

Performance Management Policy

At Aerco NW Electrical Pty Ltd, we are committed to fostering a workplace where employees are empowered to perform at their best. Our Performance Management Policy provides a framework for setting clear expectations, offering constructive feedback, and supporting employees in achieving their professional goals.

Our Commitment to Performance Management

- **Clear Objectives:** We align performance goals with the company's strategic objectives, ensuring employees understand their contributions to our success.
- **Constructive Feedback:** Employees receive regular feedback to support continuous improvement and address any performance challenges.
- **Career Development:** We emphasize personal and professional growth, offering guidance and opportunities for skill enhancement.
- **Confidential and Fair Process:** All performance reviews are conducted transparently, with fairness and confidentiality at the core.
- **Continuous Improvement:** Performance management is integrated with job design, recruitment, training, and career planning to foster a culture of excellence.

Our Objectives

- To enhance individual contributions to Aerco NW Electrical's goals.
- To facilitate job satisfaction, career development, and personal recognition.
- To create a structured process for evaluating and improving performance.
- To establish effective two-way communication between employees and management.
- To ensure alignment between individual performance objectives and company-wide goals.

A Shared Responsibility

At Aerco NW Electrical, performance management is a collaborative process. All employees, managers, and stakeholders are expected to:

- **Managers' Role:** Provide coaching, set clear expectations, evaluate performance objectively, and offer constructive feedback.
- **Employees' Role:** Reflect on their performance, act on feedback, and actively engage in goal setting and development plans.
- **Shared Goal:** Foster a positive, productive workplace where performance expectations are understood and met collaboratively.

We are dedicated to ensuring that every employee has the tools, guidance, and support needed to excel. Through our Performance Management Policy, Aerco NW Electrical strives to cultivate a culture of growth, accountability, and achievement.