



HUMAN RESOURCES POLICY

Wasco is committed to recruiting, developing, and retaining the best caliber of people in order to remain a leading competitive player in the Australian Energy industry.

Through the retention of our people, Wasco maintains expertise and intellectual property which contributes to the success of our business practices.

Wasco is committed to:

- Ensuring that all our working methods and procedures put health and safety as a first priority
- Establishing and promoting Human Resource policies and procedures that benefit work practices and motivate our employees
- Promoting policies and behaviors which are ethical and honest and align with the Wasco's vision and that of its parent company
- Providing competitive and flexible employment conditions through which high performance is encouraged, recognised and rewarded
- Providing personal and professional development opportunities that meet career development needs as well as enhancing Wasco's expertise and intellectual property
- Assessing the performance and development needs of our employees regularly from commencement date, to ensure that they possess the appropriate skills and competencies to enable them to meet the needs of our business as outlined in our business plans.

Wasco is fully committed to providing a professional and innovative working environment whilst supporting the continuous improvement of its people and business practices.

Mel Whyte
President
Wasco Australia

24 May 2025

