

Policies	POL 08	 consolidatedgroup.com.au
COMMUNICATION AND CONSULTATION POLICY		

PURPOSE

Consolidated Group of Companies is committed to building strong, respectful, and effective relationships through open communication and meaningful consultation with employees, clients, suppliers, and the communities in which we operate.

We recognise and value the diversity of people involved in our operations and are committed to understanding, respecting, and accommodating different cultures, lifestyles, heritages, and perspectives. This commitment is demonstrated through mutual respect, active partnerships, and a focus on long-term, sustainable relationships.

OBJECTIVES

Consolidated Group of Companies will:

- Foster a positive perception of the organisation by conducting all business activities in a professional, respectful, and courteous manner;
- Recognise that effective communication and consultation are critical to business success and are equally important as operational management;
- Engage and consult with employee advisory groups, including the Health, Safety and Environment (HSE) Committee, to identify risks, address concerns, and mitigate the impacts of adverse events in a timely manner;
- Ensure communication and consultation processes are inclusive and considerate of the cultural, social, and community contexts of the areas in which we operate;
- Effectively manage communication and consultation related to changes in policies, procedures, and work practices, using structured change management strategies to support understanding, acceptance, and implementation by employees;
- Encourage feedback and open dialogue to support continuous improvement across all areas of the business.

RESPONSIBILITIES

Management

- Ensure this policy is implemented, communicated, and maintained;
- Demonstrate due diligence in accordance with applicable Work Health and Safety legislation;
- Lead effective communication and consultation processes across the organisation.

Supervisors

- Follow and apply relevant procedures;
- Support consultation processes at the operational level;
- Communicate changes, expectations, and outcomes clearly to employees.

Employees, Contractors, and Suppliers

- Comply with this policy, relevant procedures, and applicable codes of practice;
- Participate in consultation processes in good faith;
- Report hazards, incidents, concerns, and non-conformances in accordance with established reporting processes.

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RELATED PROCEDURES

Procedures supporting this policy are documented in the:

- Operational Procedures
- Management System Procedures

COMMITMENT

This policy applies to all management, employees, contractors, suppliers, and other persons engaged by Consolidated Group of Companies.

Consolidated Group of Companies is committed to continuous improvement in communication and consultation practices to support safe, respectful, and effective operations.

Approved



Theo Tsorvas

Director

Date 13.12.2025