


# Human Resource Management Policy

Seymour Whyte is committed to 'Excellence in people and culture'. In achieving this we ensure that our human resources practices work in partnership with managers and their teams to ensure that the fundamentals and risk management practices are in place. We are also focussed on implementing initiatives and programs that create an environment that attracts and inspires excellence in our people. Our practices need to be aligned with our Code of Conduct and the values of the Company – Safe Delivery, Nimble and Agile, Disciplined, Reputable, Creative, and Collaborative.


In order to achieve our human resource management goals, we commit to:

- **Seymour Whyte Employer Brand** - understanding what attracts and retains talent to our Company and working to continually improve engagement of our people through this.
- **Sourcing Strategy** - understanding the pipeline of project work and business needs, and having resourcing strategies to find the best talent.
- **Talent Development** - constantly improving the quality of our talent pool through targeted development initiatives.
- **Leadership Development** - determining future leadership needs based on our business strategy and working to identify and develop future leaders.
- **Performance Management** - ensuring all employees have clear expectations and receive regular feedback to ensure these expectations are met and at least one formal appraisal is conducted each year.
- **Remuneration and Benefits** - ensuring our people are remunerated fairly and equitably for the role that they hold.
- **Diversity and Inclusion** - recognising and valuing diversity and inclusion as a fundamental element of our business success.
- **Policies and Procedures** - having up to date policies and procedures that are user friendly and assist managers and employees with decision making.
- **HR Service Delivery** - having an HR team that is seen as business partners to line managers and having high quality, effective service delivery.

As Directors we are accountable for the implementation of this policy and we personally empower everyone in our business with the responsibility to achieve our goals.

A handwritten signature in blue ink, appearing to read 'D. Mackay', with a large, sweeping flourish underneath.

**D. Mackay**  
Chairman

A handwritten signature in blue ink, appearing to read 'J. Kirkwood', with a large, sweeping flourish underneath.

**J. Kirkwood**  
Managing Director and Chief Executive Officer

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