

APP:515 WORKPLACE RELATIONS POLICY STATEMENT

(Refer MP:503)

idec solutions strives to be an employer of choice in the construction industry. Building on our corporate values we seek to create a work environment based on mutual trust, benefits, harmony and respect for all stakeholders. We aim to develop teams of motivated and competent members who can utilise their skills in creating and ensuring long term sustainable employment opportunities.

We aim to achieve this by continuous improvement of our workplace relations practices to ensure the best outcomes for our business, our customers and our team.

idec ensures that all parties are recognised in its employment and workplace relations framework through open and engaging communications and negotiation practices. idec recognises and acknowledges the role played by employee representatives in communicating and supporting employee interests and supports the right of individuals and teams to seek assistance, advice or representation.

The Board of Directors and the Executive Leadership Team are committed to the following key workplace relations principles:

- idec solutions' industrial relations and employment policies and procedures, including employment contracts and workplace agreements, comply with current state and federal laws and industry standards.
- Ensure equal employment opportunities through merit based appointment and promotion.
- Promote cultural diversity through the development of inclusive employment practices.
- Build employment relationships based on mutual respect and trust by acknowledging the rights of all stakeholders.
- Foster leadership that strives to develop and maintain positive, productive and respectful relationships with team members.
- Provide training that enhance the ongoing development of team members.
- Engage team members in idec's WH&S, QA and Environmental systems.
- Promote work life balance by creating rewarding jobs with pay and conditions consistent with our industry.
- Maintain systems for reporting, recording and responding to team member's grievances.
- To support the philosophy and comply with the Building Code 2013.

SIGNED Glenn Gibson DATED 24/08/15
Chief Executive Officer

Workplace Relations Policy to be revised every two years (last revised 24/08/15)