



Our People Policy

Higgins is a family of companies collectively called 'The Green Team'. From the early days, 'The Green Team' phrase was coined as an expression of Higgins' close-knit teamwork, family-based values and pride that has bonded our people together, in work and in play.

Being part of 'The Green Team'

- Being a member of 'The Green Team' is something special. We look out for each other, show our colleagues proper respect, pass on what we've learned so others can improve, and if things get tough we stick together and support each other.
- We take pride in doing a good job and we move heaven and earth to achieve it.
- 'Our Way' work methods and processes form an integral part of the way we conduct our business activities and the way we work together as a team.
- 'Showing the Way' is our company support line. This is an expression of Higgins' commitment to supporting 'The Green Team' to grow and develop, and expresses our drive for leadership and innovation.

Our People - the heart of our team

- Our people are the heart and soul of our organisation. We value the contribution and commitment of all our team members who contribute every day to the vitality and success of our business.

Our People Policy is achieved by:

- Emphasising Higgins Values as the foundation of our business, and committing to ensure our people understand these Values as the cornerstone of our culture.
- Building work environments that are enjoyable, stimulating and meaningful to our people.
- Inducting new team members so they understand our Green Team culture and the role that they are to fulfill in the team.
- Providing the appropriate skills training and support so that team members can confidently and effectively participate in their team.
- Supporting ongoing skills development to ensure job competency, career development and job satisfaction.
- Encouraging our experienced people to pass on their knowledge — through mentoring, coaching and support.
- Acting with respect and integrity by being honest, open, actively listening to people and taking action to support people.
- Empowering our people to act responsibly and promptly to ensure safety, quality, and best practice.
- Celebrating success together.

Ken Lotu-Iiga, General Manager
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