

# HUMAN RESOURCES & INDUSTRIAL RELATIONS POLICY

## Introduction

Hertel Modern continued success and business growth relies on the commitment, capabilities and productivity performance of our employees. This is achieved through our commitment to the "World Class" standard required in all our business activities.

## Vision Statement

It is the Hertel Modern vision to create a Labour Environment in which all Project Stakeholders' experience:

- An enjoyable association with the team environment.
- A clear, and agreed, reward for their input to the process.
- The desire to work together, as a team, in the future.

## Philosophy

The shared aim of Hertel Modern is to foster a productive and harmonious industrial relations environment that delivers benefits for the common good of the Company, its clients and its employees.

In order for Hertel Modern to provide high quality services to its client's and to maintain and enhance its reputation for excellence we see our people as being our most valuable asset and therefore the key to delivering positive outcomes for the company and our clients.

## Objectives

Continually work to improve employer and employee relationships.

Ensure a safe, harmonious and enjoyable working environment for all employees during the performance of our work.

Understand and work to overcome any and all unique difficulties and pressures our jobs and / or projects place on our workforce.

Complete all jobs / projects on time and on budget without injury or industrialdisputation.

Contribute and participate in training programs that develop a culture of continuous improvement and a competitive spirit of excellence amongst work teams.

Continually work to maintaining strong employer and employee relationships through open communication processes based on trust, honesty, fairness and equality.

Abide by the provisions of the relevant awards / agreements / legislation

Recognize our responsibility to our clients, customers and other employers by not taking unilateral action which could have flow-on effects.

Uphold and promote the grievance procedure as the core principle of win / win outcomes that ensure that disagreement on issues has minimum disruption to the workplace.

Promptly address any Industrial Relations issues that may arise in an appropriate manner.

A handwritten signature in blue ink, appearing to read "Skea", with a horizontal line underneath.

**Steve Skea**  
**Managing Director**

**4<sup>th</sup> April 2016**