

Employment Relations (HR & IR)

J.J. Richards & Sons Pty Ltd and Associated Entities* believe that our staff are our most important asset. We support a policy that is based on flexibility, communication and workplace participation.

Human Resource Goals

- Provide a work environment to promote personal growth and staff development through quality training programs, involvement in consultative change processes and opportunities for promotion.
- Build loyalty by implementing a strong consultative approach toward continuous improvement, valuing the unique capabilities and expertise of each individual.
- Promote equal employment opportunities for all employees in terms of recruitment, promotion, transfer, training and conditions of service.
- Promote a culture of workplace harmony, mutual respect and professionalism by clearly defining the Company's work ethics and standards.
- Ensure the protection of employee and customer information.

Industrial Relations Goals

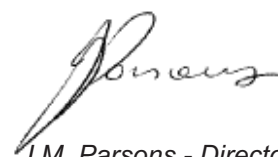
- Ensure that all employees are treated considerately and fairly.
- Ensure that the Company and employees comply with laws, occupational health and safety regulations and codes of practice.
- Provide formal lines of communication between management and employees to promote constructive feedback and two-way communication.
- Ensure an 'open door' policy between management and their staff to ensure that any issues affecting employee well-being and performance (whether a work or private matter) are addressed in a timely and mutually beneficial manner.
- Ensure that grievances are managed in a timely, sensitive and satisfactory manner.
- Ensure compliance with awards and or Industrial Agreements.



J.J. Richards - Director



P.B. Richards - Director



J.M. Parsons - Director

*Associated Entities: J.J. Richards & Sons NZ Pty Ltd, J.J. Richards Engineering Pty Ltd, Regwaste Australia, EnviroCom Australia, J.J. Richards Northend Pty Ltd and Steel Fabrications Australia Pty Ltd.

J.J. Richards
& Sons Pty Ltd