

Lawray wishes to attract and retain high calibre, skilled employees to deliver and manage its services to clients and suppliers. Our success depend upon having the right staff with the right skills in the right place at the right time.

We aim to: -

- reduce staff turnover
- increase retention
- develop our employees
- improve commitment and motivation
- ensure we meet the current and future needs of our clients and other stakeholders

To achieve this we ensure we comply with the relevant employment legislation and employ best practices in our Human Resource management.

We ensure that all applicants and employees are treated fairly, and that our procedures are effective and efficient.

In accordance with this strategy we have developed and maintain policies and/or procedures regarding: -

- Equal Opportunities and Diversity
- Recruitment and Selection
- Induction
- Training and Development
- Performance Management
- Flexible Working
- Employee Benefits

The responsibility for implementing this strategy lies primarily with the Senior Management team liaising with their teams and managers as required.

This statement will be reviewed at least once annually by the Board of Directors.