



# 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.

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Murray Brown  
Managing Director