



## Policy for Industrial Relations

Negri is a civil engineering construction company that specializes in the construction of bulk earthmoving, roadworks, subdivisional works, concrete structures, stormwater drainage, sewer retention ponds, artificial wetlands and ancillary works

Negri is committed to managing all matters involving industrial relations in a professional manner and in compliance with legislative requirements.

To maintain dialogue between management and team members, an industrial relations committee, consisting of two elected members from the outdoor staff and the site manager from management, has been formed.

The function of this committee is to deal with industrial relations matters and to liaise between management, team members, the Unions, subcontractors and suppliers.

Negri works within the existing state and federal laws and these include the Workplace Relations Act or Common Law Employment Act, Accident Compensation Act, Long Service Leave Act and the Commonwealth Superannuation Guarantee Act. Negri will provide detailed pay for all employees as required by the Workplace Relations Act (1996).

To maintain industrial stability, site, project or industry based agreements may be adopted by Negri.

The Industrial Relations Policy supports Negri business plan and is approved and supported at senior management level, however, industrial relations will be a shared responsibility for all company staff especially supervisors who will be supported by specific training where required.

Negri may use the Australian Industrial Relations Commission or State Commission as part of the company's dispute resolution process but only after other company initiatives have failed-All of these processes will be in accordance with ISO-7001 or equivalent standard and be an accredited process, able of external independent audit.

All Subcontractors shall be assessed by the Site Manager for compliance with industrial relations and employment obligations prior to commencing on site.

All Subcontractors and team members shall be made aware of the company's Industrial Relations Policy.

*As Director, Quality of Negri I am accountable for the implementation of this policy and I encourage you to commit personally to the principles that drive our success*

Director, Quality  
**E. A. Negri Pty Limited**  
**Hamilton Civil Plant Limited**  
1 January 2003