

PEOPLE POLICY

Byte Construct is committed to fostering positive working relationships and acknowledges that creating and maintaining safe, harmonious, and productive workplaces is a shared responsibility among all employees, contractors, and relevant stakeholders.

People Policy in Practice

- **Teamwork and Leadership:** Promote teamwork, leadership, and collaboration.
- **Recognition and Celebration:** Celebrate team success and value individual contributions.
- **Empowerment:** Empower leaders to make right and just decisions and ensure work is well designed and safe.
- **Integrity and Respect:** Demand integrity, respect, and emotional intelligence in our interactions with each other.
- **Diversity:** Value the diversity and differences of our people, which enhance our culture.
- **Family Responsibilities:** Recognise family responsibilities within a challenging working environment.
- **Engagement and Reward:** Ensure people are engaged and rewarded for behaviour that reflects our values and promote effective and consistent reward and recognition processes.
- **Attraction and Retention:** Attract and retain outstanding people who are the right fit for the right roles.
- **Inclusivity:** Create an inclusive workplace free from discrimination, harassment, and bullying.
- **Legal and Human Rights:** Uphold relevant laws and safeguard human and labour rights, including the right to a decent wage, freedom of association, representation, and collective bargaining.
- **Respect and Fairness:** Treat others with dignity, courtesy, respect, and act with honesty, integrity, care, and fairness.
- **Freedom of Association:** Respect the principles of freedom of association.

A handwritten signature in black ink, appearing to read "Terry Hare".

Terry Hare
2nd July 2026

A handwritten signature in blue ink, appearing to read "Glen Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "Siva Kamal".

Siva Kamal
2nd July 2026