

MALABAR EMPLOYEE VALUE PROPOSITION STATEMENT

At Malabar Resources we are building a successful resources company for the long-term benefit of all stakeholders, while listening to our community. We are an organisation that values, and rewards our People for their contribution to this shared vision. We recognise the individual needs of our Team Members and support them to achieve their goals while providing a sense of purpose.



ACKNOWLEDGEMENT & APPRECIATION

We value the contributions of our People; recognising, acknowledging and appreciating the individual needs and motivations of each person for the continued success of the organisation.

Competitive remuneration, flexibility and Employee Service Recognition are just some of the initiatives that Malabar Resources offer.



PROFESSIONAL DEVELOPMENT & PROGRESSION

We encourage and support each Person's professional growth and career aspirations.

We understand that our success as a Company is inseparable from our People's individual growth and development.

We are committed to supporting Team Members through their professional journey, based on their individual career goals.



EMPLOYEE WELLBEING

We understand that our greatest assets are our People.

We are committed to providing an environment where the wellbeing of our People is at the forefront of our priorities.

Employee Wellbeing is focused on supporting our People more broadly and includes:

- Workplace safety
- Physical and Psychological Wellbeing
- Work-life Harmony
- Employee Assistance Program (EAP)
- Inclusivity in the Workplace



SUSTAINABILITY, DIVERSITY & COMMUNITY

We are committed to fostering a workplace that includes a focus on sustainability, diversity and community.

We strive for sustainability in all aspects of our operations; reducing our carbon footprint and promoting our eco-friendly practices through innovation and responsible business processes. We celebrate the uniqueness of our People and embrace the creativity and innovation generated through diversity.

We believe contributing to our local community is paramount to our success. It empowers local organisations, and individuals, to make a positive impact, which is essential for the long term mutual benefits of our community and operations.