

## GROUP PRINCIPAL POLICY: EMPLOYEE WELFARE

Our employees are at the heart of what we do; their welfare is paramount.

Operations are required to have policies and procedures in place to ensure the welfare and well-being of our employees. Each such policy, if implemented, must be adhered to by the operation and be capable of monitoring. Such policies and procedures should include the following (where appropriate):

- Diversity
- Domestic and occupational safety
- Education
- Equality
- Gender
- Grievance and Disciplinary
- Harassment
- Health care
- Housing
- Personal development
- Sanitation

The responsibility for achieving compliance with this policy is devolved to the leadership of each operation. Each operation has nominated an individual with specific responsibility for employee welfare.