Industrial Relations Policy

ISS recognises its obligations under the Fair Work Act (Australia), the Employment Relations Act (New Zealand) and other applicable laws concerning workplace rights. This includes, but is not limited to, protecting employees from unfair treatment and discrimination by ensuring compliance with legal obligations, providing accessible and effective grievance and dispute resolution procedures, and recognising the right to freedom of association and the right to be represented.

The Company commits to pay the legally required minimum wages and to respect limitations on the hours of work and overtime obligations.

The Company acknowledges that Unions have a recognised role to play in workplace relations. Where Unions represent eligible employees, the Company will endeavour to work harmoniously with them.

The Company will advise employees of their right to join a Union at the time of engagement. The Company will encourage employees to join a Union and the Company will advise employees that it respects the principles of freedom of association and will not discriminate or take adverse action against individuals whether or not they chose to take up Union membership.

Union Membership Deductions
When an employee joins a Union, the Company may make automatic membership deductions from his or her pay, subject to a written request in the prescribed form and to a suitable arrangement with the relevant Union.

The Company will terminate such deductions only when the employee directs the Company in writing to do so.

Right of Entry
The right of Union officials to access sites or premises at which Company employees are engaged is governed by legislation. The Company will allow Union officials to access such sites or premises, subject to compliance with the relevant legislation and the customer’s (occupier of the site/premises) entry protocols.

SCOTT DAVIES
CHIEF EXECUTIVE OFFICER
ISS AUSTRALIA and ISS NEW ZEALAND
1 JANUARY 2016