



INDUSTRIAL RELATIONS STATEMENT

Perkins Builders recognises the nature of the industry in which it operates and that the proper and appropriate management of industrial relations is essential to the success of its operations. As such, Perkins Builders is committed to maintaining sound employee and industrial relations throughout all Company managed operations.

Managerial decisions will be made with the ethical approach of being honest, fair and consistent with our employees and subcontractors.

Underlying this policy are the following objectives:

- Compliance with all relevant employee and industrial relations legislation
- Compliance by all parties with the following:
 - Fair Work Act 2009
 - Building and Construction Industry Improvement Act 2005
 - National Code of Practice for the Building and Construction Industry 1997
 - Workplace Health and Safety Act 2020
 - Industrial Relations Act 1979 (WA)
- Development and implementation of sound employee relations management plans and agreements in line with project requirements
- Employing suitably qualified and competent personnel through the diligent utilisation of company employment procedures
- The implementation of company Safety and Health Policies and the supporting Business Management System procedures to provide a safe working environment for all employees and subcontractors
- Early identification and management of industrial relations issues to negate disruption of project operations
- Sound management of dispute resolution, termination and redundancy processes
- The provision of leadership and innovation in the management of industrial and employee relations issues

The achievement of these objectives will ensure a mutually beneficial outcome for our employees, subcontractors, valued Clients and the Company.

Managing Director
30th June, 2026