

<b>Title:</b>	Human Resources Policy – Dumont Project		
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<b>Approved by:</b>		<b>Date approved:</b>	
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Magneto Investments L.P. ("Magneto") considers that the use of responsible hiring and employment practices is an important component for the Dumont Project.

## 1 PURPOSE

Establish a framework to recruit and retain a qualified, skilled and competent workforce.

## 2 GOALS

Have sufficient and competent staff to execute the Dumont Project safely and effectively.

### **Magneto Investments L.P. therefore will:**

#### *Hiring*

- Enforce the principle of non-discrimination in every aspect of human resource management, with particular attention to employee recruitment, training, promotion and career development.
- Prioritize local labour, given equal abilities.
- Communicate job opportunities locally.
- Establish hiring criteria that take education levels into account to promote student retention.

#### *Training*

- Invest in training to ensure Magneto always has a skilled workforce.
- Work with local institutions or government agencies for training needs, especially in cases of labour shortages.

#### *Health, Safety and Environment*

- Require employees to continuously improve the Health, Safety and Environment performance level.

#### *Labour Relations*

- Respect human and labour rights in accordance with current standards and regulations.
- Promote non-discriminatory behaviour among all employees.

#### *Reporting*

- Use existing or recognized guidelines to report on the implementation of the Human Resources policy.