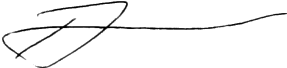


# BULLYING, HARASSMENT & DISCRIMINATION POLICY

<b>Date Created:</b> 23 October 2023	<b>Document Number:</b> TNC_HR_001	<b>Version Number:</b> V1	<b>Policy/Procedure Holder:</b> General Manager - People & Culture
<b>Review Period:</b> 1 Year	<b>Authorised By:</b> Board of Directors	<b>Authorisation Signature:</b> 	<b>Date Authorised:</b> Oct 27, 2023

## Purpose

True North Copper (the Company) is committed to creating a healthy and safe work environment free from bullying, harassment, and discrimination. The Company expects all employees to treat each other with fairness and respect. It is our policy to strictly prohibit bullying, harassment, and discrimination. The Company will not tolerate any form of bullying, harassment, and discrimination.

## 1. Our Commitment

The Company will provide a fair, equitable and respectful work environment that is free from bullying, harassment, and discrimination.

Specifically, we will:

- Expect that all employees are treated equally and with respect.
- Comply with all relevant workplace harassment, bullying & discrimination legislation, including all relevant legislation and regulations.
- Not accept any form of workplace harassment, bullying & discrimination.
- Resolve potential grievances and disputes through following a systematic, fair, and efficient process.
- Put measures in place to ensure that all employees, contractors and visitors understand what the Company's minimum workplace behaviour expectations are.
- Promote a culture where employees feel comfortable to raise concerns about harassment, bullying and & discrimination and seek support if required.

The responsibility and accountability for the expected standard of behaviour rests with every employee. Employees shall at all times demonstrate their commitment to fulfil their obligations to this Policy.

The Company's commitment to providing a workplace that is fair and free of bullying, harassment and discrimination in any form will include, but is not limited to, ongoing review of all policies and practices relating to performance management, counselling and discipline, recruitment, redundancy and redeployment.

This Policy is to be communicated to all our employees, contractors and visitors and the Policy statement shall be displayed at the workplace.

We will review this policy periodically so it remains relevant to the needs and scope of our operations and the business in general.

It is a violation of the Company's policy for any employee to bully, harass or discriminate against another employee, or another person in the work environment. Retaliation against or intimidation of any employee who has complained of a violation of this policy is also strictly prohibited.









# Bullying\_Harassment\_Discrimination\_Policy-TN C\_V1-for\_signature

Final Audit Report

2023-10-27

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