

Industrial Relations Policy

The success of Taylor depends largely on the capability, commitment and productivity of our employees.

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 and other matters such as costs, schedule and quality. Our procedures are based on:

- Creating a dispute free environment through consultation and common purpose. Complying with all applicable industrial laws, regulations, statutory obligations, awards, agreements and National and State codes of practice and guidelines.
- Providing fair and reasonable management of industrial issues and expecting the same from all other interested parties.
- 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.
- Recognising our employees' entitlement to representation in accordance with awards and agreements.
- Monitoring industrial relations performance and activities of subcontractors and suppliers and maintaining effective communication with them, whilst recognising their right to have their own industrial relations policies and arrangements.
- Ensuring Site Managers promote a culture that does not lend itself to cultivation of IR disputes.

This policy will be reviewed in December 2023.



George Bardas
Chief Executive Officer