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## **INDUSTRIAL RELATIONS MANAGEMENT POLICY STATEMENT**

### **POLICY OBJECTIVES**

Wetback Contracts (PTY) Ltd Management believes that honest and harmonious relations between our Management, Employees, Trade Unions, Service Providers and their appointed representatives will create a positive effect within the Company and consequently produce a world-class product and commercially successful results. However, disputes may arise between parties and in such instances all parties should be committed to continue working towards the elimination of lost time and resolving the dispute, without causing any harm to the business or its stakeholders.

### **POLICY STATEMENT**

Wetback Contracts (PTY) Ltd's Management believes that conflict should be resolved through consultation and negotiation as close to its source in the most efficient manner.

Internal processes must first be exhausted before disputes are referred to external mechanisms for resolution. A distinction must be drawn between disputes of right and disputes of interest.

Disputes of right normally arise as a result of different interpretations of the employment contract, collective agreements or any other form of lawful entitlement. Internally, such disputes can be resolved by negotiation, including experts employed by the Company, and/or internal mediation/arbitration. If such disputes cannot be resolved internally, they would typically be referred to the relevant Bargaining Council and/or Commission for Conciliation, Mediation and Arbitration (CCMA) for mediation and/or arbitration.

Disputes of interest refer to matters that are generally part of collective bargaining. For this reason, disputes of interest are not resolved via arbitration, but rather through industrial action, e.g. strikes, lock outs. In such cases, it is an absolute requirement that both parties adhere to the procedure as described in the Labour Relations Act, Main Agreement, Site Specific Agreements (SSA) and the Company Strike Handling Procedure.

Unprotected strikes will result in the company exercising its legal rights against offenders and subsequent consequence management being implemented.

**Wetback Contracts (PTY) Ltd**



**Gianni D. Anić**  
Managing Director