



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



PROFESSIONAL DEVELOPMENT POLICY

The purpose of the Professional Development Policy is to encourage and support employees in their professional development as an integral part of their employment with GR Engineering Services Limited (GRES). GRES acknowledges that professional development is a key component of personal job satisfaction and contributes to enhanced skills, expertise and workplace productivity. Employee reward and recognition are critical to the achievement of the organisation's objectives and to the continuous improvement in the quality of GRES' products and services.

GRES is committed to providing a rewarding environment for employees and recognises that the quality, responsiveness and professionalism of its workforce are inextricably linked to the organisation's achievement of its strategic goals.

To satisfy its commitment to professional development GRES will:

- Support employee membership in relevant professional associations including Engineers Australia, the Australasian Institute of Mining and Metallurgy (AusIMM), the Institution of Chemical Engineers (IChemE), CPA Australia (CPA) and the Institute of Chartered Accountants (ICAA) via reimbursement of membership fees for one relevant institution per employee per year.
- Support employee continuing professional development (CPD) including the CPD requirements of Engineers Australia, AusIMM, CPA and ICAA via the provision of structured and relevant in-house training and by assisting with the costs associated with attendance at external training including relevant short courses, workshops, seminars, conferences and technical meetings.
- Support employees who undertake management approved further education relevant to their position and consistent with GRES' objectives. Assistance may include reimbursement of a negotiated proportion of tuition fees for successfully completed units of study and the provision of study/exam leave.

A handwritten signature in black ink, appearing to read 'Joe Ricciardo', written in a cursive style.

JOE RICCIARDO
MANAGING DIRECTOR

1 July 2011