



WAJARRI GROUP

Engaging, empowering and investing in Wajarri Yamatji People's future

Employee Industrial Relations Policy

Meenangu Wajarri Aboriginal Corporation (MWAC) is a corporation principally formed to exercise the rights and comply with the obligations of the Approved Body Corporate and the Wajarri Yamatji people under the Murchison Radio-astronomy Observatory Agreement. MWAC works in collaboration with the trustee, Winja Wajarri Barna Limited (WWBL), to deliver positive social economic, educational and cultural outcomes for Wajarri Yamatji people. Wajarri Enterprises Limited (WEL) is the business arm of the group. These entities are referred to as the Wajarri Group.

We will ensure that its policy of fair, consistent and honest dealings with all Wajarri Group personnel and subcontractors is consistently applied across all Wajarri Groups operations. To achieve and maintain this the group will:

- recruit appropriately competent personnel who share the Wajarri Groups vision and values,
- promote ethical, lawful and professional conduct with each other, our clients the community and other stakeholders through leadership and training,
- comply with the legislative requirements that govern workplace industrial relations,
- promote cultural understanding and diversity amongst employees and managers/supervisors including the ongoing development of indigenous relations,
- provide our employees with clear accountabilities, responsibilities, deliverables and necessary support to achieve the required outcomes,
- engage our workforce through proactive and effective consultation and communication,
- address matters arising as a result of an employee grievance or difficulty respectfully,
- promote, counsel, terminate, train and develop employees in line with company visions and values, and
- engage subcontractors aligned with our employee relations philosophies and values.

It is the responsibility of all employees to ensure they do not unlawfully discriminate, I hereby give the Wajarri Groups commitment to this policy.

Daryl Smith

CEO

August 2019

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