



## EMPLOYEE RELATIONS POLICY

Lunar Mining recognises that employee relations are an integral part of the line management function and that open, harmonious relationships are conducive to high levels of employee satisfaction, productivity and quality workmanship.

Managers understand that the employees of Lunar Mining are its single most important resource, to be managed accordingly.

All Lunar Mining employees have the responsibility for developing and maintaining sound working relations through the active practice of;

### **Teamwork:**

Work constructively with other members of the team, encouraging their personal development in the interests of Lunar Mining.

### **Communication:**

Contribute to effective communication by sharing information openly with each other and listening to others.

### **Respect:**

Treating people equitably and considering individual needs – their similarities and differences.

### **Integrity and Honesty:**

Developing trust and exercising openness, integrity and honesty in everything we do.

Consistency of approach is an important objective of employee relations at all levels within Lunar Mining. The relevant Managers will actively participate in the resolution of any disputes or grievances that occur.

Signed:

Brad Comiskey  
Director

Glenn Dickson  
Director