

Industrial Relations Policy Statement

This Industrial Relations policy statement serves as our ethical commitment to fostering a productive, harmonious, and fair workplace environment for our employees. We, at Allship Engineering are committed to undertaking business legally, ethically and in a transparent manner. This document applies to all staff who work for Allship Engineering.

INDUSTRIAL RELATIONS POLICY STATEMENT

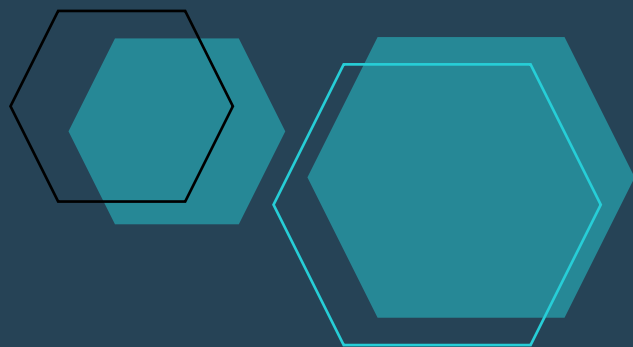
INTRODUCTION

At Allship Engineering, we are committed to fostering a productive, harmonious, and fair workplace environment. Our commitment is not only in line with our values and governance but is also essential to ensuring compliance with Australia's workplace relations laws, specifically the Fair Work Act 2009 (Cth) which encompasses the National Employment Standards (NES).

The Fair Work Act 2009 (Cth) is the cornerstone of our industrial relations framework and plays a crucial role in governing the employment relationship within our organisation. We acknowledge the Act's principles that underpin our employment practices. In ensuring that our workplace is compliant with the Fair Work Act and the NES, we will continue to:

- Provide clear and transparent employment contracts that outline pay and conditions that are aligned to and at a minimum, meet national Award requirements.
- Maintain accurate records of employment, including time and wage records.
- Foster open communication channels for employees to discuss workplace changes, issues, grievances, or concerns.
- Provide a safe and inclusive workplace that is free from discrimination and harassment.
- Implement performance management and discipline procedures in a fair and consistent manner.
- Regularly update our policies and procedures to reflect changes in industrial relations law and best practices.

By adhering to these principles, Allship reaffirms our commitment to creating a workplace where our employees are treated fairly, with respect, and in accordance with all applicable laws.



ALLSHIP VALUES

