



LABOUR

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.



For more examples and details, please see the Labour Management Plan in the Environmental and Social Impact Assessment (ESIA).

The ESIA is available at www.ot.mn and in the following public locations:

- Oyu Tolgoi Offices in Khanbogd, Manlai, Bayan-Ovoo, and Dalanzadgad
- **Khanbogd:** Ceremonial House (Yosloliin Urguu)
- **Manlai:** Information Hall, Governor's Office
- **Bayan-Ovoo:** Secondary School
- **Dalanzadgad:** Central Library and the Citizen's Hall
- **Ulaanbaatar:** Oyu Tolgoi Information Centre.