



EMPLOYEE RELATIONS

PURPOSE

Cimeco values its workforce and is committed to engaging those employees and suppliers best suited to delivering the Company's products and services. The ongoing success of Cimeco is underpinned by the mutual respect and cooperation shown by all personnel toward the Company and each other, and their commitment to promoting a harmonious working environment.

APPROACH

- Promote a culture where the well being of all employees is a paramount consideration.
- Foster continuous improvement to ensure that work processes are monitored and developed to improve efficiency, eliminate waste and promote job satisfaction.
- Ensure job skill requirements are clearly identified and understood during the recruitment and selection process to enable the Company to employ the best available applicant with the requisite skills and capabilities.
- When appropriate, provide training and development opportunities to all employees to improve their skills and performance.
- Provide recognition, career advancement and harness the benefits of morale and success.
- Ensure remuneration and other terms and conditions of employment comply with the relevant industrial instrument.
- Work pro-actively with employees, contractors, clients and others to maintain industrial harmony.
- Achieve a consistent, coordinated and managed approach to human resources and industrial relations capable of delivering results for clients and employees.

COMMITMENT

This policy applies to all Cimeco personnel, contractors, and visitors affiliated with Cimeco, across all projects and operations at all times.

Supervisors and managers have a duty to ensure that employees are treated with respect and effectively address any employee relation issues which may arise from time to time.

The Cimeco Board of Directors commits to promoting this policy, ensuring the workforce is compensated and rewarded fairly, and being aware of all statutory obligations (as amended from time to time) under the changing industrial relations landscape throughout Australia.

Andrew Ellison
Managing Director

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