

## Industrial Relations Policy

Mansour Paving believes in a structured approach to Industrial Relations and treating our employees fairly. It is our Companies aim to develop a harmonious and productive work environment based on proactive human resource practices. Mansour Paving recognises the need to identify and to respond to industrial issues in a positive and timely manner.

Mansour Paving aims to have a committed, loyal, well trained, efficient and productive workforce.

### **The objectives of our Industrial relations plan are;**

- comply with all Acts and legislation;
- establish clear understanding of objectives and expectations;
- establish a clear reporting structure with defined responsibilities and authorities;
- set clear boundaries;
- Provide a safe working environment;
- Remunerate our employees appropriately and as a minimum in accordance with legislation;
- Issue our employees the appropriate resources and tools to meet their responsibilities;
- Ensure our employees are trained and have the appropriate skills to carry out their duties;
- Establish and develop avenues for communication between employees and all tiers of management and promote open communication at all levels of the company;
- employee participation in the decision-making process including the development of Occupational Health and Safety practices;
- responding promptly to grievances before they become disputes;
- respect for all parties and recognition of genuine concerns of all sides;

All subcontractors with packages greater than \$10,000 engaged by Mansour Paving on contracts larger than \$250,000 will provide a statutory declaration at the end of each month attesting that they have met their legal and employment obligations. Subcontractors may be required to provide evidence of registration with the long service scheme, superannuation scheme, worker's compensation insurance and other payments which are part of the award or relevant enterprise agreement.



**Mohammed Mansour**  
**Director**

02/09/2020

Date