TRAINING POLICY

INTEGRITY | WORK TOGETHER | KEEP IMPROVING

Destec, including all subsidiary companies recognises that well trained employees are pivotal to the success of our business, and we are committed to the continual training and development of our people.

We shall strive to ensure our people are educated and trained to enable them to operate at the highest standard while complying with Destec's workplace as well as legislative requirements.

Our training commitments include:

- Educating our people on our Values, their purpose, meaning and how they impact on the way we do business.
- Inducting our people at both a corporate and site level and ensuring updates and refreshers are completed at regular intervals.
- Providing resources to adequality support internal and external training requirements.
- Undertaking training needs analysis that is specific to each role and workplace.
- Assessing competency as per national standards.
- Ensuring training records are maintained and updated at regular intervals.
- Encouraging our people to participate in training programs that establish and enhance skills that help them develop and progress their careers.
- Providing our leadership personnel with targeted training ensures they adhere to our Destec Values and assists them safeguard a compliant and productive system of work.

Steve Wyatt
Director
07 August 2026