

WORK-LIFE BALANCE COMMITMENTS

STATEMENT OF INTENT

This document outlines **MiningiDEAS'** key measures in its commitment to work-life balance: the necessary actions to facilitate the balance between the work and personal lives of all **MiningiDEAS** collaborators.

MiningiDEAS aims to foster the possibility for its collaborators to meet their work responsibilities while also enjoying leisure time to attend to their personal and family needs.

Work-Life Balance Commitments Undertaken by MiningiDEAS

The measures and actions that **MiningiDEAS** has developed to enable work-life balance are outlined below:

- **Flexible Working Hours**
Allowing collaborators to adjust their work schedules to accommodate their personal and family needs.
- **Home Office**
Enabling collaborators to work from home or any other location, saves them time and money on commuting and reduces their stress.
- **Maternity and Paternity Leave**
Ensuring employees have time off to care for their newborn or adopted children.
- **Sick Leave**
Allowing employees to take paid time off to tend to their health or that of their close family members.

