



LEICHHARDT

POLICY

People

At Leichhardt Industrials Group, we recognise that people are the foundation of our success.

To support our and our people's ongoing success, we are committed to:

- Acknowledging the strength of our success comes from recruiting the right people for our business, considering skills, experience, behaviours and cultural fit.
- Seeking and fostering diversity in our people and their thoughts and approaches to achieve the best solutions.
- Treating each other and our stakeholders with respect and not accepting by challenging inappropriate behaviour at all levels of the business.
- Providing an environment where our people can be their best by setting clear expectations and goals and providing timely feedback on performance.
- Creating opportunities for our people to learn and develop within our business so they can be their best.
- Providing a psychologically safe environment that enables continuous learning, growth, and development for everyone in our business, including contracting partners.
- Ensuring our systems are simple and fit for purpose to support the way we work and support the business being effective and innovative.
- Maintaining a remuneration strategy that is equitable, competitive, and clearly linked to performance.

We are each responsible for ensuring that we meet our commitments and expect everyone to speak openly and engage to make our business a safe and great place to work.

Scott Nicholas

Chief Executive Officer

11 April 2024