



DID PILING PTY LTD

INDUSTRIAL RELATIONS POLICY

The Industrial Relations Policy and approach of DID PILING is based on the premise that to achieve the mutual objectives of client satisfaction and enterprise viability DID PILING will need to engage the appropriate employees on the correct legal / industrial basis. This approach is detailed as follows:

Key objectives

- To avoid disruption by the proper management of industrial risks
- To facilitate work performance which is both productive and of high quality
- To ensure that contracts are completed on schedule and within budget
- To avoid the intrusion of inappropriate practices or payments which may impinge on the industry generally
- To acknowledge Industrial Relation requirements as determined by the client and to act in concert with other contractors to ensure a coordinated approach to on-site industrial relations

Induction Practices

All employees of DID PILING PTY LTD and those persons under the direct charge of DID PILING PTY LTD will be inducted prior to on-site commencement to ensure a complete understanding of industrial relations, work performance and Occupational Health and Safety requirements.

Employment Practices

The aim of DID PILING PTY LTD'S employment practices is to ensure that only appropriate employees are engaged. In this respect appropriate means employees who are

- Conscientious, skilled and experienced in their relevant trades or callings
- Where necessary, are members of or prepared to join appropriate trade unions
- Able to demonstrate a reliable Industrial Relations and work performance history
- Committed to the application of safe working practices and care of property

This policy will be view viewed annually.

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Derek Fabel
General Manager