

INDUSTRIAL RELATIONS POLICY

Policy Statement

We recognise the importance of providing a safe, harmonious and productive working environment for our employees.

We are committed to the provision of an enjoyable working environment and job satisfaction.

Dalycrete will:

- Respect and enforce the rights of employees as provided by State and Federal Legislation, including freedom of choice to be or not to be a member of a trade union.
- Observe State and Federal Legislation in force at the time.
- Not, at any stage, enter into arrangements which provide financial benefit to trade unions or other third parties in relation to the procurement of industrial awards and/or agreements, or for the purpose of ensuring a dispute-free workplace.
- Ensure that employee selection, promotion, counselling, termination, training and development is conducted solely on objective criteria and personal merit.
- Encourage and develop employee and Company skills, innovation and excellence.
- Foster a commitment to customer satisfaction.
- Encourage a flexible and cooperative workplace to achieve real and sustainable improvements in productivity.

Guiding Principle:

- All matters arising as a result of an employee's grievance, dispute or difficulty will be managed as prescribed by the 'Grievance Resolution Procedure' contained in the relevant industrial agreement. The final stage of this process is the State or Federal Industrial Relations Commission.

Personal responsibility:

- Employees are encouraged to utilise the grievance resolution process, without fear or threat of prejudice.
- Employees and Management will interact in a manner that is free from restrictions or harassment.

Ryan Daly
Director
Dalycrete

