

EMPLOYEE RELATIONS POLICY

Objective

It is the policy of IKAD Engineering to provide a safe workplace which, through a defined Employee Relations Strategy, will produce for the client a quality of work which achieves all the aims and aspirations which have been requested while providing a rewarding and fulfilling working environment for the staff.

Strategy

IKAD Engineering recognises it is through the quality and application of its employees that the above aims are achieved. To achieve success it is imperative that all personnel show a common goal of completing projects safely, on time and within budget. IKAD Engineering understands the importance of maintaining a strong employee relations framework to support staff in successfully achieving their aims.

Implementation

It is therefore the policy of IKAD Engineering to:

- Employ personnel who share the common aims of the Company and are proactive in endeavouring to achieve those objectives.
- Adhere to the Fair Work Act 2009, National Employment Standards (NES) and applicable modern awards, Employment Contracts or Project Agreements, specifically designated for the various assignments the Company enters into.
- Advise all personnel of Company aims, initiatives and any measure that may affect their working environment.
- Work in a constructive way with those unions and staff representatives which under the Project Site Agreements have an influence over our employee's interests.
- Work in partnership with staff to develop an attitude with the employee which facilitates further development of their skill set to achieve greater productivity, efficiency, excellence and professionalism – thereby increasing job satisfaction and furthering the development of their career.

Senior Management of IKAD Engineering shall ensure that all necessary resources and support will be available to ensure the successful application of this policy. This policy applies to all IKAD Engineering employees, contractors and other personnel involved in activities pertaining to IKAD Engineering operational activities.

A handwritten signature in black ink, appearing to read 'Ivan Donjerkovich'.

Ivan Donjerkovich
Managing Director

21st March, 2017

