

TRAINING AND DEVELOPMENT POLICY



Rangecon Pty Ltd (Rangecon) is committed to the philosophy of continuous improvement in all facets of its operations, including the training and development of its people. Regardless of where Rangecon operates, the Company seeks to provide rewarding employment, training and career development opportunities for people working at Rangecon.

Objective Statement

The aim of all training and development activity within Rangecon is to provide employees with the necessary skills and knowledge to maximise their potential and to perform work safely in accordance with specified industry and Company standards.

To achieve this objective we will ensure:

- Recognise an individual employee's skills and experience.
- Ensure that the safety of our people underpins all training and development activities and outcomes.
- Provide training and development that is timely, efficient and cost effective.
- As appropriate, utilise Competency Based Training and Assessment (CBTA) methodology and ensure adult learning principles are promoted and supported.
- Ensure all training and development outcomes lead to an increase in safe, efficient performance and contribute towards a continual improvement in individual and team productivity.
- Align with the principles of the Australian Quality Training Framework where appropriate.
- Encourage management and employees to work together to identify and implement training and development initiatives across all sites.
- Comply with work manuals, instructions and original equipment manufacturer's specifications and incorporate them into all training and development activities and learning outcomes.
- Include training and development as part of the formal performance review process and address longer term career development.

A blue ink handwritten signature, appearing to read "John Devereux", is positioned above the name and title.

John Devereux B Eng (Hons) AusIMM
Director

