

Industrial Relations & Equal Opportunity Policy Statement



e2o realises that we depend on the capability, dedication, diligence and productivity of our employees. We are therefore strongly committed to providing a harmonious place of work for all of our employees, with conditions that encompass fairness, equity and safety.

Our aim is to deliver results beyond expectations demonstrating compliance to internal, customer and statutory requirements whilst maintaining and managing commercial obligations to produce an efficient and compliant service.

To achieve this commitment we will:

- Comply with relevant industrial, equal opportunity and employment laws, industrial agreements and other obligations placed upon the company;
- Promote open and effective communication between employees at all levels;
- Resolve disputes and complaints quickly, equitably and efficiently;
- Apply all policies and procedures in an equitable and fair manner regardless of position;
- Provide a work environment which is conducive to maintaining a work life balance to ensure employees wish to remain in our employ;
- Continue to achieve our operational goals while meeting our industrial and employment obligations and commitment;
- Maintain an open relationship with our employees and any elected representatives together with other relevant interested parties;
- Provide fair and reasonable management of industrial issues;
- Establish employment conditions that take into consideration cultural diversity and individual lifestyle choices while still maintaining a safe workplace;
- Establish employment conditions and a workplace that is free of prejudice and bias;
- Recognise our employees' entitlement to representation in accordance with awards and agreements;
- Monitor industrial relations and equality in employment performance; plus the activities of subcontractors and suppliers and maintain effective communication with them.

A handwritten signature in black ink, appearing to read 'David de Lacy'.

David de Lacy
Managing Director / Responsible Officer