

## *Employee Relations Policy*

Hall Contracting recognises that its employees play a crucial role in ensuring the quality and safety of work which is demanded by its stakeholders. These stakeholders include clients, shareholders, regulatory agencies and the general public.

It is therefore considered imperative that all personnel strive to achieve our common goal of

- completing projects safely;
- to the standard required by the scope of works;
- and produce a profitable outcome.

It is the policy of Hall Contracting to:

- Employ ONLY those people who, by their attitude and application to the task, show qualities which reflect the common aims of Hall Contracting.
- Adhere to the Hall Contracting Employee Collective Agreement, Industrial Awards or Project Specific Agreements as appropriate.
- Work in a constructive manner with unions which, where specified in Project Site Agreements, have an influence over our employees interests, to ensure mutually acceptable outcomes for the employees, Hall Contracting and its clients.
- Encourage employees to improve their skills, further develop their careers and increase job satisfaction.
- Keep open dialogue with employees to ensure they are aware of changes or initiatives which may affect their ability to deliver on our common goal.



Brian Hall  
Director  
February 2010



Peter Hall  
Director  
February 2010

