

EMPLOYEE RELATIONS POLICY

It is the policy of Decmil Australia Pty Ltd to provide a safe workplace which through a defined Employee Relations Strategy, will produce for the client, a quality of work in which both Decmil and the employee together with the client, will feel satisfied achieves all the aims and aspirations which have been requested within a defined scope of work.

Decmil Australia Pty Ltd recognises that it is through the quality and application of its employees that the above aims are achieved and that to achieve success it is imperative that all personnel show a common goal of completing projects safely, on time and within the budget.

It is therefore the policy of Decmil Australia Pty Ltd to:

- Employ those personnel sharing the common aims of Decmil Australia Pty Ltd and endeavouring to achieve those objectives.
- Adhere to Decmil Australia Pty Ltd's Enterprise Agreement, Industrial Awards or Project Agreements specifically designated for the site.
- Advise all personnel of Decmil Australia Pty Ltd's initiatives and any measure which may affect their working environment.
- Work in a constructive way with those unions which under the Project Site Agreements have an influence over our employee's interests.
- Develop an attitude with the employee allowing further development of their skills; to increase job satisfaction, and further develop their careers.



RAY SPATORE
Managing Director