

People Policy

Stubbs Constructions is committed to developing and supporting a sustainable and high achieving workforce within an environment that is conducive to attracting and retaining competent people. We foster responsibility for professionalism and integrity, whilst taking into consideration the health, safety and wellbeing of our people. We recognise that safety, quality and environment are paramount for continual enduring respect from our people, suppliers, subcontractors, clients and local communities.

It is Stubbs Constructions intent to be an employer of choice by:

- providing an inclusive, non-discriminative and safe workplace with respect for others' opinions, with a zero tolerance towards violence;
- being an organisation which supports our people to appropriately challenge bullying, harassment and unacceptable behaviour;
- adopting a multidisciplinary approach to ensure the rehabilitation process is commenced as soon as possible following injury or illness, to ensure speedy recovery and to avoid long term injury issues;
- engaging through respect, empowerment, recognition and appropriately accredited skills and expertise;
- ensuring each employee understands what his or her work role involves. An organisation which supports a well-trained workforce that is competent and safe; with abilities to deliver quality projects;
- facilitating employee's development through assisting them to broaden, deepen and thereby further enhance their existing skill base to achieve their work objectives;
- ensuring employees are supported and enabled to meet the changing demands of the organisation to ensure we achieve our strategic objectives; and
- adhering to legislation, alongside compliance with the principles and responsibilities of the Building Code of Australia.

Stubbs Constructions continual success is dependent upon the commitment of our people to engage in their work and perform their duties with professionalism and integrity, to achieve organisational goals and objectives and maximise personal aspirations. To act at all times in a manner which maintains and enhances Stubbs Constructions reputation.

A handwritten signature in black ink, appearing to read 'Wayne Licht', with a horizontal line extending to the right.

Wayne Licht
Managing Director
Stubbs Constructions Pty Ltd

Date: 30 June 2022

Review Date: 30 June 2024