



## INDUSTRIAL RELATIONS POLICY

It is the policy of Andrew's Refrigerated Transport, to be fair and honest in all dealings with its most valuable resources, our employees and subcontractors.

Andrew's Refrigerated Transport will always adopt a pro active approach to Industrial relations in a effort to ensure harmony with our employees and employee representatives and subcontractors, which in turn will assist our Clients to achieve their goals.

Andrew's Refrigerated Transport will always work within the bounds of the Federal Workplace Relations Act, relevant State Industrial Acts, Awards or Agreements, that may be applicable to any particular work place or work site.

Andrew's Refrigerated Transport will endeavour to establish, maintain and continually improve communications with its workforce in all Industrial matters.

Andrew's Refrigerated Transport is committed to the training of its personnel in the field of Industrial Relations Management techniques, and to creating a close working relationship with our employees and subcontractors, at all levels.

A handwritten signature in black ink, appearing to read 'AS'.

**Andrew Smyrnis**  
**Transport Manager**