

## Industrial Relations Policy

Macquarie Builders believe that effective management of people through open and honest relationships between managers, employees and unions create positive outcomes and improves the quality of its service, productivity and performance to succeed in an openly competitive market. The identification, minimisation, management and resolution of issues, which have industrial relation impact, are crucial to the achievement of that goal.

### Industrial Relations

Macquarie Builders are committed to providing a harmonious place of work for all of our employees, within the bounds of the applicable Individual or Collective Agreement and/or Awards. The key industrial relations objectives are:

- Maintain an open relationship with all employees
- Ensure compliance with the award and collective or industrial agreement.
- Apply all policies and procedures in an equitable and fair manner regardless of position.

### Freedom of Association

The *Fair Work Act 2009* protects freedom of association in the workplace by ensuring that persons are:

- free to become, or not become, members of industrial associations,
- are free to be represented, or not represented, by industrial associations, and
- are free to participate, or not participate, in lawful industrial activities.

### Right of Entry

The *Fair Work Act 2009* allows organized officials (such as trade union representatives) to enter site in order to:

- investigate a suspected breach of the FW Act or a fair work instrument (which includes a modern award or enterprise agreement)
- hold discussions with eligible employees
- exercise a right to enter that is conferred on them under a state or territory OHS law.

In order to exercise their right of entry officials must hold Federal and State entry permits, provide the required notice and conduct themselves in accordance with the State Permit conditions.

### Application of this policy

We seek the co-operation of all employees, sub-contractors, customers and visitors. We encourage suggestions in realizing our health and safety objectives to create a safe working environment.

This policy applies to all business operations and functions, including those situations where employees are required to work off-site.

AUTHORISED BY:



DATE: 31<sup>st</sup> March 2023

**Frank Sikkema (Managing Director)**