

### Aim and Scope

Fairbrother is committed to building a high-performance culture where our people can learn and grow to their fullest potential, this policy strengthens this commitment.

This policy applies to all Fairbrother employees.

### Policy Statement

We aim to have a team of highly capable and qualified people and so encourage their continual growth by providing training, learning and development opportunities. We believe in investing in our people for the long term and growing a culture of continuous learning.

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.
- Being proactive in identifying learning and development needs and opportunities for our people. We seek to address skills gaps and promote personal growth through tailored training initiatives.
- 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.
- 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.
- Facilitating individualised employee development plans. We recognise that each team member's journey is unique. These personalised plans will help employees set and achieve meaningful goals.
- Actively encouraging a dynamic training plan for emerging and existing leaders within the organisation. Our aim is to nurture the leaders of tomorrow while enhancing the skills of today's leaders.
- Actively seeking to establish 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.
- We are committed to providing equal learning and development opportunities to all employees, regardless of their background, experience, or position within the organisation. We value diversity and inclusion in our approach to training and development.

### 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  
FAIRBROTHER PTY LTD  
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