

## Employee and Industrial Relations Policy

### Our commitment

AMH Civil and leadership is committed to creating a workplace environment where our employees and suppliers feel safe and supported by management, and workplace rights are respected.

AMH Civil encourages transparency, honesty, fairness and respect amongst our employees and the clients we serve.

### Policy in practice:

To achieve this commitment AMH Civil will:

- recruit appropriately competent employees who share AMH Civil's vision and values
- promote ethical, lawful, and professional conduct with each other, our clients the community and other stakeholders through leadership and training
- comply with the legislative requirements that govern industrial relations including the Fair Work Act 2009 (Cth), the Building Code 2016, the Victorian Occupational Health and Safety Act 2004, the Competition and Consumer Act 2010, and the Privacy Act 1988 (Cth)
- comply with relevant freedom of association provisions, including ensuring our employees' right to choose whether or not to join a union is respected and that no worker is subject to any form of discrimination as a result of their status as a union member or otherwise;
- foster relationships with industry bodies and our clients to access the necessary support, both on and off site, to assist in employee and industrial relations management.
- provide our employees with clear accountabilities, responsibilities, deliverables, and necessary support to achieve the required outcomes
- engage our workforce through proactive and effective consultation and communication
- address matters arising because of an employee grievance or difficulty respectfully and in accordance with AMH Civil's procedures
- operate within a competency-based training framework to ensure our workforce have the required skills and competencies to successfully undertake their role
- engage subcontractors aligned with AMH Civil's employee relations philosophies and values

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

Joseph Mansell

General Manager / Director

AMH Civil