

## **INDUSTRIAL RELATIONS MANAGEMENT POLICY STATEMENT**

### **POLICY OBJECTIVES**

Wetback Contracts (PTY) Ltd and its subsidiaries (herein after referred to as the Company) believe that honest, respectful, and harmonious relationships between management, employees, trade unions, providers, and their appointed representatives contribute to a positive workplace culture, operational excellence, and commercially successful outcomes.

The Company recognises that disputes or differences may arise from time to time. In such instances, all parties are expected to remain committed to constructive engagement, maintaining business continuity, minimising lost time, and resolving disputes in a fair, lawful, and responsible manner, without causing harm to the business, or its other stakeholders.

### **POLICY STATEMENT**

The Company's management believe that conflict should be resolved through consultation and negotiation, as close to its source as possible, 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 because 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, etc. 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