

## **Industrial Relations**

Hannas 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

Management are responsible for ensuring adherence to the provisions of this policy. All staff are responsible to assist Hannas in achieving the objectives of the policy.

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

**Danny Hanna**  
**Chief Executive Officer**  
Hannas  
12<sup>th</sup> October 2016