

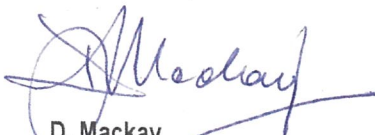
Human Resource Management Policy

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 work 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 pools 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.
- **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 a HR team that is seen as business partners to 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.



D. Mackay
Chairman



J. Kirkwood
Managing Director and Chief Executive Officer

Rev: August 2020
SW-POL-90