

South West Pinnacle

Explore the future

EQUAL EMPLOYMENT POLICY

South West Pinnacle Exploration Limited supports equal opportunity in employment for all people. It is good management practice to ensure the right people are selected for the right job.

All managers and supervisors are responsible for making sure their employees are not discriminated against and that opportunity for promotion is the same for all personnel. Included in this responsibility is that no person is to be subjected to any form of sexual harassment.

South West Pinnacle Exploration Private Limited supports this legislation and all appointments and promotions are made solely on the basis of an individual's skills, knowledge and qualifications.

South West Pinnacle Exploration Limited administers an Equal Employment Opportunity (EEO) program that includes, but is not limited to:

- An analysis of the workforce to form a company profile.
- Reviewing and developing personnel policies and practices to ensure they are efficient and do not discriminate.
- Informing employees about equal opportunity issues.
- Providing training and development for managers and supervisors involved in the recruitment and promotion of staff, and
- Continual review of publications, advertisements and documentation to ensure they do not discriminate.

All employees who believe they have been subjected to discrimination or sexual harassment should first advise their immediate supervisor, who will investigate any complaint in strict confidence. If this is inappropriate, the matter may be raised with the general manager for investigation.

Dated: 17th November 2017

Signed by: Vikas Jain – Managing Director