



ILUKA

People Policy

We seek to attract and retain the best people while building and maintaining a diverse, sustainable and high achieving workforce.

Our company objective is to create and deliver value for shareholders and our values are centred on Commitment, Integrity and Responsibility.

We recognise that leadership at all levels is required to create alignment of purpose which, together with the right resources, is crucial to the achievement of extraordinary performance.

Within that context we seek to provide a workplace in which our employees gain a sense of achievement based on the principles of accountability, commerciality and engagement.

We will :

- aim to recruit and retain people who exhibit Commitment, Integrity and Responsibility;
- strive to provide a safe workplace where employees are treated with dignity and respect;
- respect and encourage diversity in a workforce that reflects our communities;
- demonstrate strong leadership to align, empower and inspire our people;
- offer fair remuneration and reward based on performance; and
- provide employment and development opportunities based on merit.

Tom O'Leary
Managing Director

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