

POLICY:

Industrial Relations

Indianic is committed to fostering positive industrial relations by ensuring fair, transparent, and legally compliant workplace practices. This policy outlines our approach to industrial relations in accordance with the Fair Work Act 2009 (Cth), Work Health and Safety Act 2020 (WA), and other relevant workplace laws and agreements.

This policy applies to all employees, contractors, managers, and representatives of Indianic Group.

Key Principles

Indianic is committed to:

- Ensuring adherence to all applicable industrial relations laws, modern awards, enterprise agreements, and employment standards.
- Providing employees with fair wages, working conditions, and entitlements in line with legal requirements and industry standards.
- Recognising employees' rights to join or not join a union and to participate in collective bargaining processes without discrimination.
- Engaging in open dialogue with employees, unions, and stakeholders regarding workplace changes, disputes, or grievances.
- Ensuring a safe and healthy work environment through proactive risk management and compliance with WHS laws.
- Addressing workplace issues in a timely and constructive manner through internal resolution procedures and, if necessary, external mediation.
- Promoting diversity and inclusion while preventing discrimination, harassment, and bullying in the workplace.

Industrial Relations Framework

Indianic will:

- Develop and maintain Enterprise Agreements or adhere to relevant Modern Awards where applicable.
- Ensure compliance with National Employment Standards (NES) and the Fair Work Act 2009.
- Maintain structured procedures for managing workplace disputes in accordance with legislative requirements.
- Engage in good-faith negotiations with employee representatives and unions where applicable.
- Train managers and supervisors in industrial relations best practices to ensure consistent application of policies.

Industrial Relations and Privacy Responsibilities

The following industrial relations and privacy requirements are the responsibility of Indianic's on-site Project Manager/Dive Supervisor to ensure compliance with legal standards and company policies:

- Ensure union officials provide a 24-hour written notice before site visits, where required by law.
- Notify Indianic's Superintendent and/or the Client's Site Manager of any scheduled or unscheduled union site visits.

- Verify that all union officials visiting an Indianic worksite or project hold a valid federal right of entry permit and record this verification in the 15-Minute Event Log.
- Ensure union site visits occur during working hours only and are limited to allocated break/mealtimes.
- Request and record details of any alleged breach that is the basis for the union official's site visit.
- Ensure union officials comply with Indianic and client requirements while accessing Indianic facilities during their visit.
- Ensure union officials wear the required Personal Protective Equipment (PPE) while on site.

Worker Privacy and Information Distribution

To protect the privacy of Indianic workers, the following guidelines apply to the distribution of personal and sensitive information:

- Indianic may only share relevant worker information with companies or contractors as necessary for subcontracting or tendering purposes.
- Workers' personal and training records will only be disclosed to meet tendering and contractual obligations.
- Personal information shall not be used for marketing purposes or disclosed to unrelated third parties.
- Medical information will be treated with strict confidentiality. Medical certificates will only be shared with clients who require them for the individual's employment.

For further information relating to provision of information or privacy issues please contact Indianic.

This Policy will be reviewed annually by Indianic Management.



Nigel Rees,
Managing Director
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