

Hort Constructions is committed to the effective delivery of services to our customers in the Construction sector. We are also committed to the principle of fair and equitable employee management. This commitment is unequivocal and, in the course of our business activities, we will:

- Undertake employment in accordance with the requirements of State, Territory and Commonwealth legislation identified by the company's Employment Management Plan
- Where legislative requirements do not adequately protect employees, we will, where necessary, develop and apply internal standards that minimise any adverse impact upon employees resulting from our business operations. In doing so we will consider a person's fitness to work based on:
 - Welfare
 - Physical fitness and health
 - Intellectual capacity
 - Impairment
 - Literacy and numeracy ability
- Ensure all employees have the greatest opportunity to contribute to and, where practical, participate in aspects of company business that affects them.
- Establish control processes and educational programs to minimise and, where possible, eliminate sexual, racial and other discriminatory behaviours and harassment in the workplace.
- Establish a fair and equitable disciplinary action procedure and a process for notifying inadequate performance to an employee.
- Establish a fair and equitable employee appraisal and development process.
- Establishment and implementation of a Code of Conduct applicable to all employees.
- Establish employment opportunities and work practices that do not discriminate against an employee or job applicant because of their:
 - Age
 - Sex
 - Race
 - Parental status
 - Religion
 - Marital status
 - Sexual preference
 - Political belief
 - Gender identity
 - Relationship status
 - Disability
 - Family responsibilities
- Provide employees with an effective and competitive remuneration review process with the opportunity to take their determined remuneration as either salary alone or salary + component benefits (as adjusted).

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

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