



LIGARE'S HUMAN RESOURCE AND OH&S POLICY

Human Resources Policy

We are guided by our aim to deliver a competitive and fair employment environment and the opportunity to develop and advance subject to personal performance and business opportunity. To this end all Ligare companies will have developed and implemented local policies and procedures in line with local legislative requirements and the following standards:

Equal employment opportunity

Ligare supports the principle of equal employment opportunity and is opposed to all forms of unlawful discrimination on the grounds of sex, race, nationality, ethnic or national origin, religion, marital status, sexual orientation, disability or age. Ligare companies will conduct their businesses in a way that seeks to ensure individuals are treated equally and fairly and that all employment, training and career development decisions are made on job based criteria. All personnel are expected to comply with this policy and are required not to discriminate, harass or victimise others. A breach of this policy is likely to lead to disciplinary action, which could include dismissal.

Recruitment and development

Ligare aims to appoint the best person for the job. All appointments should be based on individual performance and job based criteria. It is the Ligare's policy to encourage employees to develop and manage their own careers. It facilitates this by providing appropriate job training, and where appropriate, aiming to fill vacancies with existing staff where employees are suitably qualified and experienced.

Remuneration

Ligare aims to attract, motivate and retain high calibre staff by rewarding them with competitive salary and benefit packages which are linked both to individual and business performance as well as the external employment market.

Communication

Ligare's policy is to communicate with employees to ensure understanding of the businesses and the impact business decisions have on employees and to obtain feedback and ideas of employees to improve the operation of the business.

Health and Safety Policy

Ligare is committed to a programme of activities to achieve continuous improvement in health and safety performance. We also seek to identify and share best practice across our industry.

Each Department / Section is responsible for identifying health and safety risks associated with its activities, and for developing, implementing and maintaining management systems and working practices leading to continual improvement in our safety performance. This will include auditing with an associated programme of risk improvements.

Ligare has a complete OHS Manual detailing all relevant policies, controls, procedures and reviews to ensure best standards of OHS and met, ongoing.