



Industrial Relations Policy

Policy Statement

It is the policy of Energys Group (comprising of Energy Conservation Solutions Ltd & Energys Group Ltd) to operate our business in a manner that provides and preserves a harmonious place of work for all our works within the bounds of the applicable industrial relations, 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.

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 and award agreements
- Monitor industrial relations performance and activities of sub-contractors and suppliers and maintain effective communication with them, while recognising their right to have their own industrial relation policies and arrangements
- Develop and improve the skills of workers to enable them to work efficiently in a constantly evolving environment 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

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, as well as 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 communications at all times in industrial relation matters

Signed:

Date: 30th November 2020

Kevin Cox
Managing Director
On behalf of Energys Group

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A company in the **Energys Group**