

Industrial Relations Policy

10000-HRR-POL-003

Revision C



OGP Group is committed to continuous improvement.

OGP Group endorses the process of enterprise bargaining where this includes the direct involvement of our employees and has the objective of:

- Developing commitment to the provision of a safe and enjoyable working environment, job satisfaction, training and career options.
- Developing and encouraging a co-operative and a flexible workforce to achieve real and sustainable improvements in productivity.
- Foreseeing a commitment to customer satisfaction.
- Encouraging and developing full level and range of skills, innovation and excellence.
- Fostering commitment to company safety and quality management systems.

To maintain this policy, it is the commitment of each manager to ensure interaction between employees is completely free from restriction and harassment.

This policy is aimed at promoting a harmonious and productive working environment. The guiding principles when dealing with employees, trade unions and/or their representatives is that:

- The Company respects and enforces the rights of employees as provided by State and Federal legislation, including their freedom of choice to be or not be a member of a trade union.
- All matters arising from employee grievance, dispute or difficulty shall be managed as prescribed by the "Grievance Resolution Procedure" as contained in each operation's applicable industrial agreement. The final stage of this process is the State or Federal Industrial Relations Commission. Employees are encouraged to utilise the grievance resolution process, without fear or threat of prejudice.
- At no stage shall the Company or any of its subsidiaries enter into agreements which provide financial benefit to trade unions or other third parties, in relation to the procurement of industrial awards and/or agreements, or for the purpose of ensuring a dispute free workplace.
- Establishing performance indicators to measure and improve our performance.

- The Company shall apply merit-based principles in its management practices and will ensure that employee selection, promotion, counselling terminations, training and development is conducted solely on objective criteria and demonstrated personal merit.

A handwritten signature in black ink, appearing to read 'Janik Soysa'.

Janik Soysa.

A handwritten signature in black ink, appearing to read 'Gary Dagres'.

Gary Dagres.

Directors
OGP Group Pty Ltd
February 2022

OGP Group is a provider of a wide range of services, technologies and products to the infrastructure and engineering industries. Our activities include design, supply, manufacturing, installation, commissioning and maintenance.