

EMPLOYEE RELATIONS POLICY

People are Multiplant’s most valuable asset and are crucial to the business’ competitive advantage and success.

Multiplant strives to ensure a direct, honest and transparent relationship with its employees, building trust and respect.

With that in focus, the key to achieving quality employee relations is to attract committed personnel, and to maintain a high level of motivation, employment satisfaction and retention within the workforce.

Objectives:

- ❖ Develop, implement and maintain appropriate and reliable management systems;
- ❖ Develop organisational structures that ensure clear line management and reporting responsibilities;
- ❖ Identify and cater for specific training and induction needs in accordance with job roles and project operational requirements;
- ❖ Implement excellent recruitment and selection processes and ensure the engagement of correct skills-based employees;
- ❖ Develop reliable programs checklist readily available for appropriately resourcing newly awarded contracts;
- ❖ Implement sound human resources management policies and procedures and consistently update in accordance with statutory, legislative and business needs changes;
- ❖ Interact with local communities on traditional lands impacted by awarded projects to ensure indigenous people and indigenous business owners are provided with opportunities for employment and sub-contracting;
- ❖ Implement a reliable recruitment strategy for increasing indigenous people in the workforce; and
- ❖ Implement reward systems.

Chief Executive Officer: _____



Date: 22/6/16

References:

OHS Legislation in all States

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