



## TRAINING POLICY STATEMENT

**Westgold Resources Limited (“Westgold”) is committed to active, regular and appropriate training of employees at its workplaces. Westgold encourages and provides self-advancement programs to ensure the high standards of health, safety, efficiency and productivity are achieved by its employees.**

**Westgold expects its management to strive to achieve these policy outcomes by ensuring work related training programs are given high priority in all company plans and operating procedures.**

**In a broad objective, Westgold attempts to align its training policies with those of National Standards and Competency.**

**Our overall policy objectives are to:**

- Ensure compliance with all relevant legislation.
- Ensure compliance with the relevant award clauses applying to Employee Workplace Training.
- Implement accredited or other employee workplace training programs.
- Ensure all employees are properly skilled and trained in any task they are asked to perform.
- Support employees who on their own initiative undertake and successfully complete accredited work

**To assist in achieving these objectives we will:**

**Demonstrate Leadership:** Each manager and supervisor is responsible for working with employees in the identification and implementation of employee development requirements.

**Empower our People:** Take shared responsibility for their own individual effectiveness, personal and career development.

**Take Personal Responsibility:** Participate in training opportunities.

### **Access**

- All employees will be given access to their own training records during employment.
- Staff access to an employee’s original training records will be restricted to Management Personnel on “a need to know” basis.
- Training records will be made available for “Competency” verification purposes to statutory authorities.

In conjunction with this policy, a series of rules, procedures, programs and policy statements on specific individual training matters may be prepared and issued as required.

All employees, contractors and visitors working at any of the Westgold Projects shall support this Policy.

**Peter Cook**  
**Executive Chairman**

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<b>Next Review:</b>	<b>31<sup>st</sup> August 2021</b>