



POLICY STATEMENT INDUSTRIAL RELATIONS

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At ABCO Water Systems, we believe that investing in our people is investing in the future. The key areas of the philosophy that underpins our human resource practices are:

- We ensure compliance with all aspects of Quality and Occupational Safety and Health legislation and Standards.
- We are an equal opportunity employer that embraces diversity.
- We promote open communication amongst staff and encourage cross level communication.
- Remuneration and industrial relations practices are in line with or exceed relevant legislation.
- We provide training and development to our personnel and provide opportunities to maximise their contribution to the company, achieving job satisfaction and progressing their careers.
- We undertake a fair and consistent performance management and disciplinary process for all employees.
- Our dispute settlement procedure focuses on the efficient and satisfactory resolution of all disputes.

This signed statement of Policy will be displayed at all relevant work locations.

Murray Brown
Managing Director