

Group Policy

WORKFORCE DIVERSITY

Capital Limited group of company's operations span the globe in geographically and culturally diverse and often remote locations and/or in emerging markets. We are committed to be a leading mining services organisation with a workforce that reflects the diversity of the broader communities in which we operate.

We support the UN Universal Declaration on Human Rights and respect diversity of perspectives, skills, experience, economic status, language, relationship status, ethnicity, culture, tribal/community tradition, gender, age, religion, sexual preference, Aids-HIV status, disability, freedom of association or any other unique lawful difference between humans or the societies in which they exist.

Embracing differences ensures we:

- Are committed to Equal Employment Opportunity;
- Focus attention on business needs rather than personal differences thereby enhancing our productivity and team performance;
- Reflect the diverse communities in which we operate; and
- Create a competitive advantage in our ability to collaborate and be flexible across a broad sector of people in the markets we choose to operate in.

We will not tolerate any form of harassment, bullying, discrimination, victimisation or other forms of unwelcome/culturally insensitive or breach of human rights behaviour and shall act against offenders who do not share our goal of sustaining a diverse and cross culture embracing workforce.

Within the legal and cultural parameters of the countries in which we operate, we will endeavor to make hiring and promotions processes and decisions transparent and based on merit. We will employ expatriates for the purpose of delivering value through high performance, coaching and upskilling our local workforce. As an equal opportunity employer with a significant global footprint, we will endeavor to incorporate a pool of talent from the countries in which we operate and encourage the development of a pipeline of diverse individuals for senior management roles.

All employees are entitled to participate in cross culture training to learn more about the culture and background of foreign peers and peers from different tribal/community groups. We will encourage an organisational culture that is respectful of individual differences and mindful of our goal to create a culture of engaged high performing employees.

This Policy applies to all Capital Limited group of Companies and engaged sub-contractors.


Jamie Boyton
Executive Chairman
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