

Group Industrial Relations Policy

Buildcorp has an enviable industrial relations record and good relationships with our employees and industrial organisations.

Objectives

This policy provides the basis for:

- ▼ Protecting the safety and legal rights of our workers and those of our subcontractors
- ▼ Maintaining industrial harmony on Buildcorp sites
- ▼ Encouraging a cooperative workplace with equitable, innovative and productive industrial relations

Commitments

To achieve these goals, our policy is to:

- ▼ Create a dispute-free environment through consultation and common purpose
- ▼ Communicate openly and keep our employees well-informed on industrial matters
- ▼ Provide safe and healthy working conditions, including training of our employees to properly and safely perform their work
- ▼ Have a zero-tolerance culture for discrimination, bullying or harassment (See Diversity Policy)
- ▼ Comply with all relevant statutes, regulations or other legislative instruments, including without limitation the Fair Work Act 2009 (Cth) and the Code for Tendering and Performance of Building Work 2016 (as applicable), as well as industrial awards and enterprise agreements applying to our workforce. This includes adhering to right of entry requirements on our projects and adopting practices that protect freedom of association.

Responsibility and Accountability

- ▼ The senior management group maintains overall responsibility for Industrial Relations, as measured against delays because of industrial action.
- ▼ Site staff have responsibility for maintaining safety and environmental standards, and ensuring that all subcontractors have current insurances, workers compensation and comply with the conditions of their respective industrial awards and enterprise agreements where appropriate.

This policy will be reviewed at least annually and updated as required to take legislative changes into account.

This policy is aspirational in nature and does not create any contractual rights or entitlements.



Tony Sukkar AM
Group Managing Director
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