



HERITAGE MINERALS

HUMAN RESOURCES POLICY STATEMENT



Heritage Minerals are committed to:

Establishing a means of providing suitable, safe, and secure support to Heritage Minerals workers when they travel or work in locations where there is a reason to suspect that a risk exists to their safety or wellbeing.

The objectives of this policy are to:

- Promote a participative management approach at all levels to facilitate increased job satisfaction and enhanced organisational effectiveness
- Provide structured training and career planning for workers
- Comply with provisions of relevant awards and agreements
- Maintain honesty, consistency, and integrity in the handling of worker relation matters, and adhere to equal opportunity principles at all times
- Recognise its responsibility as an employer and not take any action without considering the effect on both workers and stakeholders
- Encourage line management to deal with worker relations matters by providing structure, support and guidance
- Maintain effective recruitment procedures to ensure that competent workers are employed
- Utilise direct hire and minimise the use of contractors to situations where specialist skills are required which cannot be provided from within Heritage Minerals, or under other special circumstances.

Recognising workers as being Heritage Minerals most valuable asset, and that they are individuals with personal needs, who also share a common goal for the long-term success of Heritage Minerals.

Heritage Minerals Representative:	Malcolm Paterson	 HERITAGE MINERALS
Position:	Chief Executive Officer (CEO)	
Signature:		
Date:	03/05/2023	