

## Industrial Relations Policy

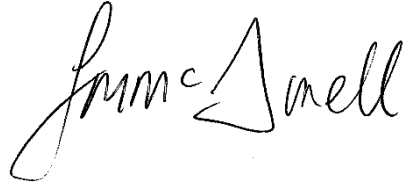
Our Company is committed to achieving industry best practice to achieve the best employee and industrial relations outcomes possible.

Our company will:

- Ensure a safe and healthy working environment for all employees;
- Improved efficiency and productivity in all areas of our business to ensure suitable growth in our profit and benefits to all staff;
- Respect an individual's right to choose how they wish to be represented in the workplace;
- Ensure that our lines of communication are open and consultative at all levels;
- Hold regular workforce briefings on business changes and developments;
- Hold workforce briefings on task specific activities such as projects and/or changes to Occupational Health and safety or Environmental requirements. These briefings may be captured in tool-box style meetings;
- Seek to maintain a workplace where the Company's values are maintained and where everyone is treated with respect and in a fair manner when differences of opinion or grievances are raised;
- Resolve any grievances as early as possible;
- Ensure that unresolved grievances are referred up to the line of management, seeking expert assistance and advice as necessary to resolve the grievance.

Management seeks the cooperation from all employees in the realising our Industrial Relation Objectives and obligations. All parties will be advised of agreed changes and the arrangements for their implementation.

Management will regularly review the business policies, procedures, processes and performance, and identify and implement required corrective and preventive action, within an overall philosophy of continuous improvement.

A handwritten signature in black ink that reads "Greg McDonell". The signature is written in a cursive style with a large, stylized 'G' and 'M'.

**Greg McDonell**  
Group Managing Director

Date: 24/01/2022  
Next Review: 01/07/2024