



MINETEC
COMMUNICATIONS

Industrial Relations Policy

Minetec Communications will:

- Adopt an honest, fair and consistent approach to industrial relations in the management of all employees
- Develop mutually beneficial and direct working relationships with our employees, without the involvement of external third parties
- Use the best practices reasonably available and will exercise the highest standard of skill, care and diligence in the performance of our obligations and ensure that our subcontractors act similarly
- Comply with all relevant employee and industrial relations legislation
- Develop and implement sound employee relations management plans and agreements in line with project requirements
- Ensure that all employees are suitably qualified and competent through our recruitment, selection and training processes
- Create an environment that leads to early identification and management of issues to ensure no disruption of project operations
- Manage dispute resolution, termination and redundancy processes fairly, impartially and efficiently
- Develop and encourage leadership and innovation in the management of industrial and employee relations issues

Greg Anderson

A handwritten signature in blue ink, appearing to read 'G. Anderson', is positioned below the name 'Greg Anderson'.

Managing Director