People Policy

We seek to attract and retain the best people while building and maintaining a diverse, sustainable and high achieving workforce. Our company objective is to create and deliver value for shareholders and our values are centred on zero harm, sustainability and excellence in the workplace. We recognise that leadership at all levels is required to create alignment of purpose which, together with the right resources, is crucial to the success of the business. Within that context we seek to provide a workplace in which our employees gain a sense of achievement based on the principles of accountability, commerciality and engagement. We will:

- aim to recruit and retain people who exhibit Company values;

- strive to provide a safe workplace where employees are treated with dignity and respect;

- promote awareness and understanding of the benefits of a diverse workforce;

- respect and encourage diversity in a workforce that reflects our communities;

- achieve Aboriginal representation in our workforce (through direct employment or contract);

- demonstrate strong leadership to align, empower and inspire our people;

- achieve the target of at least 20% of women represented at the senior level of the company and/or the Board;

- promote a flexible workplace culture which assists employees to balance their responsibilities;

- provide all employees support to ensure that there are clear processes and procedures in place to prevent and stop discrimination, bullying and harassment;

- offer fair remuneration and reward based on performance; and

- provide employment and development opportunities based on merit.

The Managing Director will gather information on the company demographics on a twice-yearly basis and conduct staff engagement surveys to identify areas of weakness. Gender pay equity will be assessed on an annual basis. These objectives and commitments are supported and enhanced by our Diversity Working Group.

Dated: 23 June 2021

Tony Kiernan
Non-Executive Chairman