

Human Resources Policy

Kerman recognises the importance of people as a valuable Company resource and aims to have a workforce that is flexible, well trained and fully involved in all work processes.

This policy sets out strategies and direction to be followed in the pursuit of Human Resource Management and Employee Relations objectives.

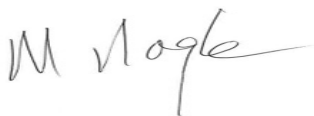
Employment and employee related matters are to be handled in a way, which provides for an environment that promotes cooperation, well being and respect for individuals.

All Company managers shall strive for best practice in:

- Providing leadership based on trust, fairness and mutual respect.
- Promoting positive workplace attitudes and relations.
- Maximising efficiency through employee input, cooperation and continuous improvement.
- Recognising individual and team achievements.

- Ensuring consistency in decision making towards all employees equally.
- Providing a stable employee relations environment and minimising lost time due to employee relations issues.
- Minimising the potential for Industrial Relations issues to impact on Company operations.

This policy is aimed at assisting Kerman to deliver a high level of employee and customer satisfaction and applies to all Kerman employees and subcontractor employees on all Kerman work sites.



Mark Nagle
Managing Director