



Midland Steel Reinforcement Supplies Ltd and Midland Steel Reinforcement Supplies GB Ltd, hereafter referred to as Midland Steel Reinforcement Supplies recognises that it is imperative that we establish and maintain a good working industrial environment with our workers and clients. An important element of the Company's approach is the policy of making industrial relations a line manager's responsibility, rather than delegating such authority to other "service" people. This ensures that high priority is given to industrial relations throughout all levels of the Company

Our goal is to:

1. Provide a framework for the conduct of industrial relations in the workplace that is fair and just, based on legislative requirements;
2. Promote efficiency and productivity in all areas of the Company;
3. Facilitate appropriate regulation of employment through employment contracts;
4. Prevent and eliminate discrimination in the workplace;
5. Provide for the resolution of disputes and grievances in a prompt and fair manner and with a minimum of legal technicality;
6. And encourage and facilitate a cooperative workplace with equitable, innovative and productive workplace relations.

The Midland Steel Reinforcement Supplies Industrial Relations Policy particularly emphasises that any issue is resolved at the level of management nearest to the workforce. If not settled at that level, the issue is escalated to a higher level of management and workforce representatives, and if necessary to an Industrial Umpire.

To achieve these aims Midland Steel Reinforcement Supplies has established the following policies:

1. To strive to organise work so that workers are effective and derive job satisfaction;
2. To provide training to line supervisors in leadership; communication and human behaviour;
3. And to communicate and keep our staff well informed on industrial matters.

Industrial relations at Midland Steel Reinforcement Supplies is based on in-house procedures and adherence to the arrangements and contracts of employment.

The industrial relations practises cover:

1. Defining responsibilities and interface of staff;



Midland

Industrial Relations Policy

IMSP 010

Issue No. 3

Issue Date:
01/06/2021

Page 2 of 2

2. Safe and healthy work environment for its workers;
3. Communication and consultation with interested parties;
4. Establishment of demarcation and dispute settlement;
5. Encouragement and establishment of a cooperative workplace aimed at achieving improved productivity
6. Careful selection of labour and coordination of Subcontractors where required and
7. Recognition of work expectations.

Signed

Iony Woods
Managing Director

Date: 01.06.2021