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## HUMAN RESOURCES & INDUSTRIAL RELATIONS POLICY

### Our Commitment

MLG Oz recognizes that our people are our most valuable resource and asset in our way of doing business and through them we drive improvements across MLG Oz.

### Our position

Effective human resource and industrial relations management is essential to maintaining a diversified, productive and sustainable business operation. To remain viable we as a business must effectively and efficiently manage and develop solutions to ongoing and emerging workforce issues and challenges. MLG Oz believes that to maintain an efficient and highly productive workplace and meet market demands, customers and leadership requirements our operations need flexibility in workplace arrangements, along with the ability to attract and retain appropriately skilled people.

### What we will do

We want our people to be accountable, proud, and committed to delivering better business results for MLG Oz. MLG Oz will establish a high performance culture for our people through the following objectives to ensure that we:

- Ensuring that all personnel practices are conducted according to the principles of access and equity, fairness and natural justice.
- Support our people in their efforts to improve the business, staff management and leadership skills;
- Employ talented individuals whose creativity and imagination will support and contribute to achieving our mission, vision and values;
- Strategic and tactical planning to maintain a workforce that aligns with the changing needs of the business, our customers and the economic climate;
- Achieve greater flexibility, efficiency and productivity in the operation of our divisions;
- Negotiate wages, conditions and new IR strategies through our industrial instrument (EA agreement) that attract and retain skilled employees while improving productivity and returns to customers;
- Ongoing skill development and applicable competencies essential for the job;
- As a team be innovative and flexible in our approach to work and encourage our people to achieve permanent best practice standards in all aspects of our operations; and
- Investigate solutions to minimise the impact of ongoing and emerging workforce issues and challenges;
- MLG Oz reserves the right to change any of the provisions to meet changing & challenging HR and IR requirements in an economic climate where flexibility and competitiveness are key to sustainable customer relationships.

It is the responsibility of all employees and contractors to adhere to and comply with this policy and it's everyone's responsibility to implement within their line of authority.



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MURRAY LEAHY

Managing Director

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