

EMPLOYEE RELATIONS POLICY

It is the policy of Mitchell Water Australia Pty Ltd (Mitchell) to operate business in a manner that provides and preserves a harmonious place of work for all of our workers within the bounds of the applicable industrial relations instruments, including agreements and awards, and where all levels of management are focused on ensuring that all work is carried out with minimal disruption, and with maintained industrial concord.

Mitchell considers that good management of industrial relations is an important aspect of business. Mitchell will:

- Provide a safe and harmonious working environment which is conducive to keeping our workers content and achieving our operational goals;
- Comply with all applicable industrial laws, regulations, statutory obligations, award, agreements and National and State codes of practice and guidelines;
- Monitor industrial relations performance and activities of subcontractors and suppliers and maintain effective communication with them, while recognising their right to have their own employee relations policies and arrangements;
- Recognise the right of all employees to be a member of trade union;
- Develop and improve the skills of workers to enable them to work efficiently in an evolving environment; and
- Provide our clients with the ability to undertake audits on our industrial relation agreements and notify our clients of any employee relation issues.

All levels of management within Mitchell will:

- Provide fair and reasonable management of industrial issues and expect the same from all other interested parties;
- Maintain an open relationship with our workers and any elected representatives, and with other interested parties;
- Apply all policies and procedures in an equitable and fair manner regardless of position;
- Promote open and effective communication between workers at all levels and resolve disputes quickly and efficiently; and
- Encourage open and honest communications at all times in employee relations matters.



Robert Shelton
General Manager
Mitchell Water Australia Pty Ltd
February 2022