



# Industrial Relations Policy

Document #	POL_07
Revision #	1
Date of Issue	05.07.19
Approved by	P.Walker
Status	Current

## Purpose

It is the policy of Tytec Logistics to operate in a manner that provides and maintains a harmonious workplace within the bounds of the applicable industrial relations instruments including agreements and awards.

Tytec Logistics believe building trusting relationships with its employees creates a loyal and collaborative work environment. We promote open and effective communication and resolve disputes quickly and efficiently.

## Statement

Tytec Logistics is committed to monitoring and managing industrial relations by:

- Complying with applicable industrial laws, regulations, statutory obligations, awards and guidelines
- Monitoring industrial relations performance and activities of sub contractors ensuring effective communication between all parties
- Providing a safe and harmonious work environment which is conducive to keeping the employees happy and meeting operational goals
- Developing and improving the competence of employees to enable them to work efficiently and reach their maximum potential

## Responsibilities

Senior Management is responsible for the implementation and compliance of this policy.

Management is responsible for:

- unbiased and fair management of industrial issues with the same expectation of all interested parties
- providing adequate resources to monitor and manage industrial relations
- ensuring that all policies and procedures are applied in a fair and equitable manner regardless of position
- open and honest communication at all times in industrial relations matters

Employees are responsible for:

- communicating issues and matters to management as per company procedures

A handwritten signature in blue ink that reads "P. Walker".

**Paul Walker**  
**Managing Director**

July 2019