

PEOPLE POLICY



1. PURPOSE

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. BCI expects all its people to demonstrate behaviours in the workplace which reflect our Vision and Values, and Code of Conduct.

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 the Company's vision and values, Code of Conduct, and people practices at all Company work sites.

2. POLICY STATEMENT

We will:

- Ensure recruitment and selection processes are fair and equitable and hiring decisions are free of bias and based on values, competency and experience to attract the most suitable 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 transparent performance management processes that can contribute to achieving business and personal goals through effective performance.
- Promote and encourage a workforce culture of respect, diversity, inclusion and a workplace free from discrimination, bullying, victimisation, and harassment.
- Foster an environment of mutual learning, respect, openness to other cultures and an appreciation of different perspectives, knowledge, and experiences.
- Commit to providing a harm-free environment that is conducive to and enables continuous learning, growth, and professional development for its employees.
- Ensure all employees are adequately qualified, trained, and competent to carry out the work processes for which they have been employed.
- Encourage open and transparent two-way communication and feedback on task objectives, employee performance and employee development.
- 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, political views, or disability, recognising the benefit of diversity for Company performance and culture.
- Ensure the privacy of BCI employees as well as the privacy of others.
- Review this policy regularly to reflect the progress in achieving BCI's key people objectives.

A handwritten signature in black ink, appearing to read "David Boshoff", is written over a light blue circular stamp.

David Boshoff
Managing Director
BCI Minerals Limited

DOCUMENT CONTROL

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