

Hort Constructions is committed to the highest ethical standards of conduct between individual Employees, Customers/Clients, Competitors, Suppliers and the General Public at large.

Our business foundation pillars of Integrity, Innovation, Reliability, Sustainability and Dependability coupled with our business values of Safe Operations, Quality and Risk Mitigation provides our business partners, our people and our shareholders the right formula for business success.

At Hort Constructions we understand our business, the environment in which we operate, our client's requirements and our commitments in the delivery of all projects undertaken. We understand that every contract regardless of size or complexity, every client, our project team's performance, our honesty and integrity is critical to our shared success.

We will achieve our business strategy by:

- Providing the highest level of support to our customers by value adding, problem solving, meeting deadlines reliably, with quality results at competitive pricing.
- Providing decisive leadership in maintaining our integrity and ethics focused on clear delegation, open debate, honesty, respect and recognition of individual rights.
- Improving profit and growth in all divisions of our business.
- The management team being proactive, creative and realistic in seeking out and developing new opportunities for products and services.
- Continuing to develop and maintain a safer, healthier and environmentally aware workplace.
- Recognising that it is the skills, the maturity and the motivation of our people, that gives us the edge over our opposition and having regard to these facts, offer personal growth to all employees, while encouraging individual participation in decision making, individual responsibility and individual accountability.
- Identifying and implementing a clearly defined business development plan and sales plan to build onto and sustain the company's market share and identifying potential new business and business partnerships.
- Continually review and improve our integrated management systems, by meeting the required Australian/New Zealand and international certification criteria.
- Develop and implement a long term holistic Workforce Development Plan and continue to promote and support a high degree of individual and team training to extend employee leadership and skills base and the offer of a career path within the business in line with meeting the future demands of the businesses and being an employer of choice.

This policy will be communicated to our interested parties and be publicly available on its website.

Top management is committed to a high level of quality of product and services for its customers, provide safe working Environments to its employee, contractors, and other stake holders. The management is committed to prevent pollution and sustainable management of the environment. The company is aware of its responsibility for climate change and take all possible steps to achieve Net Zero.



Adam Sara
General Manager

August 2026