

**Globe Group is committed to being an ethically and morally responsible company and has developed an Integrated Management System that seeks to comply with AS/NZS 45001:2018 Guidelines for Occupational Health and Safety Management System: Specifications with Guidance for use and AS/NZS ISO14001:2015 Environment Management System – Requirements with Guidance for use; and AS/NZS ISO9001:2015 (Quality Systems).**

Training is an integral aspect of the implementation of the Integrated Management System. Globe Group is committed to the training and development of all its employees, in order to ensure the consistent delivery of quality services to its candidates and clients.

Globe Group will provide relevant training internally for all employees on commencement of employment and provide ongoing support.

### **Globe Group employees can expect:**

- Ongoing training to allow them to perform their duties effectively and efficiently
- Support in areas when they are having difficulties in their job requirements
- Clear guidelines to ensure they are able to carry out their job to the required standards
- Continual improvement opportunities to enhance their skills and knowledge to help develop their current position and increase career opportunities
- Procedures and instructions to ensure safe systems of work for all workers and;
- Information, instruction, training and supervision to workers and where relevant clients, to ensure their safety.

Where necessary Globe Group will outsource training to external recognised training providers to expand knowledge and understanding. Globe Group continue to identify the development needs of the company and those individuals, and balance the two accordingly.

### **Senior Management is responsible for ensuring that;**

- Resources are provided to give effect to this policy;
- Resources are allocated for induction of all new workers, including subcontractors, to the company
- Resources are made available for training of workers in the safe performance of their assigned tasks;
- Records are maintained of all training
- Training providers are appropriate to the type of training required; and
- Training needs are reviewed at annual performance reviews with all workers



**Joey Birch**  
Director @ Globe Group

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