

HUMAN RESOURCES POLICY

The Directors of CCI Pope Pty Ltd, CCI FluidTech Pty Ltd and CCI Australia Pty Ltd are mindful of the importance of providing innovative, effective procedures and policies to enhance the efficiency of the organization, whilst assisting in the provision to employees of an environment within which they can grow and perform to the best of their ability.

The companies accept their responsibility and are committed to:

- Attracting, supporting and retaining quality employees who add value to our organization.
- Providing appropriate training and other employee services as support to employees.
- Facilitating communication within the company through (but not be limited to):
 - Toolbox talks
 - Consultative meetings
 - SHE (Safety, Health and Environmental) Committee meetings
 - Branch / Site meetings
 - State meetings
 - Letters to employees from the Managing Director
 - With all employees also having the facility to instigate communication with any other person at any level within the company
- Assisting our employees in the delivery of excellent customer service to both our external and internal customers.
- Making our customers aware of the value we place on quality people carrying out their work.
- Doing more than just complying with legislation in relation to our people, we will encourage contribution and analysis of our operations from any of our staff willing to participate in such exercises.
- Being fair in their dealings with employees to ensure the employees are comfortable and optimistic about the Company.



David Butel
Chief Executive Officer
CCI Holdings Limited