

Training, Assessment and Verification of Competency (VOC) is vital to assist workers to perform their work safely. Hort Constructions will provide/facilitate training which covers health, risk and safety matters related to tasks being performed, as well as training in competency directly related to tasks undertaken by our business.

The scope is to ensure (either by training or conducting VOC) all workers and contractors have the skills and competencies to work in a manner that is safe and without risks to health, injury or damage.

Hort Constructions acknowledges the need to maximise its investment in human resources and so develop employees to their maximum potential through personnel development programs.

Hort Constructions will:

- Develop formal training needs and competencies for position requirements at all levels, including management (Professional Development)
- Provide formal induction programs for new and transferred workers and contractors
- Use where applicable Registered Training Organisations (RTO) and appropriately accredited and approved courses/trainers
- Ensure training is competency based
- Record all training
- Review effectiveness of training
- Recognize, when appropriate the VOC process is applied and acknowledge the Recognition Prior Learning (RPL) & Recognition Current Competencies (RCC) processes
- Conduct VOC's for all Plant & Equipment operation

Training will include but not limited to:

- All Hort Constructions policies and applicable safety/risk processes
- Licenses and competencies to perform tasks
- Professional Development
- Specific hazards and risk controls
- Consultation and communication arrangements
- Incident reporting and corrective actions
- Plant & Machinery specific operations

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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