



Kingsgate
Consolidated Limited

KINGSGATE CONSOLIDATED LIMITED

PEOPLE POLICY

Kingsgate Consolidated Limited's philosophy is to strive to ;

- Attract and retain creative entrepreneurial employees,
- Provide employees with exciting and challenging career opportunities, and
- Recognize employee's overall performance and results.

We believe our employees secure the future of our organization and that they must be recognized, valued, respected and trusted. They must be contributing and encouraged to grow and develop in a challenging, yet enjoyable, environment. They must also be well and fairly compensated.

Kingsgate Consolidated Limited aims to be recognized as a mining industry leader and as an Employer of Choice. To achieve this, the Company:

- Believes that good, open, harmonious relationships in the workplace are conducive to high levels of employee satisfaction, productivity and quality workmanship.
- Recognises that the Company employees are its single most important resource.
- Ensures that there is a fair and consistent approach to managing employees and provides an open and effective communications process.
- Prides itself on its 'open door management style', which encourages personnel not to be afraid of approaching management in relation to issues/concerns that affect the mine, personnel or the local community.
- Commits to active, effective and dynamic employee workplace training and self-advancement programs to ensure the highest standards in safety, efficiency and productivity across all procedures.
- Commits to provide equal opportunities for every person - without regard to race, colour, religion, gender, age, national origin, or veteran status - in every phase of the employment program ie. in relation to recruiting, hiring, training, promotion, benefits, compensation, social and recreational activities and terminations.
- Strives to conform to the requirements of the Thai Labour Standard 8001 and achieve Social Accountability Standard 8000 accreditation.
- Commits to a High Performance Culture to provide an opportunity to tap into the collective intelligence of all employees to seek immediate ideas for change and improvement. A High Performance Culture is where people work in partnership, rather than independently and work in a sharing company that nurtures ideas.

It will be a strong, continuing focus of management to develop and implement the above policy into the culture and work ethics of all employees, contractors and visitors and to ensure this policy is well known to the surrounding community. The commitment Kingsgate Consolidated Limited makes to the employees who earn a livelihood working for or providing a service to the company is

"YOU CAN MAKE A DIFFERENCE".

(Phil MacIntyre)
Chief Operating Officer
Kingsgate Consolidated Limited

(Gavin Thomas)
Chief Executive Officer
Kingsgate Consolidated Limited

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