



## INDUSTRIAL RELATIONS POLICY

Horizon West Landscape and Irrigation (HWLI) is committed to managing all matters involving Industrial Relations in a professional manner and in compliance with legislative requirements. HWLI respects the rights of everyone, the freedom of association and the entitlement of all workers to be adequately represented.

Our Goal is “ZERO industrial disruptions” - so we actively support:

- o Early identification of conflict and a timely resolution of any potential industrial conflict;
- o Accountability at all levels for developing and maintaining open communication with workers;
- o Encouraging satisfaction, skill, productivity and pride in a job ‘well done’;
- o Consistent implementation of procedures to ensure a fair approach to all workers;
- o Development of a team environment that involves all our workers; and
- o Selection of Sub-Contractors who are aligned with our policies and objectives.

The company maintains its awareness of obligations as an employer and is committed to operate within various State and Federal laws. These include the following:

- o Pay wages/ entitlements in accordance with relevant Awards and/or common law Contract.
- o Register workers with the relevant Workers Compensation Authority.
- o Comply with its obligations under the Superannuation Regulations 1957
- o Comply with relevant State legislation regarding Long Service Leave Act 1958
- o Comply with its obligations under Industrial Relations Act 1979 including regard to right of entry, freedom of association and dispute resolution procedures.
- o Provide detailed pay for all workers as required by the Workplace Relations Act (1996).
- o Adopt other agreements, whether reached on a site/project or industry basis, as needed in order to maintain industrial stability and met client requirements.

This HWLI Industrial Relations Policy is approved and supported at senior management level. However, industrial relations will be a shared responsibility for all company, especially supervisors, who will be supported by specific training where required.

Horizon West Landscape and Irrigation staff may seek support from CCF, CCIWA or another employer association in relation to Industrial relations matters.

The Managing Director of HWLI is the contact point to discuss and clarify industrial relations matters.

Horizon West Landscape and Irrigation’s Project Managers and Supervisors shall, on a daily basis, report Industrial Relations matters of emerging concern to the Managing Director who will develop strategies and actions for implementation to manage the issues.

HWLI may use the WA (or Australian) Industrial Relations Commission as part of its dispute resolution process but only when other company initiatives were not successful. Horizon West Landscape and Irrigation may use other dispute resolution processes as agreed within the company, such as Company Consultative Committees or Industry Disputes Boards.

Signed:   
Brad Hagen - Director

Date: 22/9/16

Signed:   
Allen Ryan - Director

Date: 22/9/16

Signed:   
Niall Laird - Director

Date: 22/9/16.