OUR POLICIES

PEOPLE

Black Cat Syndicate Limited ("**Black Cat**" or "**the Company**") is committed to respecting human rights and creating a supportive, diverse and inclusive workplace, that empowers our people to achieve their full potential. This policy should be read in conjunction with the Diversity Policy.

This commitment is endorsed by our Board and the leadership team. It is the responsibility of all personnel to act in such a way as to create a working environment in which human rights are respected.

Black Cat will take reasonable and practical steps to meet this commitment through the implementation of a management system and processes focused on:

- Operating in accordance with applicable workplace and employment laws.
- Encouraging a positive and inclusive workforce culture where personnel uphold our values and Code of Conduct; promoting fairness, equity, and respect for all aspects of diversity and an elimination of unfair treatment.
- Establishing grievance reporting mechanisms that allow concerns, including reports of inappropriate behaviour, unfair treatment, and violations of human rights, to be raised, addressed, and responded to in a timely and meaningful manner.
- Attracting and retaining a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located, ensuring recruitment and selection practices result in a diverse range of candidates being considered
- Ensuring employees are rewarded fairly and competitively according to job level, market trends and individual skills, experience, and performance.
- Ensuring all Employees are adequately qualified, trained, and competent to carry out the work processes for which they have been employed.
- Identifying and addressing pathways to increase workforce diversity through the establishment of programs and measurable goals.
- Implementing performance management processes that can contribute to achieving business and personal goals through effective performance and learning and development opportunities.
- Empowering our leaders to make right and fair decisions.

The commitment in this policy is underpinned by Black Cat's responsible operating framework that is integral to all aspects of our business.

This policy should be followed by all Black Cat personnel including employees, contractors, suppliers or visitors.

Paul Chapman
Chairperson

James Bruce
Managing Director