

TRAINING POLICY



1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (BCI or Company) are committed to investing in our employees' capabilities.

The purpose of this policy is to provide the benchmark for employee training at BCI. The Company is committed to developing its employees, enhancing their skills, and fostering a high-performance culture.

BCI acknowledges the role of training in ensuring it meets its regulatory requirements and adapts to industry trends and changing organisational requirements.

2. POLICY STATEMENT

At BCI we are committed to:

- Building a sustainable learning framework that fosters growth, high-performance and adaptability within the workforce.
- Fostering a culture of lifelong learning, empowering employees to take ownership of their personal and professional growth by providing them with the necessary opportunities, tools, tuition reimbursements or assistance programs.
- Supporting new employees with a comprehensive onboarding program that embeds our Company vision, purpose, culture, policies, procedures, performance measures and accountabilities.
- Maintaining a safe, productive and compliant work environment by providing relevant and up-to-date training.
- Enhancing employee performance, job satisfaction and retention through targeted training opportunities and regular evaluation.
- Identifying and nurturing emerging leaders through targeted leadership programs, succession planning initiatives, and opportunities for mentorship and career advancement.
- Maintaining the requirements outlined in this Training Policy as well as the Training Standards and Procedures to ensure we meet both regulatory and organisational requirements.
- Periodically review this policy to ensure its effectiveness and relevance to the organisation's evolving needs and consulting with key stakeholders for necessary revisions.

DOCUMENT CONTROL

Revision	Date	Description	Author	Approver
0	15 May 2025	Issued for Use	L Rackham	Board
DOCUMENT NUMBER: BCI-TRN-POL-001				Total Pages: 2

Electronic documents, once printed, are non-controlled and may become outdated.