



**ILUKA**

# People Policy

Our people are at the core of our business.

At Iluka, we are committed to building and maintaining an engaged and diverse workforce, representative of the communities in which we operate.

Delivered through our people, our company purpose is to deliver sustainable value. Underpinning this is the enduring priority we place on the health, safety and wellbeing of our employees and our company values of integrity, respect, courage, accountability and collaboration.

We seek to provide a workplace where our people gain a sense of achievement and are supported to perform at their best.

We will:

- strive to provide a safe, inclusive and respectful workplace;
- create a culture of trust and accountability;
- respect and encourage diversity in a workforce that reflects our communities;
- engage and retain people who exhibit behaviours aligned to our values and culture;
- provide strong leadership to empower and inspire our people;
- offer equitable remuneration, reward and recognition based on performance and achievement of results; and
- provide opportunities to develop and progress based on merit.

**Tom O'Leary**  
**Managing Director**  
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