

# PEOPLE POLICY



## People

At MPC Kinetic we believe that our business success is contingent on the behaviours and capabilities of our people and the subsequent contracts we win and execute.

Our people are our most important assets. Ensuring we look after our employees in the best way we can is critical for our business growth and sustainability.

To demonstrate our commitment to looking after our employees we will:

- » commit to a direct, honest and open relationship with our employees, built on mutual trust, and respect for the dignity and worth of every individual
- » attract and retain the right people with the right expertise who are engaged, motivated and committed to achieving outcomes through taking pride in what we do and how we do it
- » create and maintain a safe workplace
- » we will provide our employees with opportunities to learn and develop their skills
- » foster a workplace environment which embraces inclusivity and continual improvement, where our employees feel empowered to make the unknowns known and to solve problems in the pursuit of our business objectives
- » support, reward and recognize behaviours and achievements that improve organisational performance and enhances our reputation
- » not tolerate bullying, harassment or discrimination and proactively identify psychosocial hazards and implement controls in respect of such hazards
- » ensure all industrial instruments used are in accordance with relevant legislative requirements in relation to employment and industrial law
- » create an environment where positive relationships are established and maintained with any governmental agencies impacting upon the employment relationship
- » communicate, cooperate and coordinate with our team members, contractors and other on all people matters; and
- » commit to apply the same principles towards our relationships with our clients, stakeholders and subcontractors.



Adam Machon  
**Chief Executive Officer & Managing Director**  
MPC Kinetic Holdings Limited

Date: 5<sup>th</sup> April 2024