



Contract Mining | Mining & Construction Equipment

HUMAN RESOURCES POLICY	
POLICY TITLE – HUMAN RIGHT	
CUSTODIAN: HUMAN RESOURCES DEPARTMENT	
POLICY VERSION: 001	DATE: MARCH 2021

1.0 Purpose

This policy exists to inform employees and business partners that Rocksurre International Limited (RIL) provides a work environment free of discrimination and harassment, where every individual is treated with respect and dignity, have equal opportunities to make his/her contribution freely and fully without any harassment and discrimination.

2.0 Policy Statement

- a. RIL believes that a business can only flourish in societies where the rights of all individuals are highly respected and protected and so does not and will not tolerate any workplace harassment or discrimination.
- b. RIL is committed to providing a highly confidential, trustworthy and conducive procedures for the reporting of any form of harassment or discrimination against anybody.
- c. RIL will pay particular attention to individuals like women who may be at greater risk of negative human rights impacts due to their vulnerability and marginalisation.

3.0 Scope

RIL Human Right Policy applies to all employees, anyone doing business for or with RIL and others acting on RIL’s behalf.

4.0 Guidelines

RIL conducts its business in a manner that respects the rights and dignity of employees including contractors and seeks to comply with all applicable laws and regulations of the country.

- a. All employees must support and uphold the right to equal treatment without harassment or discrimination.
- b. Any individual found to have engaged in workplace discrimination or harassment on the basis of any form will be subject to disciplinary action of the company.
- c. RIL does not use child or forced labour in any of our operations.
- d. RIL respects its employees’ right to join a Trade Union and does recognize employees’ representation in accordance with local law.

5.0 Non-Compliance

Breaches to this policy are treated as serious misconduct and those found not following the standards set shall be dealt with accordingly including disciplinary action.

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