



Employee Relations

Resource Development Group Limited (RDG) is committed to preventing and resolving problems and or conflicts which may have a negative effect on its Personnel and working environment.

In order to achieve this goal RDG will:

- ✓ Ensure all policies and procedures reflect Human Resources and Industrial Relation standards;
- ✓ Ensure there is effective communication between RDG and its personnel, allowing all personnel to voice their concerns and conflicts, and/or issues;
- ✓ Resolve any issues raised to both Management and Human Resources using the most practical and efficient methods possible;
- ✓ Provide advice to Management on effective resolution processes with the aim of achieving amicable resolutions;
- ✓ Ensure that there are clear lines of communication with personnel upon their commencement with the group, and that all parties have a clear understanding of the terms and conditions of their employment;
- ✓ Minimise potential personnel relations risks that may arise by promoting awareness and understanding of policies and procedures; and
- ✓ Monitor the internal and external environments in order to identify potential industrial relations matters which may arise, including the identification of strategies to overcome or avoid these issues.

RDG will periodically review this policy to ensure that our business continues to provide a workplace where personnel are treated fairly, equably and are empowered to work to the full extent of their capabilities, reflecting our company values.

Andrew Ellison
Chairman

