

### Aim and Scope

Fairbrother is committed to building a high-performance culture where our people can learn and grow to their highest potential. This policy strengthens our commitment to our organisational Purpose and Values.

This policy applies to all Fairbrother employees.

### Policy Statement

We strive to build a team of skilled, capable professionals and encourage continual growth through meaningful training, learning, and development opportunities. We believe in investing in our people for the long term, fostering a culture of continuous learning that supports both individual growth and organisational success.

Our aim is to build capability, enhance our competitive advantage and create an engaging, challenging and rewarding workplace, for all employees.

Fairbrother is committed to:

- Delivering exceptional project outcomes for our clients. This pursuit of excellence in every project serves as the foundation upon which we build an industry-leading platform for learning and development opportunities.
- Regular performance and development conversations that support aligned learning and development, capability building and personal growth, while balancing the needs and aspirations of our people and the organisation.
- Developing our people by investing in the growth of future leaders and strengthening leadership capability across the organisation.
- Nurturing and developing our apprentices, graduates and early career employees by providing them with the skills, guidance and, and opportunities needed to build rewarding and successful careers in construction.
- Providing essential operational training to equip our employees with the knowledge and skills necessary for their roles. We aim to ensure that all team members are well-prepared to excel in their responsibilities.
- Ensuring compliance with industry standards, licensing requirements, and legislative obligations.
- Supporting each employee to learn and grow to their highest potential. Our commitment extends beyond professional development to personal growth, as we believe that well-rounded individuals make the strongest contributors to our team and clients.
- Promoting equal access to learning opportunities regardless of role, location, or background. We value diversity and inclusion in our approach to training and development.
- Actively seeking mutually beneficial relationships with training service providers and other educational bodies. These partnerships enable us to access a wide range of resources and expertise, enhancing our learning and development offerings.

### Related Documents & References

[Employee Engagement & Development Plan PLN-PLP-415](#)

### Accountability

The Executive Management Team is accountable to the Chief Executive Officer for ensuring this policy is understood and implemented.



Kurt Arnold  
Chief Executive Officer