



Introduction

At Metro Mining, we strive to be the Premier Bauxite Company and believe that our people and our teams are fundamental to delivering value to our stakeholders.

Metro is committed to providing a workplace that works together as a community, where every individual has a role to play. Our culture supports us to deliver high performance and high-quality, safe outcomes, where our team is empowered to do their best work.

Opportunity to Succeed

Providing opportunity to succeed is not only the right thing to do but makes business sense. It enables us to attract, retain, develop and motivate the best talent to support business growth wherever we operate.

Metro supports equality of opportunity, establishing a culture where everyone can achieve their full potential, where our management practices are based on fairness and solid foundations. We ensure there are no barriers to opportunities in employment, development and career progression for any employee due to unlawful or unethical decisions. Creating a culture where people feel safe to speak up to make improvements and when things may appear to be inappropriate.

At the heart of this approach is that Metro Mining expects everyone to give their best, work hard and contribute to growing and managing the business. In return, we will provide opportunity to outperform and progress based on fair, objective and effective business processes.

Metro Mining Commits to:

- Working relationships that are based on mutual trust and respect, acting honestly and with integrity as a core value;
- Value people's diverse beliefs and perspectives and promoting inclusion, fairness and equality;
- A safe and healthy workplace, where we look out for each other's physical and mental wellbeing;

- Deliver a culture and working environment where what you hear through word of mouth and recruitment processes is what you experience when you work with us;
- Creating opportunities to develop and train current and future team members;
- Accountability for our actions, we do what we say we will do;
- Rewarding skills, initiative, performance, development and conduct;
- Training to enable each individual to undertake their work safely and efficiently;
- Open and honest engagement and communication at all levels ensuring understanding of business context and decisions;
- Being the best FIFO environment through rosters, facilities and support programs;
- Providing regular employee feedback and career development pathways to ensure the workplace continues to be a fulfilling one.

Metro Mining Will Not:

- Accept any workplace harassment, discrimination or bullying and will report any unethical behaviour when we see it;
- End employment on performance as we commit to helping each other improve;
- Tolerate behaviour which breaches our values.

This People Policy covers all aspects of our business, including offices, mine sites and tenements.

Simon Wensley

Managing Director & Chief Executive Officer

Signed for and on behalf of Metro Mining Limited