

Industrial Relations Policy

POLICY STATEMENT:

Diverse Group Australia (DGA) strives to be an employer of first choice in the mining services industry. We recognise that the success of DGA's business depends largely upon the commitment, productivity, capability, safety and health of our employees.

AIMS & OBJECTIVES:

Our Industrial Relations (IR) practices are designed to ensure the delivery of the best outcomes for our business and our people. Our practices, policies and industrial instruments comply with applicable legislation and reflect contemporary industry standards. We employ people under fair, reasonable and market competitive terms and conditions. Our employment practices operate to ensure our business objectives are met and the company continues to grow and prosper.

RESPONSIBILITIES:

It is Company policy to recognise all parties in the employee and industrial relations framework whether for communications or negotiations. We engage and encourage consultation with our employees and employee representative groups. DGA recognises the role played by employee representatives in communicating and supporting employee interests and supports the continued right of employees to retain the assistance of representation in Industrial processes.

All industrial relations matters will be treated with sincerity and in a prompt and professional manner. Central to the efficient management of industrial relations issues are our Key Principles including;

- Compliance with all applicable industrial laws, regulations, statutory obligations, awards, agreements, and National and State codes of practice and guidelines;
- Acceptance that the properly held interests of our clients may prevail, and accordingly it is the client who in many cases determines actual industrial relations arrangements;
- Ensure equality of opportunity, respect the rights of the individual and foster partnership and trust, in every working relationship;
- Identify and develop our leaders to have positive, productive and respectful relationships with employees;
- Training standards which enhance employee development in areas of skills, competence and workplace health and safety;
- Foster a strong diversity and inclusion culture within our workforce;
- Select and recruit high quality people;
- Define and regularly review individual and team roles, responsibilities and accountabilities;
- Reward and regularly review individual performance;
- Report and respond to staff grievances in accordance with defined procedures;
- Provision of fair and equitable management of industrial issues and an expectation of the same from all other interested parties;

Our Values

Safety

Our focus is on ensuring the health, safety and wellbeing of our people, community and the environment.

Teamwork

We work in collaboration to achieve common objectives by communicating openly, honestly and supporting each other.

Respect

We celebrate diversity and strive for a workplace where interactions with our team, our clients, traditional land owners and the environment are based on respect and mutual reward.

Innovation

Our commitment to researching the latest advances in technology, equipment and work practice ensure a culture of continual innovation.

Versatility

Our flexibility and adaptive approach enable us to meet our clients' needs with agile responsiveness which deliver positive outcomes.

Expertise

We offer a broad range of skills, knowledge and experience to our clients while working with them to deliver positive outcomes and solutions.

- Recognition of our employees' entitlement to representation and freedom of association;
- Maintaining open relationships with employees and any elected representatives, and with other interested parties;
- Provide employees with a voice and a say in their terms and conditions of employment;

Ultimately we aim to create, develop and lead highly motivated competent teams and individuals who have appropriate skills within long term sustainable employment opportunities.



Jason Bull
Managing Director
Diverse Group Australia Pty Ltd

Date: 20/06/18

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