



**Precision  
Delivered**

## Industrial Relations Strategies Policy Statement

CICG has built a reputation for being able to successfully manage industrial relations. Our general industrial relations record is excellent, with minimal or no industrial problems on our projects as a direct result of our operations and systems of management. This can be attributed to our strategy which focuses on prevention rather than cure.

There are three important elements, which will assist CICG in delivering successful industrial relations management on our projects.

- Satisfactory corporate philosophy.
- The appropriate strategy for the specific project, and
- The right people.

### CICG Corporate Philosophy

CICG's policy on industrial relations is strong. We have a good working relationship with senior representatives of building industry employee organisations, and support the Code of Practice for the Building and Construction Industry.

We have established good relationships with our site employees and ensure that site issues are dealt with promptly. CICG management actively ensures that its on-site staff provide 'leadership' and a healthy 'project spirit'.

In dealing with the Unions, CICG has established a credible relationship.

We have active industry participation to ensure we are aware of industry issues, and pro-actively attempt to reconcile them within the site specific environment.

Effective management of safe systems. CICG has developed and always implement strong and effective controls on all our sites.

Managing Director  
CICG Pty Ltd  
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