

PEOPLE POLICY

Stubbs Constructions have been employing people for the construction industry since 1938, during that period over 240 young Tasmanians have been trained as apprentices in carpentry and joinery. Many more have enjoyed time as tradesmen, project managers, estimators and administrators. We continue to grow and develop as a family business as Tasmania grows.

The purpose of this policy is to reinforce and clearly state the objectives and targets of Stubbs Constructions in managing and developing its workforce. The future of Stubbs Constructions is dependent on many things including an inclusive and harassment free environment where bullying and discrimination will not be tolerated and the penalty for physical, verbal or psychological abuse is summary dismissal. The steps we will take to achieve these goals are:

- A well trained appropriately accredited and rewarded workforce
- A focus on reducing/eliminating injuries and illnesses of our workers
- A caring, commitment to rehabilitating and re-educating injured workers
- A zero tolerance towards violence against people in the workplace
- An inclusive, non-discriminative safe workplace
- Respect for the opinions and different points of view of others
- Adherence to the rule of law and legislation
- Encouragement and support to engage in healthy sustainable lifestyles
- Compliance with the principles and responsibilities of the Building Code of Australia

After injury or illness Stubbs is committed to bringing its people back to work, healthy and able to continue in a productive satisfying role. The development of return to work plans and health and wellbeing solutions is our vision for a safe reintegration into the workforce and ongoing future with the company.

We aim to encourage innovation and reward effort with opportunities and a future that includes the use of cloud based technologies, hi tech electronic project interfaces and training support. In conclusion we are focussed on eliminating injuries and illnesses encouraging participation in company sponsored wellbeing activities and providing training across the board to all Stubbs employees.

Wayne Licht



Managing Director

07/08/2020