



# Industrial Relations policy statement

**SCEE Electrical is committed to open and transparent dealings with our employees. Effective people management is based on open, honest relationships and realistic negotiations that are beneficial to all parties.**

SCEE Electrical will always adopt a proactive approach to Industrial Relations in an effort to ensure harmony with our employees and employee representatives.

All Industrial Relations matters will be treated with sincerity in a timely and professional manner. We encourage consultation between employees and employee representatives parties with consideration of each parties' requirements.

SCEE Electrical is committed to the training of its personnel in the field of Industrial Relations Management techniques, and to creating a close working relationship with our employees, at all levels.

In order to achieve these Industrial Relations commitments SCEE Electrical will:

- Ensure compliance with all applicable industrial laws, regulations, statutory obligations, awards, agreements and national and state codes of practice guidelines.
- Maintain an open relationship with our employees and with other interested parties as appropriate.
- Establish, maintain, and continually improve communications with our workforce in all Industrial matters.
- Maintain employment practices that ensure equal opportunity and shall not be discriminatory.
- Comply with WHS obligations in accordance with State and Federal laws.
- Ensure Freedom of Association laws are recognised and respected.
- Develop and train employees to enable them to strive to reach their full potential.
- Provide a safe and harmonious working environment.

A handwritten signature in blue ink, appearing to read "Geoff Baudains".

**Geoff Baudains**

Chief Executive Officer

1 July 2025

A member of the  
**SCEE GROUP**