

**Purpose: To strengthen our human capital**

Alliance Geotechnical Pty Ltd is committed to providing an environment for all employees based on the values of trust and mutual respect, while promoting productivity, motivation and company morale. Our mission are to contribute to the sustainability of the company through continued dialogue with our employees to create a work environment, that privileges the quality of life and stimulates behaviours that conciliate the economic, professional and personal interests of all employees.

**Principles: To achieve this purpose, we adhere to the following commitments:**

- To regard all employees as an important and highly valued resource to be cared for, empowered and rewarded.
- To establish structures through the organisation to proactively engage employees with a view to create and strengthen constructive relationships. The competitive advantage of AG's business is dependent on our ability to harness and optimise the human capital within the organisation.
- To encourage the implementation of formal communication to all employees through the implementation of communication channels and systems that provide regular interaction and consultation between employees and management.
- To introduce procedures and structures at operations level to give expression to the need to institutionalise employee relations in a mutually beneficial way, with the aim to build productive relationships and to achieve both business and personal goals.
- Ensuring that each employee has opportunity to reach full potential through the development of skills and knowledge acquired in training. All employees of AG are required to participate in training and development activities which have been identified as integral to their employment role.



Thomas Dale  
Managing Director