

Employment Relations (HR & IR)



JJ's Waste & Recycling and Associated Entities* believe that our staff are our most important asset. We support a policy that is based on flexibility, communication and workplace participation.

Human Resource Goals

- o Provide a work environment to promote personal growth and staff development through quality training programs, involvement in consultative change processes and opportunities for promotion.
- o Build loyalty by implementing a strong consultative approach toward continuous improvement, valuing the unique capabilities and expertise of each individual.
- o Promote equal employment opportunities for all employees in terms of recruitment, promotion, transfer, training and conditions of service.
- o Promote a culture of workplace harmony, mutual respect and professionalism by clearly defining the Company's work ethics and standards.
- o Ensure the protection of employee and customer information.

Industrial Relations Goals

- o Ensure that all employees are treated considerately and fairly.
- o Ensure that the Company and employees comply with laws, occupational health and safety regulations and codes of practice.
- o Provide formal lines of communication between management and employees to promote constructive feedback and two-way communication.
- o Ensure an 'open door' policy between management and their staff to ensure that any issues affecting employee well-being and performance (whether a work or private matter) are addressed in a timely and mutually beneficial manner.
- o Ensure that grievances are managed in a timely, sensitive and satisfactory manner.
- o Ensure compliance with awards and or Industrial Agreements.

A handwritten signature in black ink, appearing to read 'J.J. Richards'.

J.J. Richards - Director

A handwritten signature in black ink, appearing to read 'P.B. Richards'.

P.B. Richards - Director

A handwritten signature in black ink, appearing to read 'J.M. Parsons'.

J.M. Parsons - Director

*Associated Entities: JJ's Waste & Recycling and Pulpmaster USA.

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