



BOUGAINVILLE  
COPPER LIMITED

# Remuneration Policy

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The terms and conditions of engagement of Bougainville Copper Limited **[BCL]** employees and contractors will be clearly defined, such as within a contract of engagement or equivalent.

It is important that:

- All terms and conditions are understood by both BCL and the individual,
- Remuneration is competitively benchmarked and levelled according to relevant prevailing market rates,
- Performance and remuneration are reviewed annually,

Director's remuneration is competitively benchmarked and levelled according to relevant prevailing market rates

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Not controlled when printed.  
You are responsible for ensuring you have the current version