

Doc. Ref: IMS / PS-530-011
Date: Friday 22nd April 2016
Review Date: Yearly

INDUSTRIAL RELATIONS POLICY AND EQUITY STATEMENT

POLICY OBJECTIVES

It is of vital importance for us at Wetback Contracts (PTY) Ltd to continuously improve the quality of our service, performance, on-time delivery and safe execution of our projects to be able to compete and be successful in an open competitive market. We believe that honest and harmonious relations between our Management, Employees and their representatives can create a positive effect within the Company and consequently produce a world-class product and commercially successful results.

POLICY STATEMENT

Wetback Contracts (PTY) Ltd recognises, for all its Employees, the right to work and be compensated for services rendered, to be given dignity, fair and equitable treatment, the right to exercise basic human rights and freedom of association.

Management who, as the custodian of the interests of all stakeholders, has the right to plan, organise and manage the Company, will not exercise these rights in a manner that discriminates unfairly against any Employee or group of Employees on any grounds as stipulated in the Employment Equity Act (Act 56 of 1998).

Wetback Contracts (PTY) Ltd will ensure that all Employees and those applying for employment receive fair and equitable treatment free from any sort of discrimination or victimisation, racial or sexual harassment and any other unfair practices through the Company's prevailing Industrial Relations Procedures.

Wetback Contracts (PTY) Ltd is committed to resolve any dispute or conflict which may arise through consultation, negotiation and through the Company's prevailing Industrial Relations Procedures as quickly as possible.

Wetback Contracts (PTY) Ltd



Gianni D. Anić
Managing Director