior to or after making a report.
 - The Chair of the Board of Directors and/or the Chair of the Audit and Risk Committee can protect the Whistleblower in a number of ways including, but not limited to, the following:
 - Ensuring confidentiality in the investigation.
 - Protecting, as far as legally possible, the staff member’s identity.
 - Offering a staff member leave of absence while a matter is investigated.
 - Relocating the staff member or other staff to a different work group or department.

7. Review of Policy

- 7.1. This Policy will be reviewed regularly by the Board having regard to the changing circumstances of the Company and any changes to this Policy will be notified to affected persons in writing. Personnel should communicate all comments and concerns about this Policy to the Company Secretary.