



WORKPLACE RELATIONS STATEMENT

The Gulf Group is committed to providing a safe and harmonious workplace for our personnel. The Gulf Group will implement policies and practices and, through its personnel, apply them consistently to ensure –

- A harmonious and safe workplace;
- A workplace that prevents discrimination, harassment, bullying, victimisation and vilification;
- Standards of appropriate behaviour for Gulf Group personnel to foster a team environment;
- Rights and responsibilities of Gulf Group managers and personnel are clearly communicated;
- We have open lines of communications with our personnel;
- The Gulf Group encourages career progression, enhancement of job pride through the development of work skills, greater efficiency and productivity;
- Timely identification and resolution of potential issues;
- The workplace is conducive to continuous improvement principles;
- Achievement is recognised and appreciated;
- All employees are encouraged to take pro-active measures in their roles to improve workplace safety, including fatigue management and fitness for work measures;
- A consistent and fair approach to the management of people across all of our operations.

All employees are accountable for upholding the letter and spirit of the policy and eliminating any practices and behaviours which are a breach of this policy.

James E Cooper
General Manager

01st July 2009