

Apprentices and trainees form a critical element in the future development of our company and the building and construction industry. We are committed to helping grow the industry through our continued investment in apprentice engagement, enhancing skill levels and improving future employment prospects. We carefully manage this important aspect of our business by:

- Providing a safe and healthy work environment, including education, training and involvement in the company's Workplace Health and Safety System.
- Ensuring the appropriate mix of trainees and apprentices are provided for construction projects in accordance with relevant statutory building and construction training policies.
- Involving apprentices and trainees in training programs which allow them to gain a nationally recognised qualification while being employed and paid to undertake tasks in the workplace. The company provides a combination on-the-job and off-the-job training and instruction, supervision, support, encouragement, relevant resources and sufficient opportunities for skill development.
- Ensuring apprentices and trainees are supported in on-the-job and off-the-job training with good career path opportunities within the company. Apprentices and trainees are encouraged to undertake additional training to take advantage of this.
- Providing opportunities where possible for mature aged employees to undertake an apprenticeship.
- Providing a wide and varied range of workplace tasks, ensuring apprentices are exposed to the many and varied facets of the building and construction industry. Records of work tasks undertaken are maintained by the apprentice and trainee and are monitored by management on a regular basis.
- Providing a mentoring program for apprentices and trainees, where the day-to-day welfare, personal and professional development of apprentices and trainees are supported through regular and ongoing coaching and mentoring. Suitable mentors will assist apprentices and trainees by providing encouragement, support and advice when needed.
- Monitoring the performance of all apprentices and trainees with monthly appraisals, focusing on guidance and goalsetting.
- Providing challenging and rewarding career opportunities to apprentices and trainees, with appropriate advice, assistance, and guidance to encourage their development.
- Encouraging all apprentices to participate in the continuous improvement of the company's Total Integrated Management System.



Kurt Arnold
Chief Executive Officer
FAIRBROTHER PTY LTD
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