

C.E.M. Alliance Pty Ltd is committed to providing a harmonious place of work for all of our personnel, within the bounds of the applicable awards and legislation.

The key C.E.M. employee relation objectives are:

- Promote open and effective communication between our personnel at all levels and resolve disputes quickly and efficiently;
- Apply all policies and procedures in an equitable and fair manner regardless of position;
- Provide a work environment which is conducive to keeping personnel and contractors content and achieving their and the C.E.M. goals;
- Maintain an open relationship with all our personnel;
- Ensure compliance with relevant awards and legislation.



**GREG STEELE**  
Managing Director

12/01/2023  
DATE