

POLITIKA LJUDSKIH RESURSA

Tethyan Resources d.o.o. Beograd je posvećen stvaranju radne atmosfere koja je sigurna, pravedna i raznolika, i kulture koja podstiče na rukovođenje i dozvoljava svakoj osobi da doprinese na svoj način i shvati svoj potencijal. Dobre prakse zapošljavanja su od presudnog značaja za razvoj radne snage koja poseduje potrebne veštine i kvalitete za podršku uspešnom, etičkom i odgovornom poslovanju.

Ne upuštamo se niti odobravamo bilo kakav oblik prisilnog rada dece na našim lokacijama. U našem pristupu radu vođeni smo pozitivnim lokalnim zakonskim praksama uz dodatne smernice koje pružaju međunarodni standardi, posebno osnovni standardi propisani od strane Međunarodne organizacije rada (ILO).

PRINCIPI

Tethyan Resources d.o.o. Beograd je posvećen:

- postupanju po svim važećim zakonskim propisima, standardima i drugim pravilima;
- pridržavanju principa jednakosti i pravednog postupanja prema radnicima bez diskriminacije po osnovu godina, pola, seksualne orijentacije, etničke pripadnosti, nacionalnosti, religije ili invaliditeta u procesima zapošljavanja, vrednovanja i napredovanja u karijeri;
- investiranju u edukaciju i treninge naših ljudi za rad na etičke, sigurne, zdrave i ekološki odgovorne načine, omogućavajući im pristup prilikama za razvoj;
- promociji inkluzivne i etičke radne kulture usklađene sa temeljnim vrednostima: Zajedništva, Održivosti, životne sredine i ljudi, u kojima je prepoznata vrednost različitosti, gde se svi radnici osećaju vrednim i ohrabruju

HUMAN RESOURCES POLICY

Tethyan Resources d.o.o. Belgrade is committed to building a working environment that is secure, fair and diverse and a culture that fosters leadership and allows every person to make a contribution and to realize their potential. Sound employment practices are crucial to the development of a workforce with the necessary skills and qualities to support a successful, ethical and responsible business.

We do not engage in, or condone, any form of child, forced or compulsory labour at any of our sites. Our approach is guided by positive local labour standards with additional guidance provided by international labour standards, in particular the International Labour Organization's core labour standards.

PRINCIPLES

Tethyan Resources d.o.o. Belgrade is committed to:

- complying with all applicable legal requirements and other rules, codes and standards;
- upholding the fair treatment of employees including no unfair discrimination in our hiring processes, remuneration and career progression, regardless of age, gender, sexual orientation, ethnicity, nationality, religion or disability;
- ensuring our people are trained to work in an ethical, safe, healthy and environmentally responsible ways and investing in our employees by providing appropriate training and development opportunities;
- promoting an inclusive and ethical working culture, aligned with our core values of Community, Sustainability, Environment and People, where the value of diversity is recognised, where all employees feel valued and



na doprinos u doseganju svog punog potencijala;

- redovnoj komunikaciji sa izabranim predstavnicima radnika;
- primeni dostupnog i transparentnog internog žalbenog mehanizma za radnike kako bi mogli podnositi žalbe napravljene u dobroj veri, a u vezi sa ponašanjima koja su u suprotnosti sa odredbom našeg Kodeksa ponašanja i/ili sa Pravilnikom o radu; i
- promovisanju dijaloga i harmoniji industriji, poštovanju principa slobode udruživanja i prava na kolektivno pregovaranje, pristupajući u duhu saradnje interesnim skupinama u vezi sa pitanjima vezanim za zapošljavanje.

encouraged to contribute to their full potential;

- engaging on a regular basis with recognised employee representatives;
- putting in place an accessible and transparent internal grievance mechanism for workers to raise complaints made in good faith about behaviours that run contrary to the provision of our Code of Conduct and/or our Rulebook on Labour; and
- respecting the principle of freedom of association and the right to collective bargaining, and taking a collaborative approach with stakeholders on employment-related matters with the aim of promoting dialogue and industrial harmony.

PRIMENA

Odgovornost za primenu ove Politike odnosi se na, ali nije ograničena na radnike Kompanije, izvođače i podizvođače, konsultante i ostale koji se bave poslovnim aktivnostima pod operativnom kontrolom Društva. Svaki radnik snosi odgovornost za postupanje po ovoj Politici. Menadžeri Kompanije odgovorni su za promociju i postupanju po Politici u svim poslovnim jedinicama ili odeljenjima.

PRAĆENJE I PREGLED

Nadzorni odbor će redovno pratiti sadržaj, delotvornost i implementaciju ove Politike ljudskih resursa. Može biti i nezavisnih revizija s vremena na vreme. Svi utvrđeni zaključci, nadopune ili poboljšanja će se primeniti u najkraćem mogućem roku.

APPLICATION

Responsibility for the application of this Policy rests with, but is not limited to, all Company employees and contractors engaged in these business activities under the Company's operational control. Every employee shares a responsibility for compliance with this policy. The Company's managers are responsible for promoting and ensuring compliance with the Policy and any relevant business units or departments.

MONITORING AND REVIEW

The Board will monitor the content, effectiveness and implementation of this Human Resources Policy on a regular basis. There may also be independent reviews undertaken from time to time. Any findings, updates or improvements identified will be addressed as soon as possible.



Materijalni prestupi odredbi ove Politike ljudskih resursa biće prijavljena Nadzornom odboru Kompanije i ESG Komitetu Nadzornog Odbora. Osoblje se poziva da da svoj komentar na ovu politiku ljudskih resursa i predloži načine za poboljšanje.

Material breaches of this Human Resources Policy will be reported to the Company's Board of Directors (Board) and the ESG Committee of the Board. Personnel are invited to comment on this Human Resources Policy and suggest ways in which it may be improved.

Sve komentare, predloge i pitanja potrebno je uputiti Nadzornom odboru.

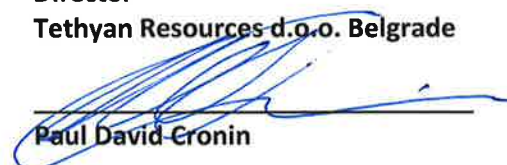
Comments, suggestions and queries should be addressed to the Board.

Direktor
Tethyan Resources d.o.o. Beograd



Paul David Cronin

Director
Tethyan Resources d.o.o. Belgrade



Paul David Cronin

Datum: 20.09.2021. godine

Date: 20th September, 2021