



INDUSTRIAL RELATIONS AND HUMAN RESOURCES POLICY

“People are our greatest asset. Through effective management of this asset, Danv Tools Australia will excel in all aspects of its business whilst promoting and considering both Client’s and Personnel’s needs...”

A Management Program addressing the following key initiatives will be implemented and maintained throughout the organisation:

- Effective Health and Safety Management Program to provide for the Health and Safety of all employees.
- An “open door policy” that keeps all lines of communication open within all levels of Danv Tools Australia’s Personnel.
- Direct involvement of Company Management to its employees.
- Equal Employment Opportunities for all current and potential employees.
- Remuneration system that is fair to all and rewards high levels of performance.
- Effective Training and Development Programs that meet the needs of the employees; positions and ultimately our organisation.
- State and Federal Labour Relation Laws, which recognises the right of employees with references to the freedom of association.

It is the responsibility of Danv Tools Australia’s Principals to ensure a proficient understanding and respect of all relevant laws and sustain a process whereby all activities comply with a minimum standard as set out in relevant acts and legislation, including the Industrial Relations Act.

This is to be achieved through safe and efficient workplace practices; management directives; employee adherence to company policies and procedures.

Samuel Murphy
Director & Operations Manager
16/02/2023

Document Title	Document Custodian	Publish Date	Last Review
Industrial Relations and Human Resources Policy	Director	1/10/2019	16/02/2023
	Doc. No	Version	Page No
	POL008	1.0	1 of 1