



HR POLICY

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Cladtek's vision is to be the world's leading supplier of CRA clad and lined products.

To achieve this vision, the Company needs to ensure that it employs, nurtures, encourages and trains outstanding people who embrace continuous improvement, are leaders in assuring quality, are focused on productivity and efficiency gains, and who understand the importance of meeting customer requirements such as timely delivery.

The primary objectives of the Company's Human Resources team are therefore to:

1. Ensure the company is continually working to source and retain the right people to fulfil the Company's vision
2. Develop appropriate systems of remuneration and reward to ensure that the Company not only attracts and retains the best people, but also provides an appropriate system of reward to reflect achievement that supports the vision.
3. Ensure that employees are trained and training is continuously updated to ensure all employees have a high level of skill appropriate to their position, are multi-skilled to the greatest extent practical, are ready to step into new roles as they become available, are aware of and implement world's best practice, and most importantly, are aware of expectations and understand their accountabilities.
4. Ensure that the Company is fair at all times in dealing with its employees, keeps proper records, and complies at all times with legal and regulatory requirements.
5. Ensure there is a high level of integrity in dealing with and amongst employees and ensure that there is good communication of goals, plans and objectives. Ensure that promises and commitments made are followed through: that we "say what we do and do what we say".

Cladtek is committed to:

- Providing equal opportunity in employment regardless of religious beliefs, gender, race, age or any other factor not related expressly to the skill and competencies applicable to the role and without discrimination against any individual or group.
- Providing a safe and enjoyable work place environment where people feel proud and happy to work and are able to share in the success of the Company.
- Ensuring the work place is free from bullying, or harassment, has open communication and operates with the highest degrees of trust and integrity at all levels.
- The principles espoused in SA8000 and compliance thereto.

A handwritten signature in black ink, consisting of a stylized, cursive script.

General Manager