
TRAINING AND DIVERSITY POLICY

MLG Oz's greatest asset is our skilled and valued employees. We as a company will establish and maintain a skilled, well-trained & competent workforce through appropriate and adequate training so all employees are competent in all tasks and duties required of them. As champions of diversity, involvement and participation, we're making our business stronger, building our talented team, and working toward a more equal society.

This will be achieved through the implementation of training and awareness programs where MLG Oz has the means to achieve the employee skill base to ensure we achieve our goal of providing an industry leading standard of service, allowing our company to grow organically to the benefit of our employees, clients and the communities in which we operate.

MLG Oz's training policy provides the basis for our commitment to regulatory and statutory compliance and the safety and well-being of all employees by the following objectives;

- We are committed to investing in paths of opportunity through education, training and employment using appropriately skilled local people as our first choice to continue to build sustainability within the communities we work.
- Review the skills and competence of each new employee taking into account prior learning and proven previous skills, including recognition process and acknowledgement of prior learning.
- Encourage all employees to further their skills advance their careers by providing training and opportunities to do so
- Ensure applicable employees are given adequate training when any or all new, equipment, work practice, work place conditions are introduced into the company and/or workplace and records are kept and maintained of such training.
- Provide all applicable employee's the opportunity and access to applicable training courses using documented programs carried out by an appropriately accredited trainer and assessor.
- Providing knowledge and skills training and verification of required competencies so that all employees are able to perform their tasks and duties safely and efficiently.
- Conduct a training needs analysis and formulate a training plan.
- Provide access to applicable training courses based on documented structured programs, incorporating adult learning principles, which are validated by an accredited trainer or Registered Training Organization (RTO).

It is the responsibility of all employees and contractors to adhere to and comply with this policy and it's everyone's responsibility to implement within their line of authority.



MURRAY LEAHY

Managing Director
02nd January 2015.

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