

## INDUSTRIAL RELATIONS POLICY

It is Ryan Wilks Pty Ltd policy that our procedures are based on:

Complying with all applicable industrial laws, regulations, statutory obligations, awards, agreements and National and State codes of practice and guidelines.

Accepting that the properly held interests of our clients always prevail, and that accordingly it is the client who will in many cases determine actual industrial relations arrangements.

Providing fair and reasonable management of industrial issues and expecting the same from all other interested parties.

Maintaining an open relationship with our employees and any elected representatives on a project basis, and with other interested parties and unions as appropriate on a State or National basis.

Recognising our employees' entitlement to representation in accordance with awards and agreements.

Monitoring industrial relations performance and activities of subcontractors and suppliers and maintaining effective communication with them, whilst recognising their right to have their own industrial relations policies and arrangements.

This policy will be formally reviewed again May 2027



Ron Ryan

General Manager

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