

**PHILOSOPHY**

The following document forms our Industry Relations Policy for operations throughout Australia.

The fundamental element of the Industrial Relations Policy is our commitment to honour the terms and conditions of agreements and awards therefore strongly resisting pressure to make concessions outside the scope of formal agreements.

*We do not believe in prejudicing long-term success for the short-term gains.*

**SELECTION OF LABOUR**

- Suitable experienced labour are sourced from within our Company or known to our company from previous experience on projects
- Should additional labour be required from outside our group, comprehensive reference checks together with a formal interview process to ensure prospective employee's suitability to work on major projects will be carried out.

We notify the client in writing of the name of each employee who is associated with the project to ensure the client is satisfied with employee suitability.

**INDUCTION**

Prior to commencement on site, each employee undergoes a formal induction session where the following issues are addressed.

- Ensure each employee is aware of the terms and conditions of specific site agreement.
- Ensure each employee is aware of all safety policies and issues associated with the project with particular reference of the site Drug and Alcohol policy.
- Ensure each employee is aware of procedures to settle any potential industrial disputes.
- Ensure each employee is aware of our work scope on the project and company expectations.

---

Michael Pike

---

Owen Pike