

Industrial Relations Policy

Cleandustrial Services Pty Ltd is committed to best practice employment standards and a blemish-free record with regard to employee and industrial relations outcomes. Cleandustrial takes pride in its harmonious dealings with both employees and the United Voice Western Australia Union.

The company promotes a "win-win" philosophy to always ensure a fair and equitable outcome for our employees, at the same time maintaining a viable economic balance for our company and integrity of service to our clients. Company rates of pay, records and procedures support relevant legislation in the most employee-friendly way possible.

To achieve our industrial relations goals, Cleandustrial Services is committed to:-

- Respecting an individual's right to choose their preferred representation in the workplace;
- Keeping communication lines open and consulting with employees at all levels of the organisation;
- Ensuring a safe and healthy working environment for all employees;
- Providing adequate training to staff so that their contribution is central to the efficiency, productivity and growth of the business;
- Briefing employees as often as necessary to maintain staff awareness of changes in safety or task requirements;
- Maintaining company values where all employees are treated respectfully and fairly at all times, particularly with regard to employment conditions;
- Resolving grievances by employees or their representatives swiftly in a consultative, professional manner which maintains confidentiality and is convenient for the employee;
- Seeking professional assistance and advice where appropriate;
- Handling disciplinary action and terminations in a professional, respectful and risk-free manner.

Company procedures are monitored regularly and adjusted as necessary to reflect changes in legislation. Co-operation is expected from all employees to achieve these Industrial Relations objectives.



TAMMY VLADICH
General Manager

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