

## Human Resources Policy Statement

Southern Cranes and Access is committed to achieving its business objectives through its people and believes they are their greatest asset.

The Company accepts its ethical and corporate social responsibilities and recognises its obligation to conduct its activities in full knowledge of, and compliance with, the requirements of the applicable employment legislation and Approved Codes of Practice.

The principal objectives of the Human Resources Policy are to ensure that:

- All employees are selected, and recruited, and developed into the organisation, based upon their attitude, skill, competency, and aptitude.
- Management practices promote and encourage motivation and retention of the best employees.
- The employment relationship is based on mutual engagement, trust, fairness and equality of the company's vision for future growth for the benefit of all.
- No employee, or any person directly or indirectly engaged in the company's operations is subjected to discrimination or bullying of any kind.
- All employees are trained to carry out their role competently, in compliance with relevant legislation and guidance, and are supported to develop to their full potential
- Compensation and reward mechanisms are designed to motivate all employees to work towards the achievement of Company and Individual goals
- Communications between management, employee representatives and individuals are mutually agreed as open and honest.
- Human Resources provides professional advice, guidance and practical support in employment matters to all levels of the business.

Individual Line Managers/Supervisors are responsible for ensuring that this policy is applied within their own area. The Assurance and HR Department should be consulted before action is taken and can be contacted to answer any queries relating to the application or interpretation of this policy.

This policy will be reviewed on a regular basis and the Company reserves the right to change any of the provisions set out in this document, as may be required.



**Clive Sadler**  
Director



**Kelvin Prince**  
Director



**Robert Sadler**  
Director



**Mike Sadler**  
Director

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