



People Policy

Policy Number: P7.6

Introduction

At Metro Mining (“Metro”), we strive to be the Premier Bauxite Supplier 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 that, wherever possible, there are no barriers to opportunities in employment, development, and career progression for any employee. We strive to create a culture where people feel safe to speak up to make improvements and when they have concerns.

At the heart of this approach is that Metro Mining expects everyone to give their best, work hard and contribute to the business. In return, we will provide opportunities for our employees to learn, grow and progress.

Metro Mining Commits to:

- » Working relationships that are based on mutual trust and respect, acting honestly and with integrity as a core value.

- » Valuing people’s diverse beliefs and perspectives and promoting inclusion, fairness and equality.
- » Ensuring a safe and healthy workplace, where we look out for each other’s physical and mental wellbeing.
- » 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 support, develop and train both current and future team members.
- » Accountability for our actions, we do what we say we will do.
- » Rewarding skills, initiative, performance, development and conduct in-line with our values.
- » 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.
- » 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.
- » Tolerate behaviour which breaches our values.

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Policy Sponsor: General Manager – People & Culture

Policy Contact: People & Culture Team