

PYBAR MINING SERVICES PTY LTD (PYBAR) is committed to the effective delivery of services to our customers in accordance with our Values. The Company is committed to the principle of fair and equitable employee management. This commitment is unequivocal, and in the course of our business activities we will:

- undertake employment in accordance with the requirements of State, Territory and / or Commonwealth legislation identified by the Company's Employment Management Plan;
- where legislative requirements do not adequately protect employees, we will, where necessary, develop and apply internal standards that minimise any adverse impact upon employees resulting from our business operations;
- ensure all employees have the greatest opportunity to contribute to and where practical, participate in aspects of Company business that affects them;
- establish control processes and educational programs to minimise and where possible, eliminate sexual, racial and other discriminatory behaviours and harassment in the workplace;
- establish a fair and equitable disciplinary procedure and a process for notifying employees of poor performance/behaviour;
- establish a fair and equitable employee appraisal and development process;
- establish employment opportunities and work practices that do not discriminate against an employee or job applicant because of their age, sex, condition, race, religion, marital status, or sexual preference; and
- provide employees with an effective and competitive remuneration review process.



**Brendan Rouse**  
**Chief Executive Officer**  
**PYBAR MINING SERVICES PTY LTD**

Date: 19/07/2017