

# Fair Treatment Policy



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Copper Mines of Tasmania recognises that all employees are entitled to fair treatment. Employee performance is maintained by means that are fair and reasonable to both CMT and employees and which respects the legal rights of both parties.

All employees who believe they have been unfairly treated have the right to progressively refer their matter to their supervisor, manager and ultimately the Site & Projects Manager, or via the Site Grievance officer or the HR Manager.

In order to maintain acceptable standards, CMT:

- Improves performance or modifies behavior through counseling, training, positive direction and instruction
- Manages all situations with fairness to each employee
- Ensures that the policies, standards and rules of work behavior are fully explained, understood and consistently applied
- Applies disciplinary action in a fair and reasonable manner

CMT expects personnel involved in assessing employee performance to:

- Communicate the standards expected of the employees and instruct them in maintaining these standards
- Focus on the employee's performance and conduct
- Inform the employee of the consequences that could result from continued inadequate performance
- Ensure all parties are given opportunity to be heard

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**Peter Walker**  
General Manager Care & Maintenance  
Copper Mines of Tasmania