

## INDUSTRIAL RELATIONS POLICY

Byte Construct strives to continually improve the quality of its productivity, performance and services to enable continued growth in a competitive industry. Our goal is to have open and transparent processes in all aspects of our dealings with employees, suppliers and subcontractors, encompassing all issues pertaining to industrial relations. Effective client, people and project management is based on open, honest relationships and realistic negotiations that are beneficial to both parties.

Byte Construct aspires to eliminate lost time, down time and unproductive work practices that arise through grievances or disputes pertaining to industrial relations. We encourage proactive, two-way consultation between parties, with consideration of both parties' requirements, when faced with any issue relating to industrial relations. Byte Construct is committed to:

- Compliance with state and federal industrial relations legislative instruments;
- Maintaining an open relationship with our employees and any elected representatives on a project basis, and with other interested parties as appropriate;
- Accepting that the properly held interests of our clients always prevail, and that accordingly it is the client who may, in some cases, determine actual industrial relations arrangements;
- Respecting the national freedom of association laws as documented in Part XA of the Workplace Relations Act 1996;

Employment practices that ensure equal opportunity and shall not be discriminatory;

Byte promotes the use of dispute resolution to work through any impasses in order to achieve mutually acceptable outcomes. All parties must diligently strive to resolve grievances or disputes with their employees and relevant stakeholders at the appropriate level, following the procedure specified in the applicable award or workplace arrangement. The parties are dedicated to minimising lost time by engaging in close consultation and cooperation with those directly impacted and by ensuring the effective implementation of these Grievance/Disputes Settlement Procedures.

A handwritten signature in black ink, appearing to read "T. Hare".

Terry Hare  
2<sup>nd</sup> July 2026

A handwritten signature in black ink, appearing to read "G. Boulton".

Glen Boulton  
2<sup>nd</sup> July 2026

A handwritten signature in black ink, appearing to read "S. Kamal".

Siva Kamal  
2<sup>nd</sup> July 2026