

OPRA Projects is committed to the transparent, honest and fair management of its staff and sub-contractors. We will comply with the legislative requirements that govern workplace Industrial Relations, whilst operating in a supportive environment, which educates employees through awareness programs and informal discussion.

In order to achieve industrial relations commitments, OPRA Projects will:

- Comply with OHS obligations in accordance with State and Federal laws;
- Ensure Freedom of Association is properly respected;
- Ensuring rights of entry to worksites is in accordance with the relevant State and Federal laws;
- Commit to the provision of a safe and enjoyable working environment, job satisfaction, training and career opportunities;
- Promote commitment to OPRA Projects Safety & Environmental Management Plan and Quality Management Systems;
- Establish and proactively ensure compliance with the National Code and Guidelines for both OPRA and our sub-contractors.

This policy is aimed at promoting an agreeable and productive working environment. To maintain this policy, it is the responsibility of each staff member to ensure that interaction between employees in the company is completely free from any restriction or harassment.



Authorised by:

John Bain  
General Manager

Date: 18<sup>th</sup> March 2019