

EMPLOYEE RELATIONS POLICY

DIG strives to ensure a direct, honest and open relationship with its employees.

DIG believes that its relationship with employees should be built on mutual trust, and respect for the dignity and worth of each individual. This approach supports the company values of caring for people, working as one and acting with integrity and honesty. DIG also encourages all contractors to embrace this approach.

DIG supports a company culture where all employees are confident to raise any concerns regarding their work, work environment, terms and conditions of employment or any other matter related to their employment directly with their immediate manager.

Employees are provided with various mechanisms to resolve any concerns arising from their employment, including the Equal Opportunity and Harassment Policy.

Where employees raise concerns relating to their employment with the company, these will be dealt with in a timely and fair manner.

DIG will comply with all applicable laws aimed at protecting freedom of association at the workplace. The company will deal with employee organizations or unions in accordance with the Employee Collective Agreement.

Edwin Davey - Managing Director

Signed: 