

## Swettenham Employment Policy

&ldquo;THE EMPLOYER OF FIRST CHOICE IN THE NORTH EAST REGION&rdquo;

Adam Sangster and Swettenham Stud strongly believe their staff is critical to the continuing success of Swettenham Stud as a premier thoroughbred stud in the North&ndash;East region of Victoria.

Adam wants Swettenham Stud to attract and retain the best available people to work for his organization in a safe, healthy workplace and work environment.

To achieve this objective Swettenham Stud has established an OHS framework which underpins its principles of health and safety protection in its workplace and work environment. A number of OHS initiatives have been developed and implemented over the past year.

One initiative introduced was the commission of a consultant to develop a Management Team Manual, an Employee Manual and an Induction Manual for new employees.

These Manuals will assist Swettenham Stud to achieve its objective to take all reasonably practicable measures to eliminate or reduce risks in the workplace which have the potential to cause injury or harm to employees. These risks include both the physical and non-physical risks as Swettenham Stud wants its employees to attend work each day in the knowledge they will be treated fairly, equally and honestly and that their co-employees will treat them with respect.