



## INDUSTRIAL RELATIONS POLICY

It is the policy of AFDF Security 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.

### AIMS AND OBJECTIVES

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

- Ensure to keep our workers content and achieve our operational goals by providing a safe and harmonious work environment
- Operate under all applicable industrial laws, regulations, statutory obligations, award, agreements and state and national codes of practice and guidelines
- While recognizing the right of our suppliers and subcontractors to have their own industrial relations policies and arrangements, we shall monitor industrial relations performance and activities
- Enable employees to work efficiently in a constantly evolving environment and assist them to reach their maximum potential by developing and improving their skills
- Accept that the properly held interests of our clients always succeed, and that accordingly it is the client who will in many cases determine actual industrial relations arrangements.

### RESPONSIBILITIES

All levels of management of this AFDF Security 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 communications at all times in industrial relations matters.

Signed: *A Fakih*

Name: Ayman Fakih

Title: Operations Manager AFDF Security

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