



The Walsh Group Construction Pty Limited

ABN 94 600 477 78

www.thewalshgroup.com.au

Suite 115, 26 – 32 Pirrama Rd

Pyrromont NSW 2009

INDUSTRIAL RELATIONS POLICY

Policy Statement

The aim of this policy is to adopt and an open and transparent practices in matters pertaining to industrial relations matters.

TWG is committed to conduct its business in a manner that provides and preserves a harmonious place of work for all our employees, suppliers and subcontractors within the scope of applicable industrial relations instruments including agreements and awards, and where all levels of management are focused on ensuring that all work is carried out with minimal disruption and with maintained industrial harmony.

Scope

TWG's Industrial Relations Policy applies to all employees, suppliers and subcontractors who work at any TWG workplaces, project sites, events, and buildings whilst carrying out the company's activities.

Aims

TWG is committed to:

- Provide a safe and harmonious working environment which is conducive to keeping us employees, suppliers and subcontractors' content whilst achieving our operational goals
- Employing staff based on employment contracts that comply with all applicable industrial laws, awards and National Employment Standards (NES).
- Comply with all applicable industrial laws, regulations, statutory obligations, award, agreements and National and State codes of practice and guidelines including the Fair Work Act 2009, Building Construction Award, Building and Construction General On-Site Award 2010, Clerks Private Sector award, and National Employment Standards (NES).
- Encourage all suppliers and subcontractors working on our projects to comply with applicable awards and workplace arrangements.
- Monitor supplier and subcontractor industrial relations performance and activities, develop and maintain an effective communication process with them, while recognising their right to have them own industrial relations policies and arrangements.
- Continually develop and improve the skills of employees to enable them to work efficiently in a constantly evolving work environment and to strive to reach their maximum potential
- Provide adequate resources to implement its Industrial Relations policy and industrial management plan.

Responsibility

Directors and Senior Management are accountable for the development, communication and implementation of this Industrial Relations Policy to ensure a harmonious workplace.

Directors and Senior Management may be contacted by telephone on (02) 9277 4630 or by post to Suite 115, 26 – 32 Pirrama Rd, Pyrmont 2009 NSW.

The Directors of the Company as at the date of this policy are:

- Joseph Yousef Email: Joseph@thewalshgroup.com.au Mobile: +61 416 717 007
- Bill E. Walsh Email: bill@thewalshgroup.com.au Mobile: +61 402 877 472



All levels of management will:

- Provide fair and reasonable management of industrial relations issues and expect the same from all other stakeholders.
- Maintain an open relationship with our employees, suppliers and subcontractors at all times
- Apply all policies and procedures in an equitable and fair manner to all stakeholders, regardless of position.
- Promote open and effective communication between employees, suppliers and subcontractors at all levels and resolve disputes equitably, quickly and efficiently
- Encourage open and honest communications at all times in industrial relations matters.

Policy Endorsement

This policy is endorsed by the Directors of The Walsh Group Pty Ltd

Director – Joseph Yousef

Director – Bill E. Walsh