



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

## Employee Industrial Relations Policy

Wajarri Yamaji Aboriginal Corporation RNTBC (WYAC) is the Prescribed Body Corporate (PBC) for the Wajarri Yamaji People of the Gascoyne/Murchison region of Western Australia. The Wajarri Yamaji native title determination is one of the largest in Western Australia.

WYAC works in collaboration with the trustee, Winja Wajarri Barna Limited (WWBL), to deliver positive social economic, educational and cultural outcomes for Wajarri Yamaji 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.

Graham O'Dell  
Chief Executive Officer

June 2022

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