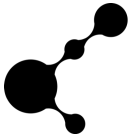


GRIEVANCE AND COMPLAINTS MECHANISM POLICY AND PROCEDURE

REVISION HISTORY

Rev	Date Last Submitted	Authored / Revised By	Document Owner	Description of Changes
1	Thursday, December 15, 2022	Primož Meze	Primož Meze	Initial Document-Draft
2	Wednesday, January 25, 2023	Ray Power	Primož Meze	Revision 01
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1. INTRODUCTION

INTENDED FOR: This Grievance and Complaints Mechanism (Mechanism) is intended for **any employee** of the Power Resources International Ltd. (PRI) and all of its subsidiaries, or **any affected persons** within the company or outside the company or **whistle-blowers**.

2. LEGITIMACY

PRI has adopted this grievance mechanism with the aim of giving the above-mentioned individuals or groups the opportunity to express their views, comments, concerns or complaints without experiencing any negative consequences.

All existing workers and new hires are or will be given a hard or soft copy of the Grievance and Complaint Mechanism Policy.

All Managers, Supervisors and Workers must be familiar with the procedure of the mechanism and its activation.

When the grievance mechanism is triggered, PRI management is obligated to respond and take action.

3. ACCESSIBILITY

The Mechanism itself is publicly displayed in a clearly visible place within all PRI entities with soft and hard copy forms available, through which the Mechanism can be triggered and the policy read.

The Mechanism is published in English and applicable local languages used in any of PRI's entities.

Managers and Supervisors shall hold Information sessions on how to use the Mechanism as part of operational meetings with the aim of educating and renewing the knowledge of the Mechanism's usage, especially when hiring young workers, seasonal workers, and/or migrant workers.

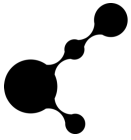
4. TRANSPARENCY

After the Mechanism is triggered, no disclosure of names and practical details about the grievance should be shared with anybody outside of PRI's committee handling the complaint.

To uphold a commitment to problem solving within PRI transparent, however, PRI will publish:

- The date of the complaint.
- The description of the complaint (in general terms, without specifics that could reveal The identity of person triggering the Mechanism).
- The investigation and conciliation measures taken and the final resolution.
- The date of the resolution.

The above mentioned data is published with a purpose of proving PRI is following its own Grievance and Complaints Mechanism.



5. DIALOGUE

Since PRI operates in an international environment, it is inevitable that employees will encounter cultural differences at some point. These cultural differences must be respected.

In order to properly manage and understand complaints, PRI undertakes that the person receiving and being responsible for examining each complaint will be from or substantially familiar with the local cultural environment and will lead the Corrective Action Process following the complaint.

At the same time, the person in charge of receiving the grievances should be competent in conflict management in the workplace, conciliation, and mediation.

In case PRI will not be able to find a resolution to the complaint, PRI will seek external support from consultants or stakeholders who specialise in conflict resolution.

6. TYPES OF GRIEVANCES

- **Company's Infrastructure:** If any of the company's facilities are not sufficient to safely conduct work.
- **Personnel relations:** Any personnel conflict in the workspace.
- **Contractual rights:** If any clause of the employment contract or company policy is violated.
- **Human and labour rights:** any discrimination based on gender, religion, or place of origin, or the working conditions do not adequately protect workers.
- **Customary rights:** Violation of local customs allowed by local labour laws, for example, requested time to pray or to participate in community activities has not been allowed.
- **Miscellaneous:** Any complaint Manager, Supervisor or Worker believes should be raised.

7. GRIEVANCE MECHANISM PROCEDURE

In order to avoid unnecessary escalation in the event of disturbing situations, it is recommended that employees adhere to the following steps and complaint channels:

TALKING TO SUPERVISOR: Prior to escalating a situation, it is suggested that an employee holds an open and constructive meeting about a grievance with their immediate supervisor or manager.

RIGHT TO APPEAL: If the meeting with a direct supervisor does not provide an amicable solution to a problem, any employee can trigger the Mechanism via email to hr@pwr.ltd or a hard copy letter to the Human Resources Manager. Complaints will reach the appropriate person responsible for processing complaints through any of the channels mentioned.

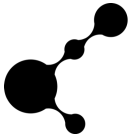
ACCESS TO SUPPORT: The person triggering the Mechanism has the right to be accompanied by a fellow person from the company. The escort of a fellow employee is allowed in order to make workers more comfortable with the process.

8. STEPS FOR HANDLING GRIEVANCES FROM WORKERS

EMAIL: When triggering Mechanism via email hr@pwr.ltd the recipient must confirm email was received.

HARD COPY: Copies of grievance forms are available in places with easy and private access for employees. A mailbox for submitting a hard copy complaint must be located at each of PRI's entity offices. Access to the mailbox is given to Safety Manager only.

All grievances should be solved as quickly and effectively as possible in a realistic timeframe.



9. ANALYSIS

The corrective action process that follows complaint includes the following steps:

- Review and document the problem and related corrective action.
- Contain or temporarily fix the problem.
- Investigate the root cause of the problem.
- Propose an appropriate solution that will prevent the problem from happening again; this will often mean a change to the business process in the company.
- Report on the actions actually taken, internally inform and educate employees if any business processes are amended due to corrective actions.
- After an appropriate period of time, assess whether the actions taken were successful in preventing recurrence and document the evidence to support this assessment.

10. MEDIATION

After an analysis is complete, the person that submitted the grievance is invited to the meeting via email or letter in case email is unavailable.

The invitation will include:

- The day of the meeting.
- The place.
- Who else will be present (if applicable).

The Employee submitting the grievance is allowed to bring a companion to this meeting.

Meeting and all solutions to the problem are minuted. After the proposals have been suggested, a representative of PRI shall seek the employee's approval/acceptance of any of the proposals.

11. CLOSING THE GRIEVANCE CASE AND PUBLISHING CONCLUSIONS

After the mediation meeting, the solution for the grievance will be posted within 3 working days on the notice boards to inform workers, with full respect of the involved parties' privacy.

PRI shall maintain a log of all grievance submissions and their resolutions in its digital records.

12. APPEAL

Disagreement on the analysis and proposed corrective actions, as well as any delay in the implementation of agreed upon corrective measures, are grounds for Employee's further appeal.

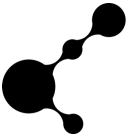
The PRI Management team is required to investigate an appeal in the shortest possible time frame to secure the integrity and purpose of Grievance Mechanism.

If the management of the company does not investigate the Appeal, the Employee may seek other channels of appeal outside the Company.

As a last resort, if no other solution can be found, the problem is resolved through local labour legislation and local courts.

13. COMMUNITY COMPLAINT

PRI's subsidiaries' Managers are required to maintain contact with the local community's representatives to see if PRI's operations negatively effect the local community and, if they do, make reasonable attempts to mitigate those effects.



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At the gates of each subsidiary's operation, viewable to the public, is an explanation that a complaint by community members may be made email hr@pwr.ltd.

25th January 2023

Ray Power,
CEO