



HERITAGE MINERALS

INDUSTRIAL RELATIONS POLICY

Heritage Minerals is committed to:

Maintaining and continually improving Heritage Minerals Management System certified to ISO 9001 Quality Management Systems.

- Developing commitment to the provision of a safe and enjoyable working environment, job satisfaction, training, and career options
- Developing and encouraging a co-operative and a flexible workforce to achieve real and sustainable improvements in productivity
- Fostering a commitment to customer satisfaction
- Encouraging and developing a full level and range of skills, innovation, and excellence
- Fostering commitment to Heritage Minerals integrated management system.

To maintain this industrial relations policy, it is the responsibility of each manager and supervisor to ensure that interaction between workers in Heritage Minerals is completely free from restriction or harassment.

This industrial relations policy is aimed at promoting a harmonious and productive working environment. The guiding principles when dealing with workers, trade unions and or their representatives is that:

- Heritage Minerals respects and enforces the rights of workers as provided by the state and federal legislation, including their freedom of choice to be or not to be a member of a trade union
- All matters arising because of worker grievance, dispute or difficulty must be managed as prescribed by the issue management process as contained in each operation applicable industrial agreement. The final stage of this process is the Australian Building and Construction Commission (ABCC) for point of reference and confirmation, workers are encouraged to utilise the issue management procedure and process, without fear or threat of prejudice
- At no stage must Heritage Minerals enter into arrangements which provide financial benefit to trade unions or other third parties, in relation to the procurement of industrial awards and or agreements, or for the purpose of ensuring a dispute free workplace
- Establishing performance indicators to measure and improve our performance
- Heritage Minerals must apply merit-based principles in its management practices and must ensure that worker selection, promotion, counselling, training, development, and termination is conducted solely on objective criteria and personal merit.

Heritage Minerals believes that following our industrial relations policy is a fundamental part of our social and governance program with adherence.

Name: Peter Mellor
Position: Chief Executive Officer (CEO)
Signature: 
Date: 24/02/2026

