

Human Resources Policy



TECHNOLOGY DEFINING PRODUCTIVITY

At CR our vision is to be collaborative partners with the world's best miners, delivering innovative solutions and improved mining productivity to our customers around the world. While what we achieve is important – so is how we work and act to achieve it.

How we work is guided by our Values: Zero Harm, Customer, Integrity, Collaboration, Accountability, Respect and Excellence. We live these values every day, they guide our decision making and how we work with each other, our customers, suppliers, contractors, shareholders and anyone we interact with in our business every day.

Our Code of Conduct brings our Values to life and reminds us why it is important for all team members to work within our Values as our guiding principles, setting a standard of behaviour and how we should treat others and how they should treat us. Our commitment is not to compromise on our Values, our Code and our responsibility to each other and to our wider community.

CR is committed to diversity, inclusion and equal opportunity. We recognise that diversity and inclusion is a fundamental element of our business success, without discrimination on the basis of age, gender, race, disability, religion or sexual orientation. Having a diverse and inclusive culture improves decision making and problem solving and creates a more collaborative, innovative and high performing organisation.

CR puts safety first and recognises the paramount importance of providing working environments where team members, customers and suppliers are safe from harm. It is the responsibility of all team members to ensure commitment to safety and environmental requirements at all times.

Our team members, and those who work with us should speak up if they see something that might contradict our Values and Code of Conduct. Retaliation against anyone will not be tolerated. CR strives to provide a fair and just working environment, ensuring that all employees have access to processes for the resolution of genuine workplace grievances. The grievance process encourages fairness, impartiality and the resolution of grievances as promptly as possible with the utmost confidentiality.

It is the responsibility of all within CR to become familiar with our Values and Code of Conduct and honour them in their work every day. Our leaders set the standard and create our culture where team members feel engaged and supported in their professional development to be their very best.

I thank you for the authenticity and passion you bring to CR and for your commitment to living our shared Values each day.

A handwritten signature in blue ink that reads "John Barbagallo".

John Barbagallo
Chief Executive Officer
June 2021