

INDUSTRIAL RELATIONS POLICY

Diamond Protection has an excellent record regarding industrial relations. This is attributed to the company's attitude towards staff and its keen interest in staff welfare. Staff are well looked after, treated with respect and are encouraged to discuss any work or personal problems with senior management.

Diamond's *Industrial Relations Policy* can be summarised in the following points.

- Diamond Protection encourages harmonious workplace relationships between our staff and management
- The company encourages staff to raise any issues with the view to resolve them amicably at company level. Issues raised, which are of major concern, are handled by Diamond's officials, and if necessary by relevant state *Employer's Chamber of Commerce and Industry* and other relevant professional bodies
- Diamond complies with national standards in respect to wages and conditions

The company has introduced training and development as part of its operational system in order to provide staff with promotional and personal development opportunities. Diamond believes strongly that if staff are cared for, they will, in return respond with loyalty and commitment to the client and company.



Julian Smith
Managing Director & CEO

Uncontrolled if Printed	Document Name	Doc No	Version	Issue Date	Review Date	Approved By	Page No
	Industrial Relations Policy	016	Version 2	October 2016	October 2018	HSSE	1