

## HUMAN RESOURCE POLICY

APH Contractors Pty Ltd relies to a great extent on its employees. Selecting the right staff is therefore a critical step towards creating and maintaining a productive and efficient business.

APH Contractors ensures that it recruits persons appropriately skilled and qualified to fill vacant positions within the Company and is committed to the principles of Equal Employment Opportunity, which upholds the employees' entitlements to a work place free of discrimination.

APH Contractors will ensure that employment issues are dealt with efficiently, legally and professionally to gain maximum return from its employees and to minimise the potential for disputation, litigation and prosecution.

A handwritten signature in black ink, appearing to read 'Frank Kenny', is positioned above the printed name and title.

Frank Kenny  
**Managing Director**

**01/07/2018**