

## People Policy

The success of our business comes from the accomplishments and well-being of our employees and partners. Our goal is to build a workplace culture that fosters leaders and allows every person to thrive, contribute and grow. This Policy reflects our commitment to employees and to those with whom we work. It outlines the commitments we make to select and develop our employees, and to establish a work environment where everyone can take an active part in reaching our strategic goals while feeling a sense of pride in working at Coztrix.

**We are committed to the success of all our employees.** We believe our talent is a competitive advantage, and our investment in our employees is consistent with that philosophy. We focus on training and development, performance management, succession planning and talent management. We develop and implement training programs to support capacity building of the local workforce. As needed, Coztrix may deploy international assignees for individual development and to satisfy critical business needs.

**We treat all people with respect.** We are committed to an environment where employees engage collaboratively and respectfully with one another. We do not adversely discriminate against one another on the basis of national origin, race, religion, gender, sexual orientation, disability, age, or any other attribute that is protected by local laws. Sexual harassment or harassment in the form of bullying, rude, disrespectful behaviour, or upon legally protected categories is not allowed. Coztrix prohibits any threats or acts of violence while conducting business on or off Company premises.

**We make employment decisions fairly.** Our capability to operate and grow our business requires a skilled workforce. We seek to recruit, place, promote, compensate, and retain employees on the basis of their qualifications for the work to be performed, including experience, merit, and other work-related criteria. We develop and communicate procedures – in consultation with stakeholders – that promote equitable and transparent recruitment practices.

**We value diversity and promote an inclusive work environment.** We are on a journey to global inclusion and diversity. We welcome employees from a wide range of cultures and races. We seek to maximise local employment and to increase diversity in our workforce to better reflect the communities where we operate. We desire a work environment where all employees feel valued and are encouraged to contribute to their fullest potential.

**We investigate workplace complaints.** Coztrix is committed to open and honest communication at all levels of the organisation. Employees are expected to raise questions

and concerns and are encouraged to do so through their chain of command. We also have a formal process for anonymously raising workplace complaints; all allegations raised through this process are appropriately investigated and corrective action is taken when merited. We prohibit retaliation toward an employee bringing forward a complaint, grievance, or question.

**We compensate in a fair and equitable manner.** We realise that in order to recruit, engage and retain the best people, we must provide a vision of Coztrix as a compelling place to establish a meaningful and robust career with both financial and growth opportunities. A core component of this is our Total Rewards program, which includes a compensation philosophy that ensures a competitive and consistent compensation position in all locations. We comply with all local laws pertaining to work hours and overtime, and we do not engage in, or condone, any form of child, forced or compulsory labour at any of our premises.