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Structural Demolition
Specialists

McALISTER'S
METAL RECYCLERS



PTY LIMITED

INDUSTRIAL RELATIONS POLICY

MMR is committed to our employees as our success is largely depended on the capability, commitment and productivity of our employees. We have an open and caring relationship with our employees and our relationship is not a matter of politics or ideology.

MMR is committed to ensuring a safe and healthy working environment for all employees and in corporation with other matters such as costs, schedule and quality. MMR improves efficiency and productivity in all areas of our business to ensure sustainable growth in our profit and benefits to all employees.

MMR respects an individual's right to choose how they wish to be represented in the workplace and ensures that our lines of communication are open and consultative at all levels. MMR is committed to achieving industry best practice employee and industrial relations outcomes by:

- Complying with all applicable industrial laws, regulations, statutory obligations awards, agreements and National and State codes of practice and guidelines;
- Maintain 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;
- Recognizing 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 recognizing their right to have their own industrial relations policies and arrangements.

In order to facilitate the above at a project level, a Project Industrial Relations Plan shall be established that, as a minimum:

- Reflect the above principles;
- Outlines communication processes with employees, unions, other contractors and subcontractors;
- Details the measures the company will implement to assess subcontractor compliance with industrial relations and employment obligations.

Project Managers are responsible for managing industrial and employee relations on site. The Human Relations Manager is responsible for the overall management of industrial and employee relations for ACE The Human Relations Manager will advise the MD of any industrial and employment issues.

This Industrial Relations Policy will be reviewed in 2009.

WAYNE McALISTER

Managing Director
Dated: 1st Feb 2009