



The ACE Contractors Group of Companies are committed to the maintenance of an open and caring relationship with our employees. We recognise that our success is largely dependent on the capability, commitment and productivity of our employees.

ACE respects an individual's right to choose how they wish to be represented in the workplace and will ensure that lines of communication are open and consultative at all levels.

ACE is committed to achieving industry best practice employee and industrial relations outcomes by:

- Complying with all applicable statutory obligations
- Complying with the Building and Construction Industry Improvement Act 2005, the National Code of Practice for the Construction Industry and the Fair Work Act 2009
- Maintaining an open relationship with our employees, their representatives, and with other interested parties and unions as appropriate
- Recognising our employees' entitlement to representation in accordance with Awards and Agreements
- Monitoring industrial relations performance of subcontractors and suppliers and maintaining effective communication with them, whilst recognising their right to have their own industrial relations policies and arrangements

In order to facilitate the above at a project level, an Industrial Relations Plan shall be established that, as a minimum:

- Reflect the above principles
- Outlines communication processes with employees, unions, other contractors and subcontractors
- Details the measures the company will implement to assess subcontractor compliance with industrial relations and employment obligations

5th February 2010

Women's Rep


Chief Executive Officer



ACE CONTRACTORS GROUP PTY LTD

industrial relations policy

