



INDUSTRIAL RELATIONS POLICY

AUSTRALIA MARINE SERVICES Pty Ltd ('A.M.S. Tugs & Barges') is committed to providing a diverse and harmonious workplace, and developing long-term business relationships through open dialogue with its employees, subcontractors, suppliers, and other interested parties. All levels of management are focused on ensuring that work is carried out with minimum disruption and well maintained industrial harmony.

To support these goals we will:

- Comply with all applicable industrial laws, regulations, statutory obligations, awards, agreements, and National and State codes of practice, guidelines, and contemporary industry standards.
- Ensure equality of opportunity, respect the rights of the individual and foster partnership and trust, in every working relationship.
- Build relationships based on honesty, openness, and mutual trust.
- Take action to prevent and stop discrimination, bullying and harassment in all its forms.
- Promote open dialogue with employees, subcontractors, unions and other key stakeholders.

The management at A.M.S. Tugs & Barges will:

- Promote open and effective communication between workers at all levels and resolve disputes quickly and efficiently.
- Apply all policies and procedures in an equitable and fair manner regardless of position.
- Ensure all industrial relations matters will be treated with sincerity and in a prompt and professional manner.

Alan Yeo

Managing Director – A.M.S. Tugs & Barges

Date 16 / 03 / 2016



AUSTRALIA MARINE SERVICES PTY LTD T/A A.M.S. Tugs & Barges

Owner/Operator of Barges & Offshore Vessels

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