



Employee Relations Policy

The Employee Relations Policy forms the basis of the RiE Group code of conduct and shall be adhered to by all company personnel. The requirements of this policy apply to all business dealings between management, employees, community, clients, contractors and suppliers.

RiE strives to ensure a direct, honest and open relationship with its employees, and believes relationships should be built on mutual trust and respect for the dignity and worth of each individual.

RiE recognises the importance of diversity and equal opportunity employment to the company and the community. To this end, RiE embraces diversity in the organisation and actively pursues personnel from different backgrounds and experiences, including Indigenous Australians.

RiE expect that all employees treat others with dignity, respect and due care, and supports a company culture where all employees are confident to raise any concerns regarding their work, work environment, terms and conditions of employment or any other matter related to their employment directly with their immediate supervisor or one up manager. Where employees raise concerns relating to their employment with the company, these will be dealt with in a timely and fair manner.

RiE will comply with all applicable laws as they apply to dispute resolution, consultation, freedom of association and harassment in the workplace.

Employees shall report all actual or offers of gifts greater than \$50 for entry to the gifts register. Bribery or corruption of any form is not tolerated.

The privacy and rights of whistle-blowers reporting misconduct shall be protected by the Company.

A breach of this policy will result in disciplinary action and, depending on the severity, may result in summary dismissal.

A handwritten signature in blue ink, appearing to be 'Jamie Short'.

General Manager: Jamie Short

Date: 10 August 2016