

PEOPLE POLICY

1 PURPOSE

BCI Minerals Limited's and its subsidiaries (the "Company") ability to deliver the Company's strategy depends on our people. The Company is committed to creating an environment which attracts and retains high performing individuals through fair hiring and retention practices and by having stated principles which make clear expected behaviours in the workplace so that our people demonstrate the Company's Vision and Value. The Company is committed to diversity at all levels, recognising the benefit of diversity for Company performance and culture, as well as protecting the privacy of its people and others.

2 SCOPE

All Company offices, operations and sites.

3 DEFINITIONS

Word	Definition
BCI Employees	Employees, officers, directors and contractors of the Company.
Company	BCI Minerals Limited and its subsidiaries.
Investigation Officer	Means the General Counsel or such other person designated by the Remuneration and Nomination Committee from time to time.
Privacy Officer	Means the General Counsel or such other person designated by the Remuneration and Nomination Committee from time to time.

4 RESPONSIBILITY

All employees, officers, directors and contractors of the Company ("BCI Employees") must comply with this policy. Vendors and contractors must comply with section 5.2, 5.3 and 5.4 of this policy.

5 CONTENT

5.1 Recruitment and remuneration

The Company seeks to recruit, promote, remunerate and retain employees on the basis of their qualifications for the work to be performed, including experience, merit, and other work-related criteria. The Company seeks to ensure the most suitable person for the role is chosen in each case. To ensure recruitment and selection decisions are based purely on merit, the Company will implement recruitment procedures which reflect transparent and equitable hiring practices.

The Company will reward employees fairly and responsibly in accordance with the market and provide competitive rewards. To ensure a level of equity and consistency across the Company, the Board will approve a remuneration framework which sets out the principles by which employees are compensated.

5.2 Diversity

Diversity involves recognising and valuing the unique contribution people can make because of their individual background, unique skills and experiences. Diversity includes gender, age, ethnicity and cultural background.

The Company recognises that a diverse work force and Board enables the Company to access a broader set of perspectives which can lead to more effective decision making.

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The Company will adopt recruitment practices that promote diversity in the workplace. To the extent practicable (having regard to the size and business of the Company), the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations in respect of diversity in the workplace and at Board level.

5.3 Inclusive work environment

Equal opportunity results from creating a workplace that is fair and inclusive, applies fair and equitable employment practices and provides a working environment that will allow all employees to reach their full potential regardless of age, gender, ethnicity, marital or family status, sexual orientation, race, cultural background, religious belief or disability.

The Company will ensure that all BCI Employees have access to a work environment that is free from harassment, vilification, discrimination and victimisation. The Company will not permit unwanted conduct based on an officer, employee or contractor's personal circumstances or characteristics.

The Company will encourage open and transparent two-way communication and feedback on task objectives, employee performance and employee development.

Any complaints or reports of sexual, racial or other harassment or discrimination will be treated seriously and confidentially by the Company. Please see the Fair Treatment Procedure BCI-HR-PR-003-0 for further information.

5.4 Privacy

The Company respects the privacy of BCI Employees as well as the privacy of others. From time to time, the Company may collect personal information relating to BCI Employees, vendors, shareholders, job applicants and those who visit the Company's website. The Company will use such personal information for the purpose for which it was collected or to comply with lawful demands for such information and will do this by implementing procedures to ensure the protection of personal information of people who deal with the Company.

For further information concerning privacy, please refer to the Company's Privacy Policy available at https://www.bciminerals.com.au/images/files/corporate_governance/privacy-policy.pdf or speak to the Privacy Officer.

5.5 Reporting Responsibility

The Board will proactively monitor the Company's performance in meeting the objectives of this policy. The Board is responsible for ensuring sufficient resources are available to comply with this obligation in the required timeframe.

6 BREACH OF POLICY

Breach of this policy may lead to disciplinary action being taken against an employee or officer, including dismissal in serious cases or in the case of a contractor, termination of a contractor's contract.

7 REFERENCES

The following documents should be read in conjunction with this policy:

- Vision and Values

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- Fair Treatment Procedure BCI-HR-PR-003-0
- Employee Benefits Standard BCI-HR-ST-001-0
- Recruitment Procedure BCI-HR-PR-002-0
- Privacy Policy BCI-LEG-POL-004-0

8 DOCUMENT CONTROL

Version	Date	Description	Author	Approver
0	30/06/2017	People Policy	R. Ventouras	Board
A	26/06/2019	People Policy	S. Majteles	Board