



# Ostwald Bros Employee Promise



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# OUR Differences ARE OUR STRENGTHS



## What is the Ostwald Bros Employee Promise?

An Employee Promise is the value or benefit an employee obtains through employment.

### Our Employee Promise

Our Differences are our Strengths.

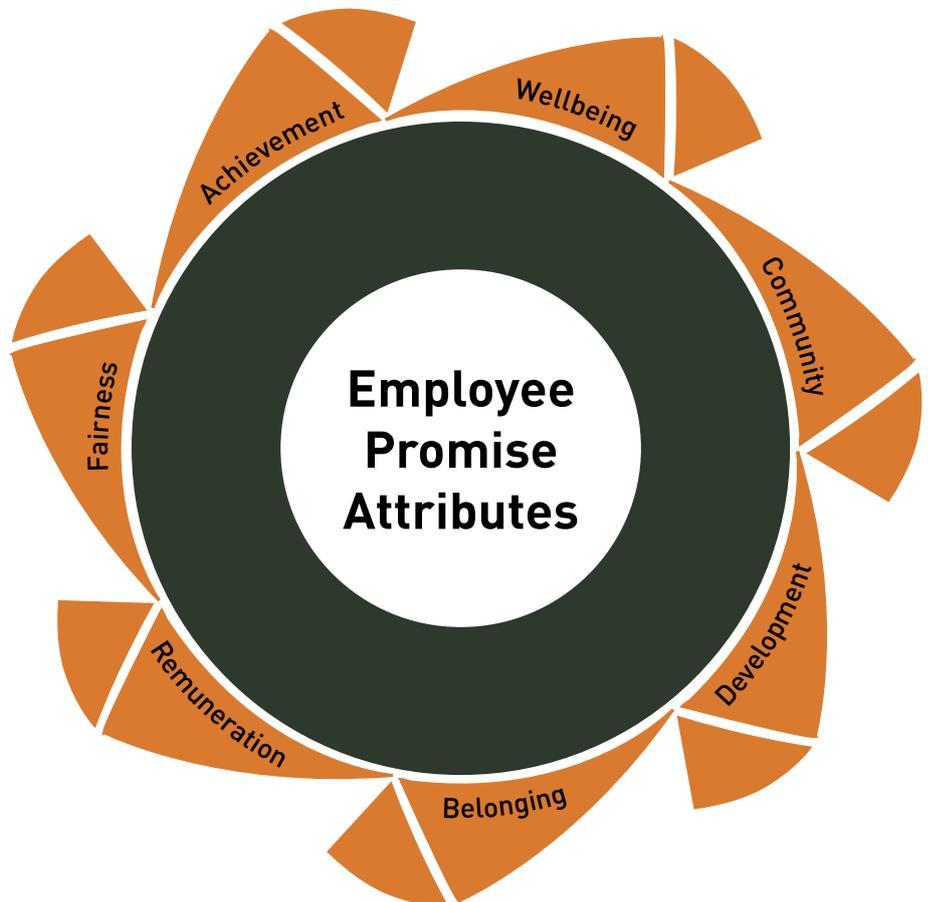
We are all unique, yet there is a common thread that links us all. This is our company DNA.

Our company DNA means that we are many acting as one and the Ostwald Bros 'community' strengthens the individual – in so doing strengthening the business.

Ostwald Bros is a close-knit collective comprised of people encouraged and enabled to be and do their best. The logic is simple: the stronger you are the stronger the group. And vice versa.

By celebrating and fostering the individual strengths and aspirations of all Ostwald Bros people we harness the power of diversity and inclusion; we take on more challenging world-class projects in more places and with more authority – and we all lead more balanced, interesting and fulfilling lives.

We value the growth of our people and are focussed on Building the capabilities of our People, not just Building Projects.



Ostwald Bros' unique Employee Promise can be defined by seven attributes:

### **Fairness**

Ostwald Bros aims to conduct its business according to the highest standards of integrity, respect, fairness, ethics and transparent behaviour. This includes diversity and inclusion, providing development opportunities for all and supporting flexible working arrangements.

### **Achievement**

Led by integrity, we are determined to keep our word and ensure deadlines, quality of work and safety standards are met, to achieve the best result for our clients. To promote these efforts within our business, we take every opportunity that recognise the hard work, resilience and contributions that our employees make. Our flattened structure ensures you have access to those you need.

### **Wellbeing**

We want our employees to be happy, healthy and safe, which is why we have introduced programs to promote safety, mental health wellbeing, sickness prevention and provide you with assistance when you need it most. Our safety record at Ostwald Bros is one to be proud of and our Employee Assistance Program is available 24/7 to employees and their families.

### **Community**

With project locations around Queensland, our goal is to support, integrate and add value to the communities in which we work. Ostwald Bros is committed to organisations and activities that assist in areas that have as wide and lasting a community benefit as possible.

### **Development**

We want you to succeed in your role, so we provide you with tools and development to master your role or take you to the next level, together with an annual performance review. From specialised inhouse training through to award-winning targeted programs and mentoring for women, there's something for everyone.

### **Belonging**

From day one you are welcomed into our team and as a family company, we care about our people and our communities. As a member of the team, you bear our logo on your uniforms and the responsibility that the Ostwald Bros name carries. We encourage you to share your ideas as you work together, sharing in the vision of the company each day through your role or relaxing with our social club.

### **Remuneration**

Ostwald Bros offers Performance Based Market Salary and Wage Rates. We participate regularly in remuneration surveys, have salary sacrifice options and pay our employees fortnightly. Your base salary may be reviewed annually taking into account your individual performance, business and economic factors.

## **How is the Employee Promise delivered?**

We live the Employee Promise everyday, through the strategic direction that our management team provide us; our culture of safety, belonging and excellence and through the mentoring, training and development we provide.

## **What does the Employee Promise mean to me?**

The Employee Promise outlines the rewards and benefits that you receive as an employee and it defines the value that we add as an employer. It is our offering to you for choosing to be an important part of the Ostwald Bros team.





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The Chartered  
Institute of Logistics  
and Transport

WINNER 2015 Annual Awards for Excellence  
Excellence in Professional Development



nawic  
The National  
Association of Women  
in Construction

HIGH COMMENDATION

2015 Queensland Crystal Vision Awards  
Award for Diversity



QUEENSLAND TRUCKING ASSOCIATION  
HIGH COMMENDATION  
2015 PEOPLE LEADERSHIP  
EXCELLENCE AWARD



## Why Ostwald Bros?

Ostwald Bros is built on family values. These values are intrinsic to our operation, as it is why individuals choose to join Ostwald Bros and why companies choose to work with us. We all share play a part in building the company and as employees of Ostwald Bros we are all ambassadors, called to uphold our values of Belonging, Integrity and Agility.

We achieve a connected and willing team by providing a welcoming work environment, where everyone feels a sense of belonging and part of the greater goal that we are working towards. We value integrity and trust and believe that everyone works in the best interests of the company and the community. We encourage agility and innovation, as we overcome challenges and achieve the best outcomes for our clients.

The Ostwald Bros Employee Promise aims to help you identify all the opportunities and benefits available to you as an employee of Ostwald Bros. Our success is defined by our ability to work together as a team, bringing together the skills and knowledge that each of us possess. Like our own DNA, it defines Ostwald Bros as an employer and working together as one united group, our differences are our strengths.

We are all unique, yet there is a common thread that links us all. This is our company DNA.

