

CODE OF INDUSTRIAL RELATIONS PRACTICE

Objective

To foster a partnership between management and unions / employees, harnessing the efforts of both to:

1. develop a motivated and productive workforce to achieve business excellence
2. realize the full potential of employees to enable them to earn higher incomes and live a better life
3. to contribute towards a harmonious workplace environment, strengthen tripartite collaboration, and enhance competitiveness for economic growth.

The Code of Practice is a mechanism that seeks to bring about a commitment by management and unions to work together in meeting new challenges, resolve differences and seize the opportunities in a rapid changing business environment.

The Code of Practice promotes:

- **Collaboration, not confrontation but the building of partnerships**
- **Leadership and mandate**
- **Mutual Trust and Respect, Understanding and integrity**
- **Sharing of information**
- **Professionalism**
- **Mutuality of purpose – identifying common objectives**