

PEOPLE POLICY



Purpose

Atlas is committed to providing a great place to work for all employees and contractors. We believe a well-trained, competent, and motivated workforce is essential to the growth and sustainability of Atlas. We aim to create a lean and innovative culture that promotes strong teamwork and attracts and retains high performing people from diverse backgrounds who achieve great outcomes and strive to reach their full potential.

Policy Statement

- We recruit based on position requirements and acknowledge the benefits of all types of diversity, including gender, age, ethnic or social origin, sexual orientation, disability, family responsibilities, politics, or religious beliefs.
- We treat each other and the people outside of our company the same by demonstrating the Atlas values of Excellence, Indomitable Spirit, Win-Win, Agility and Trust.
- We enable an environment of achievement and success by providing clear expectations, goals and feedback on performance.
- We believe that attitudes and mindset are the driver of behaviour as they serve to influence and direct what people say and do.
- We encourage the challenging of inappropriate behaviour at any level of the organisation and never walk past anything unsafe or accept poor behaviours without addressing the issue.
- We are committed to providing a psychologically safe environment that is conducive to and enables continuous learning, growth and development for employees and contractors.
- We provide systems that support the way we work and create the employment conditions we need to enable us to be a lean and innovative organisation.
- Our remuneration processes are structured to ensure that we are equitable and maintain a competitive position in the market. We seek to attract high calibre people and to retain, develop and motivate them in part, by providing a tangible link between performance and reward.
- We encourage employees to reach their full potential by providing the support and opportunities to learn and develop and through internal mobility take on new positions and development opportunities.
- We are committed to have our demographic makeup represent the communities in which we live and operate.
- We do not tolerate sexual harassment, bullying, discrimination, harassment, or unethical behaviour in the workplace and will maintain a safe and inclusive work environment that supports diversity.
- We do not misuse employment for personal advantage and provide a fair and equitable process for those employees who leave the business which allows them to provide feedback to Atlas.
- To ensure fair treatment we provide feedback, escalation, and grievance mechanisms for employees and external parties.

Gerhard Veldsman

Chief Executive Officer

Date: January 2024