

INDUSTRIAL RELATIONS POLICY

Assess Orr strives to be the leader in heavy lift and industrial equipment supply and service. The diversity of the projects we have completed ensures we have the knowledge and experience to understand client requirements and deliver high quality products and services.

Assess Orr is committed to providing a harmonious working environment by:

- Ensuring employment decisions are based on the skills and qualifications of our employees to perform a job. Decisions based on other personal attributes e.g. race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, pregnancy, sexual orientation, or family responsibilities is PROHIBITED.
- Ensuring all employees are treated equally, fairly and with respect by recognising and acknowledging excellent performance to motivate employees and encourage further achievement as well as identifying the cause of poor performance and taking appropriate corrective action for improvement.
- Communicating management and employee awareness for acceptance of their responsibilities and accountabilities relating to industrial relation matters.
- Operating in accordance with all relevant legislation, codes and regulations.
- Creating open relationships with employees, unions, contractors and suppliers to identify any potential industrial issue and implement appropriate actions before conflict arises.
- Ensuring all personnel has appropriate skills and knowledge to undertake the duties in a safe and productive manner in which they are employed to perform.
- Attending to grievances in a timely manner to ensure disputes are resolved by the use of sound industrial relations principles and approved procedures.

Assess Orr management and employees will achieve these commitments by accepting and sharing the necessary responsibilities equally.



Mark Orr
(Managing Director)

Date 02.07.19