

# HUMAN RESOURCES POLICY

## Policy Statement

We recognise that our employees are our most valuable asset. They are individuals who also share a common goal for the success of our Company.

We are committed to ensuring our operations achieve or exceed a level of environmental management and performance aligned to National and International Standards.

### Dalycrete will:

- Respect and value our employees.
- Promote participation at all levels to facilitate job satisfaction and enhanced organisational effectiveness.
- Provide training and education as required, to enable employees to conduct their activities in alignment with Company Policies and practice.
- Comply with the provisions of relevant Legislation, Awards and Agreements.
- Be honest, consistent, and have integrity in the handling of employee relations matters.
- Adhere to equal opportunity principles at all times.
- Recognise our responsibility as an employer, and not act without fully considering the effect of such action on both our Clients and other employees.
- Employ effective recruitment processes to ensure that competent personnel are employed.
- Be aware of situations where specialist skills are required that cannot be provided from within Daly Concrete, and take the necessary steps to address.

### Personal responsibility:

- All employees will observe the provisions of relevant Legislation, Awards and Agreements.
- All employees will discuss any potential issue with Company Management to prevent escalation.

Ryan Daly  
Director  
Dalycrete

