

# Human Resources Policy

CR has a vision to be a respected collaborative partner with the world's miners, helping deliver 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 our outcomes.

How we work is guided by our Values of Zero Harm, Customer, Integrity, Collaboration, Accountability, Respect, and Excellence. We live these values every day, and 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.

Epiroc's 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 guiding principles, setting standards of behavior and how we should treat others and how they should treat us. Our commitment is not to compromise on our Values, our Code of Conduct and reinforces our responsibility to each other and to our wider community.

CR is committed to diversity, inclusion, and equal opportunity. We recognize 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.

Safety is central to our Zero Harm value, and we recognise the paramount importance of providing working environments where team members, customers and suppliers are free from harm. We require all team members to commit to safety, environment, and sustainability excellence 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 understand and support our Values and Code of Conduct and honor them, in our work, every day. Our leaders are expected to set the standard and create a culture where team members feel engaged and supported in their work and development, to give their very best.

I thank you for the dedication you bring to CR as part of Epiroc, and for your commitment to living our shared Values each day.



**Paul Scutt**  
Vice President GET  
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