AW EDWARDS

POLICY

TRAINING MANAGEMENT POLICY

A W Edwards is committed to providing and maintaining Training Management throughout the construction of the project.

A W Edwards expects every manager to accept accountability for developing and maintaining an organisation of fully qualified personnel. In meeting this objective, they will -

- Provide adequate resources necessary to implement the Training Management Plan. These include human, physical (facilities and equipment) and financial resources;
- Make certain the best person is available to each assigned position;
- Take steps to plan for and assure that adequate replacements are available to fill vacancies, which may develop into key positions;
- Include within the organisation structure an adequate number of people with identified management, technical/professional trade and other specific Building and Construction attributes;
- Plan and take action to develop every subordinate team member to the full extent of their ability(s) both as to performance on the current assignment and for greater future responsibilities;
- Periodically review and take action to improve the assignment and definition of job accountabilities/ responsibilities;
- Provide skills enhancement via coaching, training and other methods of instruction to supplement employee shortfalls in performance;
- Maintain the Project Training Targets until the completion of the Works.

The success of the Project depends on the commitment of A W Edwards, our employees, subcontractors and all stakeholders to work towards a mutually beneficial outcome of the project.

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JUSTIN SMITH
CHIEF EXECUTIVE OFFICER
A W EDWARDS PTY LIMITED