

## EMPLOYEE RELATIONS POLICY

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Assess Orr Pty Ltd (Assess Orr) recognises that this employee relations policy is an essential part of the overall strategy to achieve success and is integral with the Company Managers overall business development plans. Assess Orr is committed to providing a work environment in which every employee is treated fairly and with respect and has the opportunity to realise their potential. As such, Assess Orr depends largely on the capability, commitment and productivity of our employees.

All Employees and potential employees will be treated and evaluated according to their qualifications, abilities and job skills only. Our relationships with them are not a matter of politics or ideology, but a business issue that is considered alongside the health, safety and welfare of those employees. Key features of the overall strategy are as follows:

- a) Ensure the best candidate is chosen for the job
- b) Ensure that the company is resourced with people who have the potential to develop and take on more complex and challenging roles
- c) Comply with all applicable laws and regulations
- d) Accepting that the properly held interest of our clients always prevail, and that accordingly, it is the client who will in many cases determine actual industrial relations arrangements
- e) Providing fair and reasonable management of industrial issues and expecting the same from all other interested parties
- f) Maintaining an open relationship with our employees and any elected representatives on a project basis, and with other interested parties and unions as appropriate on a State or National basis



**Mark Orr**  
**(Managing Director)**

**Date** 30/11/17