

Whistleblower Policy



At Ramelius Resources Limited (Ramelius or the Company), a core value is being authentic. This means we act with honesty, integrity and respect, engaging in lawful, moral and ethical behaviour at all times in our dealings with employees, prospective employees, contractors, consultants and external stakeholders. We encourage everyone to 'speak up' and report improper, unethical or illegal conduct.

We are committed to enabling the identification and safe and secure reporting of any actual or suspected misconduct by another employee, prospective employee, member of the Board, supplier, contractor or consultant by:

- creating an environment that encourages whistleblowing
- providing a clear, fair and secure process for receiving, investigating and resolving all whistleblower reports
- supporting and protecting from detriment our employees and other eligible whistleblowers who make whistleblowing reports
- providing education and training on values, expected conduct and the procedure for whistleblowing
- ensuring the safety and security of any whistleblower and that they are not subject to victimisation
- confidentially and fairly resolving any whistleblower report in a timely manner
- taking disciplinary action where this is deemed appropriate
- learning lessons from and ensuring that there is no repeat of misconduct

Whistleblowing is how we stand by our values - by identifying and eliminating unacceptable behaviour.

It is expected that any person who is eligible:

- participates in required training and education
- engages openly and honestly with the whistleblower process, including participating in investigations when required
- reports any conduct that involves actual or potential:
 - breaches of the Code of Conduct, other policies or legal obligations
 - dishonest, fraudulent, corrupt or unlawful behaviour that may cause reputational, financial or non-financial loss or harm
 - action that endangers the health and safety of any person, the environment or the community
 - conduct that is otherwise considered to be unlawful, immoral or unethical

This policy should be read in conjunction with our RMS Whistleblower Procedure found on SharePoint

Mark Zeptner
Managing Director

July 2025