

Airconstruct HVAC remains committed to providing our employees the following working conditions

- A safe and healthy work environment where any safety concerns are addressed promptly.
- A workplace free of all forms of discrimination, bullying and harassment.
- A workplace that is diverse in culture and respectful of each person's religious beliefs.
- A workplace where male and female staff are paid equally or equal skillsets.
- Flexible employment possibilities to support a better balance of private and professional life.
- Flexible employment possibilities to encourage our employees to have outside interests especially community involvement.
- We believe that it is essential to build a relationship based on trust and respect of employees at all levels
- We care about all people working inside or outside our premises as service providers and we insist that they also take steps so that adequate working conditions are made available to them.
- Management and employees are expected to make all necessary efforts to develop fair and constructive dialogues, overcome the difficulties that they might encounter, reach sustainable agreements and implement them.
- We expect our employees to maintain a high standard of conduct and work performance to make sure the business maintains its good reputation with customers and suppliers.
- Learning is part of the Airconstruct culture. Each employee, at all levels, is conscious of the need to upgrade continuously their knowledge and skills.
- Advancement will exclusively be based on competence, insight, performance and potential with the exclusion of any consideration for origin, race, nationality, gender, religion or age.

For further details please refer to AHVAC-HR-PRO-001 HR Procedure Manual.

David Jones

Director