

# INDUSTRIAL RELATIONS

## Policy Statement



Ceasefire acknowledges that the success of our business relies significantly on the capability, dedication, and productivity of our team. Our Industrial Relations (IR) practices are designed to bolster business operations while fostering a balanced workplace environment that prioritises the health, safety and well-being of our employees. These practices are in line with the relevant legislation and current industry benchmarks.

### Our commitment

Ceasefire strives to be the number one employer of choice in the passive fire protection industry. Central to this is the efficient management of industrial relations matters, abiding by The Fair Work Act 2009 legislation and our core principles and practices.

### Our principles are founded on:

#### **Fairness and Equity**

We uphold principles of fairness and equity in all our interactions and decisions regarding industrial relations matters. This includes treating all employees, subcontractors and suppliers with dignity and respect.

#### **Compliance**

We comply with all applicable industrial laws, regulations, statutory obligations, awards, agreements, and State and National codes of practice and guidelines. Compliance is non-negotiable and forms the foundation of our operations.

#### **Consultation and Communication**

We believe in transparent and effective communication with our employees, subcontractors and suppliers. Consultation is key to fostering a collaborative and cooperative work environment.

### **Conflict Resolution**

We are committed to resolving industrial disputes promptly and fairly through proactive communication, mediation, and negotiation. We encourage an open dialogue and aim to prevent disputes through early intervention and a supportive workplace culture.

#### Practices

#### **Monitoring and Evaluation**

We monitor and evaluate industrial relations performance and activities of subcontractors and suppliers to ensure alignment with our policies and standards. This includes regular assessments and feedback mechanisms.

#### **Training and Development**

We provide training and development opportunities for managers and employees on industrial relations practices, conflict resolution, and communication skills. This empowers our workforce to handle industrial relations issues effectively.

#### **Diversity and Inclusion**

We promote a workplace culture that celebrates diversity and inclusion. We respect and value the differences among our employees and strive to create an environment where everyone feels valued and empowered.

### **Continuous Improvement**

We are committed to continuous improvement in our industrial relations practices. We regularly review and update our policies and procedures to reflect evolving legal requirements and industry best practices.

### **Employee Representation**

We recognise and respect our employees' right to representation as outlined in the relevant awards and agreements. We support the role of elected representatives in facilitating communication and advocating for employees' interests.

### Conclusion

At Ceasefire our Industrial Relations Policy underscores our commitment to maintaining positive and constructive relationships with our workforce, subcontractors and suppliers. By adhering to these principles and practices, we aim to create a workplace environment that promotes mutual respect, fairness, and productivity.

**Slayde Tana**  
General Manager