

Employment Sustainability Policy				MRG-POL-25
Rev: 4.0	Next Rev Date: 1 <sup>st</sup> July 2028	Issue Date:	1 <sup>st</sup> July 2024	

## EMPLOYMENT SUSTAINABILITY POLICY

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### 1. Purpose

Metro Resources Group Pty Ltd (MRG) is committed to sustainable business practices that deliver positive economic, social, and environmental outcomes. This Sustainability Policy outlines our dedication to promoting workforce stability, social value, and responsible resource management across all operations and projects.

### 2. Scope

This policy applies to all MRG operations, projects, employees, contractors, suppliers, and stakeholders.

### 3. Policy Statement

MRG recognises the critical role that sustainable employment plays in delivering long-term value to our workforce, clients, and communities. We are committed to:

- Creating and maintaining Sustainable Jobs in line with project requirements and industry best practice.
- Ensuring at least 30% of the workforce engaged on projects are employed in Sustainable Jobs, as per Head Contracts and Client obligations.
- Fostering employment conditions that promote workforce retention, skills development, and career growth.
- Minimising environmental impacts and implementing resource-efficient practices in all operations.
- Supporting diversity, inclusion, and equal opportunity within our workforce and supply chain.

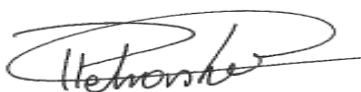
### 4. Sustainable Jobs Commitment

Approximately 85% of MRG's workforce are employed in roles meeting or exceeding the 26-week minimum employment threshold, thereby qualifying as Sustainable Jobs.

This is achieved through:

- Structured employment contracts that support long-term project delivery and workforce stability.
- Deployment of multi-skilled personnel across sequential and concurrent projects to maximise continuity and efficiency.
- Retention and development programs designed to enhance career pathways, promote workforce loyalty, and reduce turnover.

MRG will continue to prioritise Sustainable Jobs as a fundamental component of project planning and delivery.



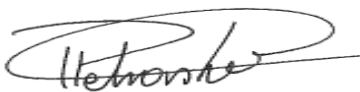
**Peter Petrovski**  
**Managing Director**  
1<sup>st</sup> July 2024

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## 5. Implementation

To deliver on this policy, MRG will:

- Embed sustainable employment practices in all project workforce planning and management.
- Monitor and report workforce sustainability metrics to clients and stakeholders.
- Engage with suppliers and subcontractors who share our commitment to sustainability and social value.



**Peter Petrovski**  
**Managing Director**  
1<sup>st</sup> July 2024