




Power Testing Limited

HR Policy

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| Power Testing Limited Document Number: | PM-HR-004 | | |
| Status: Issued for Use | | | |
| Date: | 05.09.2019 | Version: | 02 |

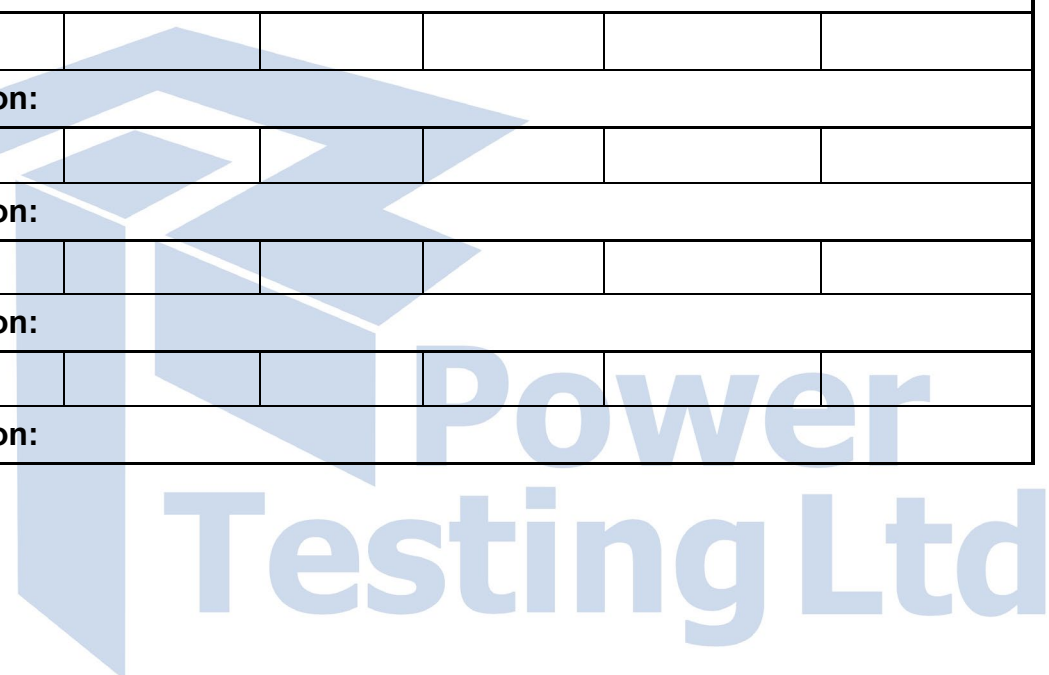
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|------------------------------------|-------------------|---------------|---------------------------------------------------------------------------------------|
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| Company/Position | HR Manager | Date | 5 th September, 2019 |
| Reviewer | Gareth Davies | Signed |  |
| Company/Position | HSEQ Manager | Date | 5 th September, 2019 |
| Approver | Christopher Park | Signed |  |
| Company/Position | Managing Director | Date | 5 th September, 2019 |
| Document Uncontrolled When Printed | | | |

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| Date | Status | Version | Author | Reviewer | Approver |
|------------------------------------|--------|---------|--------|----------|----------|
| 09.01.18 | IFC | 0A | BM | | |
| Reason: Issued for comments | | | | | |
| 09.01.18 | IFU | 01 | BM | AJA | CCP |
| Reason: Issued for use | | | | | |
| 05.09.19 | Review | 01 | BM | GD | CCP |
| Reason: Annual Review | | | | | |
| 05.09.19 | IFU | 02 | BM | GD | CCP |
| Reason: | | | | | |
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General Statement of Policy

I, and the Board of Directors, are committed to achieving our business objectives through our people. We recognise that, as a service provider, our main resource is our people. Therefore, effective Human Resources Management is an integral part of our business strategy to create a winning match of individual needs and organisational demands. We continuously aim to have the right person, with the right experience, at the right time, in the right place, offering the right output and feeling valued within the team.

Furthermore, the Company accepts its ethical responsibilities when it comes to people management and recognises its obligation to conduct its activities in full knowledge of, and in compliance with, the requirements of relevant legislation, governing bodies and approved Codes of Practice.

To this end, I commit Power Testing Ltd to ensuring that:

- All employees are selected and recruited based upon their aptitude, skill, competency and attitude.
- All successful candidates have the right to work in the UK.
- We provide a safe & healthy working environment.
- We operate an equal opportunities policy, ensuring that all employees receive clear and fair terms of employment and are offered opportunities for continual development.
- Management practices promote and encourage motivation and the attraction and retention of the best people.
- The employment relationship is based on mutual trust, fairness, inclusion and equality of opportunity for all.
- The dignity of all our people is respected.
- No person employed by Power Testing is subjected to discrimination, harassment, bullying or intimidation of any kind.
- All our people receive the necessary support and understanding.
- We provide confidential assistance wherever and whenever required.
- We actively promote staff wellbeing.
- We provide training for all our people to ensure they are competent to carry out their role safely and efficiently, in compliance with relevant legislation and guidance, and are assisted and actively encouraged to develop to their full potential.
- A transparent reward scheme is designed and implemented to motivate our people to work toward continual improvement and achieving our business goals.
- Communications between management, employee representatives and all our people are mutually accepted as open and honest.
- The HR Department provides professional advice, guidance and practical support in employment matters to all levels of the Company.

I fully support all of Power Testing Ltd's Line Managers, who are responsible for ensuring that the contents of this HR Policy Statement are adopted for the people in their charge, with the assistance of the HR Department, who must be consulted before any HR action is taken.

Furthermore, I commit Power Testing Ltd to making available all the necessary resources to discharge all of our responsibilities.



Christopher Park, Managing Director, Power Testing Ltd.

Date 5th September, 2019

