

# Our Human Resources Policy

The company will endeavour to hire and retain talented individuals within the Group of companies. This is critical to Attard Bros Group's success. The company needs to ensure that the whole employment cycle is managed in an ethical and fair manner. All employees are provided with opportunities for growth which will in turn ensure the attainment of the company's objectives. The company shall strive to:

- **Uphold the Human Rights and Equality of workers** – Treat workers with dignity and respect concerning Freely Chosen Employment, Young Workers, Working Hours, Wages and Benefits, Humane Treatment, Non-Discrimination / Non-Harassment and Freedom of Association.
- **Support Safety and Health** – Recognise that in addition to minimising the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale.
- **Communicate and Involve Effectively** – Keep employees informed about company matters, listen to their needs and queries, and together identify joint solutions. Passionately organize social events to help employees bond and boost morale in the workplace.
- **Brand with the company** – Make the employees feel welcome and supported by cultivating a friendly workplace, so that they will represent the company in the best way and act as company ambassadors. Reward deserved performance for going above and beyond the course of duty.
- **Instill Values and Ethics** – Maintain the highest standards of values and ethics to meet social responsibilities and achieve success in the marketplace.
- **Provide Training and Development** – Strengthen the specific employees' skills' needs based on employee assessment as a key to the continuously developing workforce.
- **Sustain the Environment** – Recognise that environmental responsibility is integral to producing the best products and identifying the environmental impacts to minimize adverse effects on the community, environment, and natural resources.

The company will endeavour to adhere to all the Laws of Malta to set standards within the HR context.

We strive to be the very best at what we do and in what we deliver to customers and our co-workers. We work in a diverse, skilled team and aim to deliver high quality services and products every day, whilst fostering a familial environment in the workplace.



Carl Attard  
MANAGING DIRECTOR  
Attard Bros. Group

**Building a better Tomorrow**