

INDUSTRIAL RELATIONS POLICY

Wilmot Pipelining (Wilmot) treats industrial relations matters seriously and addresses them rapidly to achieve mutual resolution to prevent disruption of service delivery.

The objectives of the company are as follows:

To treat employees considerately and fairly.

Our company is only as good as the people who work in it and therefore our reputation and success is dependent on them. Staff are selected for their integrity, drive, skill and their personal commitment to service. These attributes are nurtured in a culture of mutual respect and care.

Allowances must be made on a daily basis to suit employees individual problems (work or private) or particular training requirements.

To have direct "hands-on" approach to industrial relations.

The company embraces a policy with its staff that is based on flexibility and involvement. As a family company we have a direct "hands-on" approach to industrial relations. We consider staff to be the most important asset a service company can have.

To maintain the best industrial relations record of any Pipelining company in Australia.

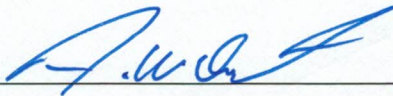
The company has the best industrial relations record of any pipelining company in Australia, resulting in a history that boasts having not lost 1 working day in over 15 days of operation.

These statistics demonstrate the workplace harmony and mutual commitment to customer satisfaction by staff and management that exists within the company.

To ensure no discrimination for any reason.

The company does not discriminate for any reason. Union membership is a free choice of the staff and their choice is respected. We however demand a high standard of service from our staff.

We believe that our sound industrial relations history will continue whilst we embrace the above policies and never become out of touch with our staff.



Andrew Wilmot
Chief Executive Officer
March 2020



WILMOT
Pipelining