OUR COMMITMENT:

- Create a safe and healthy workplace of ‘zero harm’
- Create employment and world-class training opportunities
- Give preference to hiring a locally or regionally-based workforce.

OUR IMPACT:

- Potential safety and health risks in the workplace
- Generation of direct and indirect jobs during the workforce-heavy construction period, followed by a reduction of jobs when construction is complete and the mine is fully operational.

OUR PLAN:

WORKER SAFETY AND HEALTH:

- Create a workplace of ‘zero harm’
- Continue to implement global best practices for health and safety to ensure the highest levels of protection for our workforce
- Deliver a new standard for worker safety for Mongolia through implementation of world-class safety programmes
- Offer medical check-ups for every employee at site
• Ensure fair working hours for all employees (for example, underground workers work eight-hour work days with rest periods of twelve hours every two days)
• Regularly report health and safety performance and audit our working conditions to ensure standards are being met
• Continue to implement a strict alcohol policy and monitor alcohol consumption to create a safe workplace.

EMPLOYMENT:

• Ensure:
  - 60% of our contractor workforce are Mongolian employees during construction
  - 90% of the 3,500 operations-phase employees are Mongolian within 10 years
  - No fewer than 70% of engineers employed by Oyu Tolgoi are Mongolian citizens within 10 years of the commencement of production
• Continue to offer equal employment opportunities.

TRAINING:

• Continue to implement the largest vocational training programme in Mongolia’s history with an investment of 110 billion MNT ($85 million) that includes, but is not limited to:
  - 120 scholarships within Mongolia and 30 international scholarships
  - A graduate scholarship programme, in partnership with the Government of Mongolia, for assisting with the education of Mongolian nationals in mining-related applications, with an emphasis on engineering disciplines (supports the tertiary education of 230 qualified undergraduate students)
  - New programme to train 3,330 Mongolian nationals in technical and vocational disciplines
• Design an internal Oyu Tolgoi training strategy and plan to enhance the ongoing professional development of Mongolian Oyu Tolgoi staff, and ensure the project has an appropriately-trained and qualified workforce.

EMPLOYEE SUPPORT PROGRAMMES:

• Apply a confidential complaints system – Speak-OUT! – available to all employees and contractors.

WAGES:

• Continue to benchmark wages regularly against banking, IT and mining
• Pay contractors at least the minimum wage
• Ensure Oyu Tolgoi wages are based on the premise of fairness and equal remuneration as per the principles of the International Labour Organisation.

HOUSING:

• Provide temporary on-site housing until a long-term housing strategy is complete
• Ensure housing and worker camp provisions meet Mongolian laws as well as international standards.