

# Industrial Relations Policy Statement



Taylor recognises that the success of our business relies largely on the capability, commitment, and productivity of our people.

Our Industrial Relations (IR) practices aim to support the operations of the business in a manner that encourages a balanced place of work, considered alongside the health, safety, and welfare of our people. This is underpinned by compliance with the applicable legislation and contemporary industry standards.

Taylor strives to be an employer of choice in the property and construction industry. Central to the efficient management of Industrial Relations matters are our key principles and practices.

**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 State and National 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 all 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 and transparent 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 industrial relations disputes.
- Fostering a strong diversity and inclusion culture within our workforce.

This policy will be reviewed in January 2026.

**George Bardas**  
Chief Executive Officer