

PEOPLE POLICY STATEMENT

CV Services is a diversified trade services group dedicated to delivering the edge in technical services and visual solutions. The CV Service Group provides a broad range of complementary offerings across our four businesses; Electrical Construction, Energy Services, Asset Services, Media and Signage. Our Vision is *“to be the first choice supplier in our industries”* we will achieve this through our mission of *“delivering the edge - with great people, great customers and great systems”*.

CV Services believes that people are the key to our success and is committed to ensuring that all team members have the support, opportunities and capabilities they need to deliver the edge to our customers and to reach their full potential.

Every CV Services team member is responsible for:

- achieving agreed individual objectives;
- supporting colleagues;
- contributing to reaching the goals of the team, the division and the Company; and
- their personal and professional development including career growth and training.
- Every CV Services leader is responsible for:
 - actively leading, promoting and supporting the development of their team members;
 - communicating the group's vision and objectives;
 - ensuring that all team members understand what is expected of them;
 - giving regular, constructive feedback on team member performance; and
 - promoting a working environment based on cooperation and respect.

At CV Services, we believe that all employees are entitled to work in an environment in which they can enjoy their work and their relationships with their colleagues, free from discrimination, harassment, bullying and victimisation of any kind. It is our policy that:

- Discrimination, harassment and bullying will not be tolerated;
- All complaints will be investigated fairly and impartially,
- Action will be taken to ensure that discrimination, harassment and bullying ceases to exist; and
- Anyone bringing a complaint will not be victimised in any way.

We are committed to achieving our EEO objectives by ensuring that all team members are treated fairly, that the potential of every team member is fully developed and that all policies and procedures are consistent with EEO principles.

Our recruitment processes will ensure professional treatment of all candidates. Selection will be fair, objective and based on merit.

Whilst on-the-job training is the primary training method, CV Services will provide a comprehensive training framework including, induction training on commencement, individual training plans, and courses, e-learning and other structured training activities. CV Services will foster and encourage mentoring and coaching as a key training support for all team members.

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Andrew McMaster
Chief Executive Officer
CV Services
March 2019

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