



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



INDUSTRIAL RELATIONS POLICY

GR Engineering Services Limited (GRES) is committed to providing a harmonious place of work for all of our employees, within the bounds of the applicable Individual or Collective Agreement and/or Awards.

The key GRES industrial relation objectives:

- Ensure compliance with awards and Collective or Industrial Agreements.
- Promote open and effective communication between employees at all levels and resolve disputes quickly and efficiently.
- Apply all policies and procedures in an equitable and fair manner regardless of position.
- Provide a work environment which is conducive to keeping employees content and achieving their and the GRES goals.
- Maintain an open relationship with all our employees.

A handwritten signature in black ink, appearing to read 'Joe Ricciardo', written over a white background.

JOE RICCIARDO
MANAGING DIRECTOR

1 July 2011