

Industrial Relations Policy

Commitment to Industrial Harmony

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to operating its business in a way that fosters and maintains a harmonious workplace for all employees. This commitment is upheld within the framework of relevant industrial relations instruments, including applicable agreements and awards. Management at all levels prioritises the minimisation of workplace disruptions and the preservation of industrial harmony throughout all operations.

Industrial Relations Objectives

Zenergy is focused on achieving positive industrial relations outcomes. In pursuit of this objective, the company is committed to the following actions:

- Providing a safe and harmonious working environment that supports employee satisfaction and the attainment of operational goals.
- Ensuring compliance with all industrial laws, regulations, statutory obligations, awards, agreements, and both National and State codes of practice and guidelines.
- Monitoring the industrial relations practices and performance of subcontractors and suppliers, maintaining open communication with them, and respecting their autonomy in establishing their own industrial relations policies and arrangements.
- Enhancing the skills of employees to enable effective and efficient work in a continually evolving environment, supporting them to reach their highest potential.
- Recognising that the interests of clients are paramount, and acknowledging that clients may often determine the specific industrial relations arrangements in practice.

Management Responsibilities

All levels of management at Zenergy are responsible for:

- Ensuring fair and reasonable management of industrial issues and expecting similar standards from all other involved parties.
- Maintaining open and transparent relationships with employees, their elected representatives, and other stakeholders, and applying all company policies and procedures equitably, regardless of position within the organisation.
- Promoting open and effective communication among employees at all levels and facilitating the prompt and efficient resolution of disputes.
- Encouraging honesty and openness in all matters relating to industrial relations.



Dean Woods, Director Zenergy Safety, Health and Wellbeing

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