

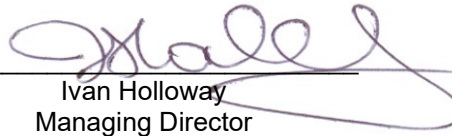
Workplace Relations – Industrial Relations Policy

The success of Global Rail Australia's business depends largely on the capability, commitment and productivity of our employees.

Our procedures are based on:

- The creation of a dispute free environment through consultation and common purpose.
- Complying with all applicable industrial laws, regulations, statutory obligations, awards, agreements including National and State codes of practice and guidelines.
- Accepting that the properly held interests of our clients always prevail, and that accordingly it is the client who will in many cases determine actual industrial relations arrangements.
- 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 recognizing their right to have their own industrial relations policies and arrangements

Signed on the 19th March 2021, for and on behalf of Global Rail Australia Pty Ltd by:



Ivan Holloway
Managing Director