

Title:	Human Resources Policy – Dumont Project		
Prepared by:	Alger St-Jean		
Approved by:	Board of Directors	Date approved:	April 15, 2014
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Magneto Investments L.P. ("Magneto") considers that the use of responsible hiring and employment practices is an important component of its vision for the Dumont Project.

1 PURPOSE

Establish a framework to recruit and retain a qualified, skilled and competent workforce.

2 GOALS

Have sufficient and competent staff to execute the Dumont Project safely and effectively.

Magneto therefore will:

Hiring

- Enforce the principle of non-discrimination in every aspect of human resource management, with particular attention to employee recruitment, training, promotion and career development.
- Prioritize local labour, given equal abilities.
- Communicate job opportunities locally.
- Establish hiring criteria that take education levels into account to promote student retention.

Training

- Invest in training to ensure the company always has a skilled workforce.
- Work with local institutions or government agencies for training needs, especially in cases of labour shortages.

Health, Safety and Environment

- Require employees to continuously improve the Health, Safety and Environment performance level.
- Ensure compliance with Magneto's Health, Safety and Environment Policy.

Labour Relations

- Respect human and labour rights in accordance with current standards and regulations.
- Promote non-discriminatory behaviour among all employees.

Reporting

- Use existing or recognized guidelines to report on the implementation of the Human Resources policy.