

# + Company Policy

## Employee & Industrial Relations

**At SBP Group we recognise that equal opportunity is essential to achieving a thriving people culture and strong brand reputation. We aim to achieve best outcomes for our business and our people across all aspects of our building construction and contracting solutions.**

Through our practices, policies and industrial instruments, we've created a work environment that is committed to fostering transparency, honesty, fairness and respect amongst our employees, contractors and suppliers.

### The core principles of our Employee and Industrial Relations Policy are to:

- + Comply with all relevant state and federal industrial relations and occupational health and safety (OHS) obligations
- + Consult with clients and stakeholders to fully understand their requirements in regard to industrial relations arrangements, and keep them informed of any matter that may have an impact on the construction program, contract or project costs
- + Maintain an open, honest and fair approach to the management of our employees, contractors and suppliers to enable early identification and management of issues such as employee disputes or grievances
- + Comply with freedom of association provisions, including an employee's freedom of choice to be or not be a member of a trade union
- + Foster relationships with industry bodies and our clients in order to access the necessary support, both on and off site, to assist in employee and industrial relations management
- + Stay up to date with the latest governing equal opportunity principles and provide a workplace free from discrimination, bullying or victimisation
- + Foster a strong diversity and inclusion culture by ensuring that all employees have the opportunity to succeed in their role, differences are valued, and our processes are free from bias
- + Provide employees and contractors with clear accountabilities, responsibilities, deliverables and necessary support to achieve required outcomes
- + Develop, implement and continuously improve best practice human resources initiatives to attract, engage and retain skilled and experienced personnel
- + Support professional growth of employees through timely review and reward of performance and consideration of relevant development opportunities including entry level programs
- + Identify and develop our leaders to have positive, productive and respectful relationships with employees
- + Handle all industrial relations matters in a timely and sincere manner
- + Establish performance indicators to measure and improve our performance

By adhering to the above commitments, we will continue to promote an agreeable and productive working environment to enable continued growth in a competitive industry.

The Managing Director of SBP Group is responsible for ensuring this policy is clearly understood, executed and maintained as far as reasonably practicable by all SBP Group employees, contractors and suppliers.



**Bernard Wearden**  
Managing Director



**Ryan Gray**  
Managing Director

March 2020

