

Industrial Relations

The Hannas Group of Companies is committed to achieving effective working relationships with all its employees and maintaining a harmonious industrial relations environment across all its business operations. In order to achieve this objective, it is essential that Hannas maintain a consistent approach to industrial relations across all facets of the business.

Hannas commitment to industrial relations is achieved by:

- Ensuring compliance to all relevant documentation, including applicable industrial laws, statutory obligations, agreements, regulations, awards, practices and guidelines.
- Developing and implementing systems and procedures that provide for fair and reasonable management of industrial relations issues.
- Understanding that all employees have the right to representation when negotiating workplace awards and agreements.
- Appreciating that the Client may influence the actual industrial relations arrangements and understanding our commitment in meeting the Clients requirements.
- Providing open and honest communications as well as maintaining positive relationships with all our employees, their designated representatives and other interested parties.
- Continually reviewing and monitoring industrial relation performance of both our business and that of our subcontractors and suppliers.

A handwritten signature in black ink, appearing to read 'Danny Hanna'.

Danny Hanna
Chief Executive Officer
Hannas
05 February 2010