

Risk Management Policy



At Ramelius, we recognise that uncertainty is inherent in many things that we do. We continually manage risk to prevent and mitigate unwanted outcomes while benefiting from opportunities to be realised from appropriate levels of risk appetite.

We are committed to effectively managing risk by:

- Establishing our appetite for risk taking, articulating our risk appetite within the Risk Appetite Statement and managing our business within that appetite
- Maintaining a formal structure to enable ongoing evaluation of risk in the face of continuous change across all areas of our business
- Empowering our people to use risk management to support safe, efficient and effective work practices
- Applying the risk management process to ensure we maintain a fit for purpose control environment and drive improvement
- Ensuring we focus on emerging long term as well as immediate short-term risks
- Communicating significant risks to appropriate levels of Management and Board for review, monitoring and assurance

There are many inherent risks in mining that we must reduce to as low as reasonably practicable including personnel safety and the environment. We accept and manage other risks for the benefits to be realised – including our mineral resources, ore reserves and the gold price. We only succeed as a business, for our shareholders and other stakeholders if we understand, make decisions and effectively manage all significant risks.

It is expected that all Directors, Executives, Employees and Contractors (**Ramelius personnel**) will, where required:

- Proactively participate in formal risk management processes include structured workshops
- Take action to avoid or mitigate unacceptable risk where responsibility is assigned
- Engage in training and education to continually improve risk management practices
- Learn lessons from incidents and near misses and make required improvements
- Monitor and contribute to continuous improvement of our approach to managing risk

Mark Zeptner
Managing Director

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