

INDUSTRIAL RELATIONS POLICY

Policy Statement

It is the policy of Lambert & Rehbein to operate our business in a manner that provides and preserves a harmonious place of work for all our workers within the bounds of the applicable industrial relations instruments including agreements, Federal government policies and awards, and where all levels of management are focussed on good management, marketing and job control skills ensuring that all work is carried out with minimal disruption and with maintained industrial harmony, which has resulted in solid, controlled growth of the company.

Aims and Objectives

We consider that the good management of industrial relations is an important aspect of our business. To achieve this, we will:

- Provide a safe and harmonious working environment which is conducive to keeping our workers content and achieving our operational goals.
- Utilise the maximum potential of our people by enhancing our professional reputation to become the employer of choice in our industry, through the implementation of HR best practice enabling us to attract, retain, motivate and develop a highly qualified work force and reward performance.
- Comply with all applicable industrial laws, regulations, statutory obligations, award agreements and National and State codes of practice and guidelines.
- Monitor industrial relations performance and activities of subcontractors and suppliers and maintain effective communication with them, while recognising their right to have their own industrial relations policies and arrangements.
- Develop and improve the skills of workers to enable them to work efficiently in a constantly evolving environment and to strive to reach their maximum potential.
- Clearly understand the interests of our clients and ensure that where applicable, all considerations of our client's requirement with regard to industrial relations are observed.

Responsibilities

All levels of management of this company will:

- Provide fair and reasonable management of industrial issues and expect the same from all other interested parties.
- Maintain an open relationship with our workers and with our interested parties.
- Apply all policies and procedures in an equitable and fair manner regardless of position.
- Promote open and effective communication between workers at all levels and resolve disputes quickly and effectively.
- Encourage open and honest communications at all times in industrial relations matters.

All Employees

All employees are responsible to actively take part in any training or information sessions relating to industrial relations, offered by the company.

Directors, Associates and Manager Responsibilities

Directors, Associates and Managers are responsible for ensuring the provisions of our Industrial Relations Policy are complied with.

What to do if you have Questions or Concerns?

Discuss with your Manager, Associate, COO or a Director.



Anna Chipperfield, Chief Operating Officer