



Integrated Management System

POL 10 IR & MODERN SLAVERY.DOCX

❖ IR & Modern Slavery Policy

It is the policy of Coleman and Fairburn Builders to operate our business in a manner that provides and preserves a harmonious place of work for all of our workers within the bounds of the applicable industrial relations instruments including agreements and awards, and where all levels of management are focused on ensuring that all work is carried out with minimal disruption and with maintained industrial harmony.

Coleman and Fairburn Builders comply with the Australian Modern Slavery Act as well as all aspects of Australian employment law. There are no risks of modern slavery in our operation or our supply chain.

AIMS AND OBJECTIVES

We consider that the good management of industrial relations is an important aspect of our business. To achieve this, we will:

- Provide a safe and harmonious working environment which is conducive to keeping our workers content and achieving our operational goals
- Comply with all applicable industrial laws, regulations, statutory obligations, award, agreements and National and State codes of practice and guidelines
- Monitor industrial relations performance and activities of subcontractors and suppliers and maintaining effective communication with them, while recognising their right to have their own industrial relations policies and arrangements
- Develop and improve the skills of workers to enable them to work efficiently in a constantly evolving environment and to strive to reach their maximum potential
- Accept that the properly held interests of our clients always prevail, and that accordingly it is the client who will in many cases determine actual industrial relations arrangements.
- Supports the recruitment, development and career progression of Aboriginal and Torres Strait Islander people.

RESPONSIBILITIES

All levels of management of this company will:

- Provide fair and reasonable management of industrial issues and expect the same from all other interested parties
- Maintain an open relationship with our workers and any elected representatives, and with other interested parties
- Apply all policies and procedures in an equitable and fair manner regardless of position
- Promote open and effective communication between workers at all levels and resolve disputes quickly and efficiently
- Encourage open and honest communication at all times in industrial relations matters

This policy together with the measurable objectives and targets will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Coleman and Fairburn Builders.

Mark Jensen
Director

20/4/2020

Date