

# PEOPLE POLICY

## 1. PURPOSE OF PEOPLE POLICY

BCI Minerals Limited and its wholly owned subsidiaries (**BCI or Company**) are committed to creating an environment and culture which attracts, engages, and retains a diverse range of high performing individuals through fair hiring, employment, and employee development practices.

The purpose of the People Policy is to provide alignment for Board members, employees, consultants and contractors of the Company (Personnel) to ensure the professional application of BCI's vision, values, policies and people practices at all BCI work sites.

## 2. POLICY STATEMENT

We will:

- Ensure recruitment and selection processes are fair and equitable and hiring decisions are based purely on merit to attract the most suitable qualified person for the role.
- Ensure employees are rewarded fairly and competitively according to job level, market trends and individual skills, experience, and performance.
- Commit to a work environment that motivates people to strive to achieve their full potential through effective performance management processes, two-way communication and continuous feedback.
- Promote and encourage a culture of respect, diversity, inclusion and a workplace free from discrimination, bullying, victimisation, and harassment, and will take action when issues are noticed or raised.
- Foster an environment of mutual learning, respect, openness to other cultures and an appreciation of different perspectives, knowledge, and experiences where all people are provided with equal opportunity to succeed.
- Commit to providing an environment that is conducive to and enables continuous learning, growth, and development for its employees.
- Commit to creating a harmonious workplace that is flexible and considers the workforce of the future to enable our people to balance and achieve their whole life goals.
- Encourage diversity at all levels, regardless of age, gender, ethnicity, marital or family status, sexual orientation, race, cultural background, religious belief, or disability, recognising the benefit of diversity for Company performance and culture.
- Clearly articulate the BCI values and the behavioural expectations for all employees and incorporate these into our systems, practices and our daily interactions.
- All people at BCI are expected to demonstrate behaviours in the workplace which reflect our Vision, Values, and Code of Conduct.

- Ensure the privacy of BCI employees as well as the privacy of others.
- Review this policy annually to reflect the progress in achieving BCI’s key people objectives.



Alwyn Vorster  
 Managing Director  
 BCI Minerals Limited

## DOCUMENT CONTROL

Revision	Date	Description	Author	Approver
1	06/07/2022	Issued for Use	K. Boekeman	Board
0	24/07/2021	Issued for Use	C. Louw	Board
<b>Document Number:</b>		<b>BCI-HRS-POL-001</b>		<b>Total Pages: 2</b>

*Electronic documents, once printed, are non-controlled and may become outdated.  
 Refer to Electronic Document Management System for the current version.*