

## TRAINING POLICY

Decmil Australia Pty Ltd [Decmil] is committed to employing a multi-skilled workforce that can perform all activities to the highest of standards in the safest manner.

This is reflected in the Enterprise Agreement that states:

*“The aim of this Agreement is to promote safe workplace practices, which provide for flexible working arrangements and which improve the quality, efficiency and effectiveness of the services delivered to our internal and external customers.*

*In addition, the parties aim to enhance skills, job satisfaction and equality of opportunity for Employees and to assist positively in ensuring that Decmil becomes a more efficient and effective services provided in the provision of skills.”*

Decmil recognises that formal training plays a significant role in achieving this aim and is committed to working with its Employees to the mutual benefit of both parties. Accordingly, Decmil undertakes to:

- Prepare a skills matrix for all positions and to schedule training, where required, to meet the basic requirements of the matrix. This training will be fully funded by the company and may include trade skills, first aid, and safety training.
- Identify a list of additional training, in conjunction with the Employees, that is considered to be primarily beneficial to the Company but of residual benefit to the Employee in the event that they leave the Company. This may include training for additional licences and tickets, etc.

Where the Company agrees that the Employee can be made available to attend such a course during normal hours, this training shall be fully funded.

On an individual case basis the Company will consider funding the cost of technical training courses, after hours, that have a benefit to the work performed by the Employee, and the Employee shall contribute their time to the training.



RAY SPATORE  
**Managing Director**