

Social Harmony and Human Rights Policy

POLICY STATEMENTS

1. Our teams will develop lasting relationships with our stakeholders aiming to reach mutually agreed objectives with shared involvement;
2. Our team leaders and team members will be trained to understand that our work must integrate community relations, and the protection of worker's and human rights in our management systems and behaviours;
3. Our aim is to maintain our social licence to operate. Therefore, we have identified the risks to our social licence and will continue to address these risks with the following actions:
 - a. To reduce the potential for misunderstanding, we will engage in accurate and timely consultation to discuss our short- and long-term plans aiming to address stakeholder concerns;
 - b. Our business involves a broad range of risks that we share with our community stakeholders. We will share our success through partnerships to implement sustainable community development programs with a focus on investment in economic development and human capital;
 - c. We have reasonable systems to control our social risks. We will regularly review and audit our performance, and that of our supply chain, on community relations, and security and human rights matters relative to our stated policies and standards;
4. Our people and our contractors will be trained to understand our social obligations and objectives, and the need to build and foster strong links with our stakeholder community partners;
5. We respect the social, economic, cultural, and customary rights of indigenous people;
6. We will implement reasonable procedures on ethical conduct, and security and human rights that are aligned with the voluntary principles;
7. We will recognize positive community relations and the protection of human rights performance with symbols of appreciation; and
8. We will publicly report performance on community relations, and security and human rights matters.



Fred Stanford
President and Chief Executive Officer