



Industrial Relations Policy

Melbcon strive to continually improve the quality of its service, productivity and the performance offering to succeed in an open competitive market. The identification, management and resolution of issues, which have industrial relation impact, are crucial to the achievement of that goal. We believe that effective management of people through open and honest relationships with management, employees, contractors and unions create positive outcomes with any industrial relations policy. It is imperative that Melbcon aim to minimise lost time and/or production downtime that arises out of disputes or grievances pertaining to industrial relations.

Commitments

Melbcon complies with all relevant EBA's and legislative requirements, further commitment will also give full credence to any industrial relations arrangements, which have been certified, registered or otherwise approved under relevant industrial relations legislation. These include the agreement between Melbcon and the MBAV/ CFMEU.

Industrial Impacts

Clients of Melbcon P/L will be advised during the progress of the work, and at the earliest opportunity, of any industrial relations or OHS matter which may have an impact on the construction program, the principal contract and/or other related contracts or project costs.

Freedom of Association

Melbcon respects the National Freedom of Association laws that relate to the Workplace Relations Act 1996. Employees and subcontractors have the right to belong to any industrial union they chose, without it affecting their employment.

Equal Opportunity

Our employment practices ensure equal opportunity and non-discriminatory behaviour/ acts occur in the workplace. Unfair discrimination and sexual harassment is prohibited in Victoria by the equal opportunity act 1995 and three federal acts (Racial Discrimination Act '75, Sexual Discrimination Act '84 and Disability Discrimination Act '92. Melbcon ensures that all subcontractors comply with applicable awards and workplace arrangements..



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Consultative Committee

Melbcon undertakes the responsibility of establishing a Consultative Committee for the discussion and resolution of matters affecting staff and to monitor the industrial relations on site. The committee shall consist of both administration staff and workers on site that are union supported. The committee may at its discretion call on other persons or experts to attend the committee and to advise it on specific matters of concern to the committee.

Melbcon Representative on the consulting is:

Name of Officer: Naomi Sabri

Position Title: Operations/ HSEQ Manager

Company Address: 333 Maroondah Hwy. Croydon Victoria 3136

Contact Details: Phone: (03) 9839 6000, Email: naomi@melbcon.com

Refer to the Issues Resolution Procedure for further information on how Melbcon resolves disputes or other grievances which may arise.

A handwritten signature in black ink, appearing to read "Rodney Williams", with a long horizontal flourish extending to the right.

Rodney Williams
Managing Director

Reviewed Date: 24.04.2017