

CORPORATE POLICIES

Industrial Relations



M/Construction is committed to the transparent, honest and fair management of its human resources. The company will comply with the legislative requirements that govern workplace industrial relations, whilst operating in a supportive environment, which educates employees through awareness programs.

In order to achieve industrial relations commitments, M/Construction will:

- Comply with OHS obligations in accordance with the State and Federal laws;
- Ensure Freedom of Association is properly respected;
- Ensuring rights of entry to worksites is in accordance with the relevant State and Federal laws;
- Commit to the provision of a safe and enjoyable working environment, job satisfaction, training and career opportunities;
- Promote commitment to M/Construction's Safety, Environmental and Quality Management Systems; and
- Establish and proactively ensure compliance with the National Code and Guidelines.

This policy is aimed at promoting an agreeable and productive working environment.

To maintain this policy, it is the responsibility of each staff member to ensure that interaction between employees in the company is completely free from any restriction or harassment.

Signed: 
Michael Read—Director

Dated: 1st March 2020

| Document Location | Revision | Revision Date | Review Date |
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| Z:\1. Company Policies & Procedures\2. Corporate Policies & Procedures \Corporate Policies\MCP01-03.Industrial Relations Policy | 5 | October 2018 | October 2019 |