

Group Learning and Development Policy

Buildcorp aims to attract, retain, and deploy the best talent in the market to achieve optimal business outcomes. "Continual Learning" is a core value at Buildcorp. Developing our people is essential if we are to have the skills and capabilities we need to succeed.

Objectives

This policy aims to:

- ▼ Meet the challenges of a highly dynamic work environment
- ▼ Deliver high performance for our clients and ourselves in a sustainable manner
- ▼ Mitigate business continuity risks by having a pool of skilled internal candidates

Commitments

To achieve these aims, our policy is to:

- ▼ Provide appropriate and timely training to meet health, safety, quality, environmental and other legal responsibilities, and to ensure legislative compliance in all areas of the business
- ▼ Enhance each individual's skills and abilities to support orderly career progression
- ▼ Manage training and development costs prudently on an as needs and merit basis
- ▼ Maintain timely and accurate records of employee training achievements and make aggregate statistical training data available to interested third parties

Responsibility and Accountability

The Human Resources (HR) Department is responsible for Buildcorp's Learning and Development Policy, however:

- ▼ Buildcorp managers are responsible for:
- ▼ Supporting and encouraging employees to put in place and act on individual development plans
- ▼ Identifying capability gaps and working with individuals and/or HR to implement solutions
- ▼ Managing resources to allow individuals to undertake necessary development
- ▼ Ensuring an appropriate performance return on development investment

Buildcorp employees are responsible for:

- ▼ Considering their own development needs and putting in place an individual development plan
- ▼ Attending necessary training or undertaking any identified development
- ▼ Managing their role to ensure business continuity during any absence for training
- ▼ Applying the development they have undertaken when they are back on the job

This policy will be reviewed at least annually and updated as required.



Tony Sukkar AM
Group Managing Director
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