

A W EDWARDS



POLICY

WORKPLACE RELATIONS POLICY

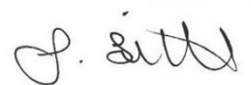
The continued success of A W Edwards is reliant upon good workplace relations management at both the enterprise and the project level. Workplace relations encompasses the workplace and management culture and employee and employer relationships.

All employees have a role in Workplace Relations with the responsibility allocated appropriate to the level at which one works. Appropriate resources, human, financial and physical, will be made available to assist in the carrying out of this function

The objective of A W Edwards is to conduct our business in a harmonious atmosphere with no lost time due to site based workplace relations issues.

To achieve our objective, we will:

- Continue the good working relationships with all sectors of the industry including clients, unions, sub-contractors and suppliers.
- Ensure compliance, by all our operatives with the NSW Industrial Relations Guidelines: Building and Construction Procurement (the Guidelines), and any respective amendments thereto. In addition we will comply with the National Code for the Tendering and performance of building works and any amendments thereto.
- Clearly define roles and responsibilities for all personnel
- Identify resources to be available including human, financial and physical resources.
- Ensure planning is undertaken to enable identification of potential workplace relations issues.
- Provide the means to assess the capacity and capability of sub-contractors to understand and comply with their workplace relations responsibilities.
- Monitor the implementation of the workplace relations strategy.
- Support and promote the principles of Freedom of Association.



JUSTIN SMITH
CHIEF EXECUTIVE OFFICER
A W EDWARDS PTY LIMITED
26/07/2024