

# INDUSTRIAL RELATIONS POLICY



**AUSTRAL**  
CIVIL | MINING | MARINE

Austral Construction Pty Ltd is committed to complying with all relevant laws, awards, agreements and National and State codes of practice on Industrial Relations (IR) matters.

In implementing this Policy, the Austral Construction will:

- Strive for improved corporate image through the demonstrated commitment to better management of workplace issues;
- Consider industrial relations as a vital part of our business, in the same order of importance as Quality, Safety and Environmental Management;
- Commit to work with government agencies for planning strategies, reviews and welcome third party contractor performance reporting;
- Abide by all relevant project IR arrangements set by our Customers;
- Ensure proactive planning of IR issues at corporate and project levels by developing the Company's IR Strategy, analysing and assessing IR risks with risk response and contingency planning;
- Ensure efficient project IR performance by establishing excellent relationships with project stakeholders;
- Deal with and manage IR matters in a fair and reasonable manner and expect the same from other relevant parties;
- Be open, fair and active in our communication with our employees, any elected representatives as well as with other relevant interested parties;
- Ensure adequate resources to implement the IR Strategy and to assess and manage subcontractors' compliance with their IR and employment obligations.

The objective of the Company's industrial relations commitment is to ensure and maintain a harmonious and mutually beneficial relationship with our employees and our subcontractors. The success of our business depends on it.

**LUKE VAN BEEK**  
**Head of People**  
**Austral Construction Pty Ltd**

Updated: April 2023  
Next Review: April 2025  
Revision: 11

*This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties*

