

KONE Building Doors – Western Australia Region Enterprise Agreement 2024

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Part A – General Conditions

1. Title

This Agreement shall be referred to as the KONE Building Doors – Western Australia Region Enterprise Agreement 2024.

2. Interpretations

- a) Agreement means the KONE Building Doors – Western Australia Employees Region Agreement 2024.
- b) Construction site means a site where an employee is engaged to perform general installations of plant and equipment in conjunction with construction works/projects.
- c) Employee(s) means an Employee of KONE Elevators Pty Ltd covered by this Agreement.
- d) Employer means KONE Elevators Pty Ltd.
- e) Family – For the purpose of Personal/Carer's Leave, Family and Domestic Violence Leave and Compassionate Leave – employees' 'immediate family' or employees' 'household' is defined as per the National Employment Standards.
- f) Family and domestic violence means violent, threatening or other abusive behaviour by a family member of an Employee that seeks to coerce or control the Employee and that causes them harm or to be fearful.
- g) KONE means the Employer, KONE Elevators Pty Ltd.
- h) KONE Western Australia Employees means for the purpose of coverage (Clause 3), KONE Western Australia Employee is defined as KONE Employees covered by this Agreement who work within Western Australia and are employed under the Western Australia Branch.
- i) NES means National Employment Standards.
- j) Operation Date means seven (7) days following approval of this Agreement from the Fair Work Commission.
- k) Parties means those bound by this Agreement – See Clause 4.
- l) RCC means Regional Consultative Committee.
- m) RDO means Rostered Day Off.
- n) Registered Health Professional means an individual who:
 - i. is registered under the National Law to practise a health profession, other than as a student, or
 - ii. holds a non-practising registration in a health profession under the National Law.

3. Coverage

The KONE Employees covered by this Agreement work within the KONE Western Australia in Doors and are not engaged in construction, installation, modernisation, tendered repairs, service and/or maintenance of elevators and escalators.

4. Parties Bound

The Parties to this Agreement are:

- a) KONE Elevators Pty Ltd.
- b) All hourly-paid Employees engaged in Western Australia by KONE and working within the Doors Business (KDB) in the assembly, installation, repair and servicing of industrial doors, roller shutters and/or work of a similar nature.
- c) The following unions if the Fair Work Commission notes in its decision to approve this Agreement that it covers that particular union:
 - i. Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical Trades Union Division – Western Australia Branch (ETU).

5. Commencement and nominal expiry dates

- a) This Agreement will commence operation 7 days after its approval by the Fair Work Commission.
- b) This Agreement shall nominally expire on 30 June 2027.

6. Operation of Agreement

This Agreement operates to the exclusion of any Enterprise Agreement, Transitional Instrument or unregistered agreement that could otherwise apply.

7. Renegotiation

The parties agree to commence negotiations on a new agreement not less than six (6) months prior to the nominal expiry date of this agreement.

8. Relationship to Award

This Agreement shall incorporate the provisions of the Manufacturing and Associated Industries and Occupations Award 2020 (the Award), as varied from time to time, provided that where there is any express inconsistency between this Agreement and the Award, the Agreement shall prevail to the extent of the inconsistency.

9. Relationship to the National Employment Standards

This Agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

10. Relationship to KONE Policies

- a) KONE policies referred to in this Agreement will apply and take effect immediately. Any variation to these policies will have the same application to this Agreement. KONE policy and guidelines do not form part of this Agreement but should be read in conjunction with it.
- b) KONE is to provide reasonable access to KONE policies, and the Employees are required to be aware of and work according to KONE policies.
- c) If there is any inconsistency between a policy and the terms of this Agreement, the terms of this Agreement prevail.

11. No Extra Claims

It is a term of this Agreement that the parties will not under any circumstances pursue any extra claims, for the life of this Agreement. This does not prevent KONE from introducing new technology and/or methods etc.

12. Individual flexibility

- a) KONE and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:
 - i. the Agreement deals with 1 or more of the following matters:
 1. arrangements about when work is performed;
 2. Parental Leave (for example, KONE and the Employee may agree that the maximum period of unpaid Parental Leave be increased).
 - ii. the arrangement meets the genuine needs of KONE and the Employee in relation to 1 or more of the matters mentioned in paragraph a); and
 - iii. the arrangement is genuinely agreed to by KONE and Employee.
- b) KONE must ensure that the terms of the individual flexibility arrangement:
 - i. are about permitted matters under section 172 of the Fair Work Act 2009; and
 - ii. are not unlawful terms under section 194 of the Fair Work Act 2009; and
 - iii. result in the Employee being better off overall than the Employee would be if no arrangement was made.
- c) KONE must ensure that the individual flexibility arrangement:
 - i. is in writing; and
 - ii. includes the name of KONE and Employee; and
 - iii. is signed by KONE and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
 - iv. includes details of:
 1. the terms of the Agreement that will be varied by the arrangement; and
 2. how the arrangement will vary the effect of the terms; and
 3. how the Employee will be better off overall in relation to the terms and conditions of their employment as a result of the arrangement; and
 - v. states the day on which the arrangement commences.
- d) KONE must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

- e) KONE or the Employee may terminate the individual flexibility arrangement:
 - i. by giving no more than 28 days written notice to the other party to the arrangement; or
 - ii. if KONE and Employee agree in writing - at any time.

13. Consultation Process

The parties are committed to working co-operatively and constructively together.

- a) This clause applies if:
 - i. KONE has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise, that is likely to have a significant effect on Employees; or
 - ii. KONE proposes to introduce a change to the regular roster or ordinary hours of work of Employee(s).

13.1 Major Change

- a) For a major change referred to at 13. a) i):
 - i. KONE must notify the relevant Employees of the decision to introduce the major change; and
 - ii. subclauses 13.1.b) to 13.1.h) inclusive apply.
- b) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- c) If:
 - i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - ii. the Employee or Employees advise KONE of the identity of the representative.KONE must recognise the representative.
- d) As soon as practicable after making its decision, KONE must:
 - i. discuss with the relevant Employees and representatives (if appointed):
 1. the introduction of the change; and
 2. the effect the change is likely to have on the Employees; and
 3. measures KONE is taking to avert or mitigate the adverse effect of the change on the Employees; and
 - ii. for the purposes of the consultation — provide, in writing, to the relevant Employees:
 1. all relevant information about the change including the nature of the change proposed; and
 2. information about the expected effects of the change on the Employees; and
 3. any other matters likely to affect the Employees.
- e) However, KONE is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- f) KONE must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

- g) If a term in this Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of KONE, the requirements set out in subclauses 13.1 a) i, 13.1 b) and 13.1 d) are taken not to apply.
- h) In this clause, a major change is likely to have a significant effect on Employees if it results in:
 - i. the termination of the employment of Employees; or
 - ii. major change to the composition, operation or size of KONE's workforce or to the skills required of Employees; or
 - iii. the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - iv. the alteration of hours of work; or
 - v. the need to retrain Employees; or
 - vi. the need to relocate Employees to another workplace; or
 - vii. the restructuring of jobs.

13.2 Change to regular roster or ordinary hours of work

- a) For a change referred to at 13. a) ii:
 - i. KONE must notify the relevant Employees of the proposed change, and
 - ii. subclauses 13.2 b) to 13.2 f) inclusive apply.
- b) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- c) If:
 - i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - ii. the Employee or Employees advise KONE of the identity of the representative.
 KONE must recognise the representative.
- d) As soon as practicable after proposing to introduce the change, KONE must:
 - i. discuss with the relevant Employees the introduction of the change; and
 - ii. for the purposes of the discussion — provide to the relevant Employees:
 - 1. all relevant information about the change including the nature of the change; and
 - 2. information about what KONE reasonably believes will be the effects of the change on the Employees; and
 - 3. information about any other matters that KONE reasonably believes are likely to affect the Employees, and
 - iii. invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- e) However, KONE is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- f) KONE must give prompt and genuine consideration to matters raised about the change by the relevant Employees.

- g) In this clause, relevant Employees means the Employees who may be affected by a change referred to at 13 a) i and 13 a) ii.

14 Dispute Settlement Procedure

- a) If a dispute relates to:
- i. a matter arising under the Agreement; or
 - ii. the National Employment Standards;
- this clause sets out procedures to settle the dispute.
- b) An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this clause.
- c) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant Employer Representatives. The dispute will be raised internally to the Supervisor for resolution.
- d) A dispute will escalate to the relevant Manager, where it continues to be unresolved after being brought to the attention of a Supervisor will escalate to their Manager.
- e) Where a dispute continues to be unresolved following escalation to a relevant Manager, a party to the dispute may refer the matter to the Fair Work Commission.
- f) The Fair Work Commission may deal with the dispute in 2 stages:
- i. the Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - ii. if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
 1. arbitrate the dispute; and
 2. make a determination that is binding on the parties.
- g) If the Fair Work Commission arbitrates the dispute, it may also use the powers that are available to it under the Fair Work Act (as amended from time to time).
- h) Any decision that the Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.
- i) While the parties are trying to resolve the dispute using the procedures in this clause:
- i. an Employee must continue to perform their work as they would normally unless they have a reasonable concern about an imminent risk to their health or safety; and
 - ii. an Employee must comply with a direction given by KONE to perform other available work at the same workplace, or at another workplace, unless:
 1. the work is not safe; or
 2. applicable Workplace Health And Safety Legislation would not permit the work to be performed; or
 3. the work is not appropriate for the Employee to perform; or
 4. there are other reasonable grounds for the Employee to refuse to comply with the direction.

- j) The parties to the dispute agree to be bound by a decision made by the Fair Work Commission in accordance with this term.

15 Regional Consultative Committee

- a) The parties agree to form a Regional Consultative Committee to facilitate the consultative process. KONE and the Employees are committed to working in an information sharing, co-operative and consultative manner. Accordingly, they will maintain consultative mechanisms to deal with matters arising out of the working relationship that are likely to have a significant effect on Employees.
- b) The purpose of this Regional Consultative Committee is to consult regarding the engagement of sub-contractors which will have a major impact on the composition of the workforce, and to otherwise inform, discuss issues, gather ideas and feedback before implementing change. When the Employees or KONE request a meeting, this request will not be unreasonably withheld.
- c) If Employees request a meeting between Employees and the Union, any meeting between Employees and the Union is to be mutually agreed between KONE and the relevant Union. This request must be provided for in writing no less than 1 week before the meeting is to take place and is not to be unreasonably withheld.
- d) The Regional Consultative Committee will determine the number of meetings to be held each year indicatively meetings will be held quarterly for the first year.

Part B Working at KONE

16 Timesheets

- a) This Clause will commence from the first full pay period on or after the Commencement Date.
- b) Employees are required to record their daily attendance. The compilation and submission of timesheets may be introduced/changed after consultation to comply with the Fair Work Act 2009 (as amended from time to time). It is the Employee's responsibility to ensure that Timesheets are completed and submitted within the normal range of working hours as part of normal duties.
- c) Employees are required to use the technology that is provided by KONE in relation to timesheet completion. The fraudulent completion of a timesheet is serious misconduct and may result in termination of employment.
- d) If a timesheet is not accurately completed, then the payment for the Employee's standard weekly hours (38) (76 hours per fortnight) will be made to the Employee in that pay period. No overtime or allowances will be paid until such time as an accurate timesheet is submitted. The employee will be paid in full for the affected period as soon as reasonably practical.
- e) Any change to the pay period will be phased in to spread the impact over several pay periods.
- f) If electronic time sheeting is implemented in the future, in the case of a timesheet not being submitted in time and/or a systems fault, the ordinary hours of pay for the affected Employee for that week will be paid as a minimum. In the event that an electronic time sheeting is implemented, in the case of a late timesheet or a system fault, KONE will ensure that all employees are paid in full for any overtime performed in an affected period as soon as reasonably practicable.

17 Employee duties

- 17.1 An employee shall perform such work as may be reasonably required by KONE from time to time during both ordinary hours and overtime, provided that such work is consistent with the classification in which they are usually employed.
- 17.2 KONE may direct an employee to carry out such duties as are within the limits of the Employee's skill, competence and training which is in addition to typical day-to-day duties provided that such duties are not designed to promote de-skilling.
- 17.3 Any direction issued by KONE shall be consistent with KONE's responsibilities to provide a safe and healthy working environment.

18 KONE Values

The objectives of the parties to this Agreement are focused on ensuring KONE's success through the application of the KONE Values and KONE Way:

- Care - We show our compassion in our daily work and in how we take care of cities and the environment. Building and nurturing a diverse and inclusive culture connects us to the customers and communities we serve. We care about the far-

reaching impacts of our actions on society and future generations.

- Customer - We are committed to our customers' success. Our customers are at the center of everything we do. Curiosity drives us to learn both what our customers and end users' value. We aim for customer success in everything we do.
- Collaboration - We collaborate as one team. We share common goals as one team. Through collaboration, we learn more, work more efficiently and gain a broader view of the issues we seek to solve for our customers. Co-creation inspires us to grow.
- Courage - We perform with courage. We are ready to take on new challenges every day. Our ambition drives us to reach our goals and to continuously improve. We always think ahead. We have the courage to lead the industry forward.

All Employees are expected to understand, embrace, and put into practice KONE Values. KONE Values and their descriptions may change during the duration of this Agreement. KONE will communicate any such changes directly to the Employees.

19 Workplace Health & Safety (WH&S)

- a) The parties agree that a safe and secure workplace is important, and they will comply with the workplace health and safety laws. Employees will take all practicable steps to ensure their own safety while at work, and to ensure that no action or inaction by them while at work causes harm to any other person. Employees will ensure safety procedures are followed at all times.
- b) Employees are to use the safety and protective equipment, or clothing provided. Employees must ensure they know KONE's health and safety rules and procedures. Employees will not misuse any equipment, plant or process that is provided to ensure workplace health and safety.
- c) If any Employee does not comply with the rules and procedures, disciplinary action may be taken.
- d) Employees will report to KONE, as soon as possible, any accidents, incidents or hazards arising during the course of their employment. If any Employee has any concerns in relation to their safety or the safety of others in the workplace, they are to report those concerns to the Safety Officer or appropriate Employer Representative who will take all practicable steps to provide and maintain a safe work environment.
- e) Employees are required to use the technology provided by KONE to comply with safety requirements and access relevant data and procedures which are essential to the performance of their duties in a safe manner.

20 Job Security

- 20.1 KONE is committed to maintaining a stable and skilled workforce, recognising its contribution to the operation of KONE. Subject to the terms of this Agreement, full-time direct and ongoing employment is a guiding principle of this Agreement.
- 20.2 KONE will take all measures to achieve employment security for the direct engaged permanent Employees of KONE. All persons covered by this Agreement recognise the

importance of measures to protect and enhance the employment security, health and safety, terms and conditions of employment and career development of the Employees.

20.3 The use of pyramid or sham sub-contracting arrangements is a breach of this Agreement.

20.4 Where a labour hire Employee or an Employee of a sub-contractor subsequently commences employment with KONE the time worked for the contractor or labour hire firm shall count as time served in relation to the probationary period for the employee.

21 Boundary/Limits to work tasks

It is agreed that the Employee shall perform the duties required of them provided they are within their skills, competence and training and that they are given adequate supervision and a safe working environment. KONE supports a multi-skilled operation and any boundary/limits to work tasks based upon classification or union membership is prohibited.

22 Global Positioning Technology (GPS)

22.1 It is a requirement that KONE employees use mobile electronic devices as directed in the course of their employment.

22.2 The Global Positioning System (GPS) capabilities of these devices:

22.2.1 May be utilised for the purpose of improving Employee health and safety;

22.2.2 May be used to enhance customer service and efficiency;

22.2.3 Shall not be used for unreasonable intrusive monitoring of Employees;

22.2.4 Shall not be proactively used, in the absence of other material justifying an investigation, for the purpose of performance management of Employees; and

22.2.5 Will be turned off during approved unpaid breaks; approved absences and outside of working hours.

22.3 KONE undertakes that where any device is equipped with GPS that is capable of transmitting geographical location data to KONE, KONE will ensure that the device is issued to the user in accordance with all local laws that regulate such devices, including, but not limited to:

22.3.1 Notifying the user that the device contains GPS that is capable of transmitting geographical location data to KONE; and

22.3.2 Ensuring that a notice appears on the device to the effect that the device is equipped with GPS that is capable of transmitting geographical location data to KONE.

23 Personal Protective Equipment (PPE) and dress code

a) KONE shall provide each Employee with a KONE uniform set (and when necessary with appropriate wet weather garments) and these items shall be replaced on a reasonable wear and tear basis.

b) When at work, the Employee must maintain a reasonable standard of appearance and dress which includes, but is not limited to, the KONE uniform, which must be reasonably clean, neat and in good repair.

c) A reimbursement of up to \$350 (inclusive of GST) per Employee per year is available to Employees with vision impairment for the purpose of obtaining prescription safety glasses. KONE must be provided with the original receipt of purchase prior to reimbursement. In the event of accidental damage where the spectacles are unable to be effectively worn or scratched, these shall be replaced by the company.

- d) The parties agree that appropriate eyewear will be worn at all times during working hours and that all items shall be kept clean and in good repair.

24 Training

- a) The parties are committed to:
 - i. developing a safe, highly skilled and flexible workforce,
 - ii. providing Employees with career opportunities through appropriate training to acquire additional skills within classification, and
 - iii. removing any barriers to the utilisation of skills within classification.
- b) KONE and the Employees will make effective use of both “off the job” and “on the job” training opportunities and every Employee has a role in training and supporting others.
- c) KONE is committed to providing Employees with training including but not limited to:
 - a. CPR (Cardio Pulmonary Resuscitation);
 - b. High risk work licence (at the discretion of KONE subject to operational need);
 - c. Low voltage rescue;
 - d. frustration point training.
- d) Employees will attend this training during normal hours when requested by KONE.
- e) Employees travelling interstate or regionally for company training will be paid at the normal time rate.
- f) KONE values employee career development and encourages Employees to discuss with the Supervisors/Managers their career aspirations within the KONE business. KONE may provide training, education and development to support employee career development based on individual and business requirements.

25 Apprentices

- a) KONE will, subject to operational and business requirements, employ apprentices, whether directly employed and/or via the use of an appropriate agency capable of supplying apprentices.
- b) Upon expiry of the contract of training (completion of apprenticeship) the apprentice may apply in writing to KONE if they wish to be employed. Continuing employment beyond the apprenticeship term will be at the sole discretion of KONE.
- c) The termination of the apprentice's employment at the expiry of their contract of training (completion of apprenticeship) would not entitle the apprentice to claim a redundancy payment.
- d) Apprentices will be trained in Doors works and KONE will, where practical, provide the full range of experience to allow the apprentice to successfully complete their training contract.
- e) No apprentice under the age of 18 years shall be required to work overtime or shift work unless they so desire.
- f) Apprentices attending technical colleges or schools shall be reimbursed all fees and reasonable expenses associated with their training paid by them.

g) An apprentice, in meeting the requirements to attain an Electrical Worker's Licence, may be required to undertake electrical work as directed by KONE which may include electrical work outside of KONE's scope.

26 Basic Induction

The Employee will receive the Construction Industry Basic Induction Course, known as the White Card Course, if required for the Employee's work.

27 Workplace Health & Safety (WH&S) Representatives

a) A Workplace Health and Safety (WH&S) Representative means an Employee who has been democratically elected by fellow Employees and who represents Employees at KONE's place of work (in addition to their normal duties) for the purpose of discussing and providing recommendations in relation to "safety" in the workplace.

b) The role of WH&S Representative is acknowledged as being a critical imperative in the success of KONE's organisation. The WH&S Representative will encourage the solving of problems, wherever possible, at their source. In this regard, WH&S Representatives are committed to, and will encourage adherence of Employees, to the requirements of the KONE Safety Management System and relevant legislation.

c) WH&S Representatives and Employer Representatives alike are committed to treating each other with respect and courtesy that they would each expect. To that extent KONE is committed to ensuring that WH&S Representatives are not victimized or discriminated against because of their appointment as a WH&S Representative.

d) An Employee who has been duly elected as an Employee Representative will have the following rights and responsibilities:

- i. the right to approach or be approached by any Employee of KONE to discuss matters during normal working hours, provided that there is no undue disruption to normal work;
- ii. the right to consultation with fellow Employees in relation to safety matters to be raised as the Region Safety Committee Meeting or if critical to raise the matter immediately with Employer Representatives.

e) KONE will provide training to WH&S Representatives and direct the duties of the WH&S Representatives as per the requirements of the Western Australia Work Health and Safety Act 2020.

28 Employee Representatives

a) KONE will continue to support appropriate consultative mechanisms, providing there is adherence to this Agreement and provided that the Employee Representatives respect and observe KONE's right to manage and direct its operations in order to achieve its business objectives.

b) The Employee Representative means an Employee who has been democratically elected by fellow Employees and who represents Employees at KONE's place of work and is in addition to their normal duties.

c) The role of Employee Representative is acknowledged as being a critical imperative in the success of the KONE organisation, to that extent the rights and responsibilities of Employee Representatives need to be understood by all parties. The Employee Representative will encourage the solving of problems wherever possible at their source. In this regard, Employee Representatives are committed to, and will encourage adherence of Employees to, the Dispute Settlement Procedure – Clause 14.

d) Employee Representatives and Employer Representatives alike are committed to treating each other with respect and courtesy that they would each expect. To that extent KONE is committed to ensuring that Employee Representatives do not suffer any adverse action and are not victimized or discriminated against because of their election as an Employee Representative.

e) An Employee Representative or elected/appointed delegate who has been duly elected has the right to as per the Fair Work Act to:

1. be treated fairly and to perform their role as Employee Representative without any discrimination in their present or future employment;
2. formal recognition by the Company, where requested by an Employee(s), to speak on behalf of Employee(s) in their current workplace as per the FW Act and;
3. be consulted and access reasonable information about the workplace and the Company's business, provided that an Employee Representative is not entitled to access confidential or sensitive information;
4. reasonable paid time during normal working hours, where requested by an Employee(s), to consult with and represent Employees on matters impacting their work;
5. reasonable access to office, telephone, facsimile, photocopying, internet and e-mail facilities for the purpose of carrying out work as a representative of Employees and consulting with workplace colleagues and other Employee Representatives; and
6. place information related to permitted matters on a noticeboard/walls in a prominent location in the workplace, nothing that the material must not breach freedom of association, privacy and other applicable laws.

f) the right to be paid:

- i. to represent Employees whom they represent to the union, KONE and /or industry tribunals;
- ii. to attend accredited industrial and dispute resolution education during normal working hours;
- iii. to deal with matters pertaining to the employment of Employees they represent during normal working hours and

g) KONE shall also allow time for training for an Employee in their role of representing their colleagues in Employee/industrial relations matters (Employee representative or delegate as per the Fair Work Act). Paid training at all-purpose ordinary time rates, including travel and site allowances, of up to five (5) days per year per person, non-cumulative year to year, relevant to the Employee's role and development of related

skills shall be allowed, with at least one month's notice given to the Company for notice of pending training. The Company will allow paid training for not more than a combined total of 10 days per year for all persons in accordance with this clause each calendar year.

29 Compensation

This clause will commence from the first full pay period on or after the Operation Date.

29.1 Loss of Tools

29.1 All tools required to perform the job will be supplied by KONE. Employees may also bring their own personal tools to the workplace should they wish.

29.2 An employee shall be eligible to be reimbursed by KONE (subject to Clause 29.3)) for any loss of tools by fire or breaking and entering whilst securely stored at KONE's direction, or if tools are lost or stolen whilst being transported by the Employee at KONE's direction.

29.3 Each employee must provide a complete detailed list of personally owned tools to KONE management with clear photographs. It is the Employee's responsibility to ensure the information is kept up to date at all times. If the Employee has done so KONE will reimburse the Employee (subject to Clause 29.2)) the replacement value of the stolen tools, provided:

29.3.1 Only the tools used by the Employee in the course of their employment shall be covered by this clause; and

29.3.2 The Employee took all reasonable steps to prevent loss or theft, including not leaving tools unattended and including securing tools in locked facilities provided on site or in a locked vehicle; and

29.3.3 The theft is reported promptly to police; and

29.3.4 KONE is provided with the police event or report number.

29.4 An employee shall replace or pay for any tools supplied by KONE if lost through negligence.

29.5 When an Employee is absent from work because of illness or accident and has advised KONE of the Personal Leave, KONE shall ensure that the Employee's tools are securely stored during their absence.

29.2 Loss of Clothing and Other Personal Items

a) An Employee whose clothes, spectacles and hearing aids have been accidentally damaged by a deleterious substance shall be paid an amount to cover the loss suffered as agreed between the Employee and KONE.

b) An Employee shall be reimbursed by KONE for any loss of clothing by fire or breaking and entering whilst securely stored at KONE's direction.

29.3 Toughened Spectacle Lenses

Where KONE requires an Employee to wear spectacles with toughened lenses KONE will reimburse the cost of toughening such lenses on production of a valid receipt.

30 Probation

New Employees will be subject to a qualifying period for the first 6 months of their employment, for the purpose of determining the Employee's suitability for ongoing employment. During this period, the Employee's work performance will be assessed. At any time during the probationary period, KONE or the Employee can terminate the employment by giving 7 days' notice.

Part C Working Arrangements

31 Hours of work

This clause will commence from the first full pay period on or after the Operation Date.

a) The Employee is required to work an average of 38 ordinary hours per week within the spread of hours, and, when required, reasonable additional hours. KONE will define the rostering of hours to fulfil the company's business planning which includes the provision of days off (which will be a weekday). Ordinary hours start and finish times of work may be varied by KONE to accommodate the hours or work required for the most efficient and safe operation of the enterprise and the requirements of the customers.

b) Implementation of the 38 hour week may be any one of the following:

- i. 38 hours within a work cycle not exceeding seven consecutive days; or
- ii. 76 hours within a work cycle not exceeding fourteen consecutive days; or
- iii. 114 hours within a work cycle not exceeding 21 consecutive days; or
- iv. 152 hours within a work cycle not exceeding 28 consecutive days.

c) The 38 hour week will be worked in accordance with the following provisions for a 4 week cycle

- i. Monday to Friday inclusive,
- ii. 19 working days of 0.4 hours each,
 - with 0.4 of an hour (24 minutes) each day worked accruing as an entitlement to take a day off as rostered in each cycle (RDO),
 - each day stands alone for the purposes of calculating overtime.

d) Circumstances may arise where different methods of implementation of a 38 hour week apply to various work groups, individuals or sections of Employees. In these cases the work groups, individuals or sections of Employees may have varying start and finishing times as agreed with KONE.

e) In calculating the number of hours that the Employee has worked per week any authorised paid leave is included.

f) The ordinary spread of hours of work as defined in this Agreement will be worked any time between 6:00am to 6:00pm Monday to Friday. The Employee is expected to commence work immediately at the start of each shift.

h) The intent of the flexibility on start/finish times and rosters is in order to meet the changing needs of customers in the marketplace and their methods of working. The flexible use of ordinary hours or the introduction of shifts or offset working weeks may be utilised based on these demands.

i) It is agreed that due consideration will be given to the individual circumstances of an

Employee, if it would result in the Employee being unreasonably disadvantaged. Where this is agreed to be the case, it is that Employee's responsibility to arrange a suitable replacement for this shift or they will be required to fill the shift requirement.

j) Employees will be required to take their RDO each four week period when it falls due. The Supervisor will, in consultation with the employees, determine the RDOs for all employees when implementing the 38 hour work as part of this Agreement and when a new starter starts. An RDO will only be able to be changed through mutual agreement between the Employer and Employee.

31.1. Meal Break and Rest Period

a) Employees shall not work more than 5 hours without an unpaid meal break of at least a half an hour rest/meal break.

b) An Employee who is directed to work through their normal meal break shall be paid time and a half rates for all work done during the meal break time and thereafter until a meal break is allowed.

c) Notwithstanding the above provisions, an Employee employed as a regular maintenance technician shall work during meal breaks at the ordinary rates, herein prescribed whenever instructed to do so, for the purpose of making good of plant breakdowns or upon routine maintenance of plant which can only be done while such plant is idle.

d) Employees shall be allowed a paid rest break of 15 minutes provided they work the ordinary hours of each day or shift. This break shall be taken during the ordinary hours at the direction of KONE.

31.2. Offset Working Week

a) KONE will require all Employees to be available to be rostered on to an offset working week in line with KONE's business requirements, if so directed. The offset working week will be paid at the appropriate rate as applicable. KONE can only roster an Employee on an offset working week upon giving the Employee 7 days' notice.

b) It is agreed that due consideration will be given to the individual circumstances of an Employee that would result in the Employee being unreasonably disadvantaged. Where this is agreed to be the case, it is that Employee's responsibility to arrange a suitable replacement for this shift or they will be required to fill the shift requirement.

32 Annual Leave

a) Subject to the matters set out in this Agreement, Annual Leave shall accrue and may be taken in accordance with the National Employment Standards (NES).

b) Accrual: Full-time Employees will be entitled to 4 weeks' paid annual leave per annum, provided that "shift workers" as defined below, shall be entitled up to 1 additional week's paid annual leave. For the purposes of this clause and the NES only, 'shift worker' means a shift worker who is regularly rostered to work on Sundays and Public Holidays.

c) Annual Leave is to be paid at the Employee's rate of pay at the beginning of the period in which they take Annual Leave.

- d) An Employee may take paid Annual Leave provided that:
 - i. KONE has authorised the leave; and
 - ii. the Employee has an accrued leave balance of at least the amount of leave they propose to take.
- e) In deciding whether to authorise Annual Leave, KONE is entitled to take into account the operational requirements of the workplace. For this reason, Employees are advised not to make arrangements prior to receiving approval of their leave.
- f) KONE must not unreasonably:
 - i. refuse to authorise the taking of Annual Leave; or,
 - ii. revoke an authorisation.
- g) The entitlement for paid Annual Leave does not override Worker's Compensation Legislation concerning the taking or accruing of Annual Leave.
- h) KONE shall notify the Employee as to whether the annual leave has been approved or not within 2 weeks of the receipt of the application for annual leave with a follow up by the Employee to occur within 1 week of submitting the request. If KONE does not notify the Employee within this period, the approval is deemed to have been granted.
- i) Unused Annual Leave credits will be paid out to the Employee at the time of resignation, retirement or conclusion of an employment contract, using the Employee's final salary to calculate the payment.

33 Annual Leave Loading

This clause will commence from the first full pay period on or after the Operation Date.

17.5% leave loading applies to all Annual Leave taken by an Employee and to any annual leave paid out on termination of employment.

34 Excessive Annual Leave

This clause will commence from the first full pay period on or after the Operation Date.

Any Annual Leave credits in excess of 8 weeks are called "excess Annual Leave credits". KONE may direct that the Employee take up to 25% of this excess accrued leave. The minimum notice required for such a direction to the Employee being 4 weeks.

35 Annual Leave Cash out for Financial Hardship

An Employee may cash out annual leave, subject to the following provisions:

- a) that the Employee's remaining accrued entitlement to Annual Leave is not less than 20 days after cashing out.
- b) Each cashing out of a particular amount of Annual Leave must be by a separate agreement in writing with KONE.
- c) The payment for the cashed-out leave must be the same as what the Employee would have been paid if they took the leave.
- d) The maximum amount of accrued paid annual leave that may be cashed out in any period of 12 months is 2 weeks.
- e) Acceptance or rejection of the application is solely at the discretion of KONE.

36 Parental Leave

Parental Leave including Maternity Leave, Paternity Leave, and Adoption Leave shall be consistent with the Fair Work Act 2009 (as amended from time to time). Notice and Evidentiary requirements within this section of the Act apply.

37 Personal/Carer's Leave

37.1 Definition

Personal/Carer's Leave is:

- i. paid leave taken by the Employee because of a personal illness or injury of the Employee ("Sick Leave"); or
- ii. paid or unpaid leave (Carer's Leave") taken by the Employee to provide care or support to a member of the Employee's immediate family or household, who requires care and support because of:
 - o a personal illness or injury; or
 - o an unexpected emergency.

37.2 Accrual of Paid Personal/Carer's Leave

Personal/Carer's Leave shall accrue and may be taken in accordance with the National Employment Standards (NES). An Employee's entitlement to paid Personal/Carer's Leave accrues progressively during a year of service according to the number of ordinary hours worked and accumulates from year to year. Personal/Carer's Leave continues to accrue when an Employee takes a period of paid Personal/Carer's Leave or paid Annual Leave. Personal Carer's Leave will not accrue on unpaid leave unless it is Community Service Leave.

37.3 Payment Rule for Paid Personal/Carer's Leave

For a period of Personal/Carer's Leave the Employee is entitled to the amount of the Employee's base rate of pay for the ordinary hours they would have worked. An Employee's 'base rate of pay' is the rate of pay payable to an employee for their ordinary hours of work, but not including the following:

- a) incentive-based payments and bonuses
- b) loadings
- c) monetary allowances
- d) overtime or penalty rates
- e) any other separately identifiable amounts.

37.4 Unpaid Personal/Carer's Leave

- a) The Employee (including a Casual Employee) who has exhausted their paid Personal/Carer's Leave entitlement is entitled to up to two 2 days unpaid Carer's Leave for each occasion when a member of the Employee's immediate family or household requires their care or support because of a personal illness or injury or an unexpected emergency.

- b) This unpaid leave can be taken in a single unbroken period of up to 2 days, or if KONE and the Employee agree, in separate periods.

37.5 Notice and Evidentiary Requirements

- a) The Employee is only entitled to take paid or unpaid Personal/Carer's Leave if the Employee gives KONE notice and evidence of the absence as soon as reasonably practicable. This requirement does not apply if the Employee could not comply because of circumstances beyond the Employee's control.
- b) Any Employee who claims Personal Leave for 2 or more consecutive days must provide a certificate from a registered health professional that states that the Employee was unable to attend work on account of personal illness or injury.

Where an Employee who has claimed sick leave on any day immediately before or after a Public Holiday or an RDO or where a pattern of single sick days becomes evident KONE may require the Employee to provide a certificate from a registered health professional to support the absence.

37.6 Extended Sick Leave

Extended sick leave will be as per the KONE policy covering Extended Sick Leave which can be located on the KONE intranet.

38 Compassionate Leave

- a) The Employee (other than a Casual) is entitled to take up to 2 days paid Compassionate Leave per occasion for the purpose of spending time with a person who is a member of the Employee's immediate family or household who:
 - i. contracts or develops a personal illness that poses a serious threat to their life; or
 - ii. sustains a personal injury that poses a serious threat to their life; or
 - iii. after the death of a member of the Employee's immediate family or household.
- b) This leave can be taken in a single unbroken period of 2 days or 2 separate periods of 1 day each, or on any separate periods agreed between KONE and the Employee.

39 Community Service Leave

- a) Employees are entitled to be absent from work without pay to participate in eligible community services in accordance with the NES of the Fair Work Act 2009 (as amended from time to time).
- b) KONE may grant a reasonable amount of leave without pay to undertake other community volunteering for organisations.
- c) Community service work must not:
 - i. involve any payment in cash or kind to the Employees for work performed;
 - ii. replace a paid worker;

- iii. generally be undertaken solely for direct personal benefit;
- iv. be work which does not have a community focus;
- v. present a conflict of interest for KONE; or
- vi. be primarily focused on promoting particular religious or political views.

d) If the Employee is required to attend Jury Service, they should submit appropriate jury selection documents to KONE and KONE will provide payment of normal wages to the Employee less any jury attendance fees paid to the Employee by the Court. At the end of the Jury Service period, the Employee (selected for Jury Service) must forward to KONE copies of attendance record and total payment received from the Jury Service/the Court.

40 Family and Domestic Violence Leave

This clause is intended to supplement paid family and domestic violence leave under the NES. Where the NES provides a greater benefit, that benefit shall prevail. For the purposes of this clause, family violence is:

- (a) behaviour by a person towards a family member of that person if that behaviour:
 - (i) is physically or sexually abusive;
 - (ii) is emotionally or psychologically abusive;
 - (iii) is economically abusive; or
 - (iv) is threatening; or
 - (v) is coercive; or
 - (vi) in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or
- (b) behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in paragraph (a).

For the purposes of this clause, a "family member", in relation to a person (a "relevant person"), means—

- (a) a person who is, or has been, the relevant person's spouse or domestic partner; or
- (b) a person who has, or has had, an intimate personal relationship with the relevant person; or
- (c) a person who is, or has been, a relative of the relevant person; or
- (d) a child who normally or regularly resides with the relevant person or has previously resided with the relevant person on a normal or regular basis; or
- (e) a child of a person who has, or has had, an intimate personal relationship with the relevant person.
- (f) is related to the employee according to Aboriginal or Torres Strait Islander kinship rules.

For the purposes of clauses 40.2(b) and 40.2(e), a relationship may be an intimate personal relationship whether or not it is sexual in nature.

40.1 Confidentiality

The Employer must take all reasonable measures to ensure personal information concerning an Employee's experience of family violence is kept confidential.

40.2 Leave

- (a) An Employee (including casual Employees) experiencing family violence will have access to 10 days per year of paid family violence leave paid at the Employee's minimum wage rate prescribed for their classification by this Agreement applicable to their classification to attend legal proceedings, counselling, and appointments with a medical or legal practitioner, relocation, the making of safety arrangements and other activities associated with the experience of family and domestic violence.
- (b) Family violence leave is in addition to any other existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day.
- (c) The Employee shall give as much notice as reasonably possible prior to taking the leave under this clause.
- (d) In addition, the Employer may require the Employee to produce evidence to support the need for family violence leave such as a document issued by the police, a court, a doctor (including a medical certificate), a family violence support service, or a statutory declaration.
- (e) For the avoidance of doubt, family violence leave does not cumulate from year to year and is not paid out on termination of employment.

41 Long Service Leave

- a) Employees covered by this Agreement are covered by the KONE Long Service Leave accrual scheme, in accordance with the Western Australia Long Service Leave Act 1958, both as amended from time to time.
- b) Should an Employee move between departments, then the Employee will adopt the Long Service Leave provisions for that department. However, in the case of an Employee being transferred for only a short period of time (up to a maximum of 4 weeks) the terms of this Agreement will be maintained.

42 Public Holidays

Public Holidays in Western Australia as Declared/Prescribed (Gazetted by State Parliament):

- i. New Year's Day
- ii. Australia Day
- iii. Labour Day
- iv. Good Friday
- v. Easter Sunday
- vi. Easter Monday
- vii. Anzac Day
- viii. Western Australia Day

- ix. King's Birthday (some regional areas in WA hold the King's Birthday public holiday on a different date)
- x. Christmas Day
- xi. Boxing Day
- xii. any other day or part-day declared or prescribed by or under a law of State to be observed generally within the State, or a region of the State, as a public holiday

42.1 Substitution

Where, in the state of Western Australia, a Public Holiday is declared or prescribed (gazetted by State Parliament) on a day other than the above, that day shall constitute the said holiday.

42.2 Entitlement for Payment

- a) The Employee, if full time, shall be paid for Public Holidays as per an ordinary day at work. A Part Time Employee shall be paid for Public Holiday(s) if their agreed day at work falls on a Public Holiday and will be paid for the agreed part time hours to be worked for this day.
- b) The Employee is entitled to a day off on a Public Holiday, subject to KONE being able to reasonably request that the Employee work on a particular Public Holiday. The Employee is able to reasonably refuse such a request from KONE to work a Public Holiday. In determining whether a request, or a refusal of a request, to work on a Public Holiday is reasonable, this Agreement complies to the relevant standards as defined in the NES.
- c) Should KONE require the Employee to work on a Public Holiday and the Employee agrees to this request, then the Employee can elect to be paid at "double time and a half" (ordinary time x 2.5) or elect to have a day off as "time off in lieu".

43 Absence without approval

- a) An Employee who is not going to be at work for any reason must make every effort to notify their direct manager (or alternative responsible person in management if their direct manager is not available) as soon as practicably possible.
- b) If the Employee is not attending for duty as required, they shall lose their pay for the actual time of such non-attendance unless covered by a leave provision.

43.1. Abandonment of Employment

If the Employee is absent from work in excess of 3 working days on unauthorised leave they may be regarded by KONE as committing abandonment of employment and ending the employment relationship subject to Notice and Evidentiary Requirements (Clause 37.5).

44 Summary Dismissal

KONE has the right to dismiss the Employee without notice for serious misconduct and in such cases any entitlements under this Agreement are to be paid up to the time of dismissal only, excepting those that are not payable in instances involving serious misconduct.

45 Termination

45.1 Notice of Termination by KONE

- a) In order to terminate the employment of a full-time or regular part-time Employee KONE shall give to the Employee the period of notice specified in the table below:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

- b) In addition to this notice, if the Employee is over 45 years of age at the time of the giving of the notice with not less than 2 years continuous service, the Employee is entitled to an additional week's notice.
- c) Payment in lieu of the notice will be made if KONE decides that the appropriate notice period is not required to be worked. Employment may be terminated by the Employee working part of the required period of notice and by KONE making payment for the remainder of the period of notice.
- d) Payment in lieu of notice will be the amount equivalent to the wages the Employee would have received for the ordinary time they would have worked during the period of notice.
- e) The period of notice in this clause shall be applied consistent with the Fair Work Act 2009 (as amended from time to time), which in part excludes Employees dismissed for serious misconduct.
- f) Continuous service shall not include unauthorised or non-service leave.

45.2 Notice of Termination by the Employee

- a) The notice of termination required to be given by the Employee is the same as that required of KONE, except that there is no requirement on the Employee to give additional notice based on the age of the Employee concerned.
- b) If an Employee fails to give notice KONE has the right to withhold an amount from which wages are due which is no more than one (1) weeks' notice in the case of employee who is over 18 years of age.

45.3 Leave for seeking other Employment when terminated

Where KONE has given notice of termination to the Employee, an Employee shall be allowed up to 1 days' time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the Employee after consultation with KONE.

45.4 Payment on Termination

When notice of termination is given, all moneys due to the Employee shall be paid at the time of termination. Where this is not practicable, KONE shall have 7 days to send moneys due by EFT.

46 Redundancy

- a) This clause will commence from the first full pay period on or after the Operation Date.
- b) If circumstances arise where, following a thorough consultation process as per Clause 13, one or more positions are determined to be surplus to actual operational needs, KONE will advise the Employees incumbent in those positions within 7 days of applying the redundancies and will make payment in accordance with the KONE in house Redundancy Scheme and Company Redundancy Policy.
- c) KONE will do everything possible before implementing redundancy including the seeking of temporary work in other regions (interstate Company work) and instructing the Employee to take Annual Leave, RDO's (if applicable) and Long Service Leave etc.

8.1 Redundancy Policy

Introduction

This policy covers redundancy within KONE.

KONE may, when circumstances arise, need to make some positions redundant. KONE will, however, make reasonable efforts to avoid it where possible. All redundancies will be handled in a fair, sympathetic and non discriminatory manner.

Discrimination

No discrimination by age, sex, marital status, union status or ethnic background will be tolerated by either party under this Policy.

Definition and application

Should a position become surplus to the requirements of KONE, that position will be declared redundant. KONE undertakes that in the event of an inconsistency between the terms of this Agreement and the National Employment Standards (NES), and the NES provides a greater benefit to an employee, the NES provision will apply to the extent of the inconsistency.

Such surplus can eventuate because of mechanization, technological change, market demands and/or changes in the organisational structures, systems or methods of KONE's operations.

Benefits under this Agreement will not apply to the following:-

1. Normal resignation or retirement of an employee.
2. Termination of casual or temporary employees.
3. Dismissal of an employee.

Notification of termination

One (1) month notice of termination, or payment in lieu of notice, will be given by KONE, where a position becomes redundant.

An employee who has completed 2 years continuous service and is more than 45 years old is entitled to an additional one week's notice.

The employee will need to be given written notification of the day of retrenchment.

Selection of redundant employees

Where KONE Elevators Pty Ltd has notified employees of impending Redundancies, KONE Elevators Pty Ltd may at its discretion, invite applications for volunteers to be made redundant.

However, KONE reserves its right to reject volunteers.

Any rejection of volunteers will be based on maintaining KONE's skills mix to meet its business and operational requirements.

Where there are insufficient volunteers, acceptable to KONE, to meet the agreed redundancy requirements, KONE will select employees to be made redundant on the basis of maintaining the necessary skills mix to meet KONE's business and operational requirements.

Selection Criteria

The following criteria will be used for the purpose of selection of redundant employees:

- Skills, knowledge, qualification, experience, safety performance etc.

Redundancy Entitlements

- An employee who is made redundant will receive **4 weeks severance pay for each year of completed, continuous service.**
 - *A maximum payment of **50 weeks** will be received if **less than 45** years of age.*
 - *A maximum payment of **60 weeks** will be received if **greater than 45** years of age.*

PLUS: In addition to the above payments, either one of the following payments will be applicable:-

- An employee who is **50 years of age or over** at the time of retrenchment will receive an **additional 1 week pay** for each complete year of service **over the age of 50**.

OR

- An employee who has completed **12.5 years continuous service** will receive an **additional 1 week pay** for each complete year **from 12.5 years**.

– *The employee will receive whichever payment is greater and is not entitled to both.*

Please note: For the purpose of this Clause, an incomplete year of service will be calculated on a pro-rata basis for completed Quarter Years.

KONE Redundancy Trust

If during the course of your employment you have received payment from the balance of the KONE Redundancy Trust, whether it is as a result of being transferred from wages to salaried employment or otherwise, your overall redundancy entitlement will be reduced by any amount previously paid from the Trust.

Long Service Leave

Payment of long service leave will be in accordance with the provisions of the current Long Service Leave Act and state legislation. **Death of an employee**

Should an employee under notice of retrenchment under this Agreement die prior to the actual date of retrenchment, all benefits payable under this Agreement will be paid to the late employee's estate.

Certification of Service & employment separation certificate

Employees retrenched under this Agreement will be supplied with a certificate of service on the date of termination, or before, if requested for seeking employment.

Assistance to redundant employees

If required, KONE will advise relevant Government agencies when a redundancy situation exists as defined by this Agreement.

If requested by the employee, KONE may arrange approved financial advisers to conduct presentations to redundant employees. KONE will arrange facilities for these presentations to take place.

Part D Employment Conditions, Performance and Remuneration

47 Wage adjustments

a) Increases to the all-purpose hourly rate shall be paid as follows:

First Pay Period commencing on or after this Date	Percentage increase
1 July 2025	2%
1 January 2026	2%
1 July 2026	2%
1 January 2027	2%

48 Wage rates

This clause will commence from the first full pay period on or after the Operation Date. These all-purpose hourly rates will apply from the first full pay period commencing on or after the adjustment dates.

Date of Increase	From the first full pay period on or after the Operation Date	From the first full pay period on or after 1 July 2025	From the first full pay period on or after 1 January 2026	From the first full pay period on or after 1 July 2026	From the first full pay period on or after 1 January 2027
% Increase		2%	2%	2%	2%
Classification	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)
Doors Technician Grade 1	\$42.00	\$42.84	\$43.70	\$44.57	\$45.46
Doors Technician Grade 2	\$44.00	\$44.88	\$45.78	\$46.69	\$47.63
Doors Technician Grade 3	\$46.00	\$46.92	\$47.86	\$48.82	\$49.79

49 Classifications

This clause will commence from the first full pay period on or after the Operation Date.

Level	Classification Description	Competency Assessment	Experience
1	<p>A Doors Technician Grade 1 means a person who has:</p> <ul style="list-style-type: none"> • Obtained a relevant trade qualification or has relevant trade experience; and • Demonstrated skills and competency in servicing and basic fault finding: <ul style="list-style-type: none"> ○ Roller Shutters; and ○ Automatic Pedestrian Doors • Capable of small repairs and rectification works. 	Must be trade qualified or have relevant trade experience.	0 - 1 Years KDB or 3 Years Industry Experience (excluding Apprenticeship)
2	<p>A Doors Technician Grade 2 means a person who has:</p> <ul style="list-style-type: none"> • A minimum of: <ul style="list-style-type: none"> ○ 1 years experience with KONE Doors; or ○ 4 years relevant industry experience (excluding apprenticeship) • Demonstrated skills and competency in servicing and basic fault finding: <ul style="list-style-type: none"> ○ Roller Shutters; and ○ Automatic Pedestrian Doors; and ○ All other type of doors within KONE's Doors service base. • Capable of small repairs and rectification works. • Capable of using the full suite of KDB relevant software. 	Demonstrated proficiency of skills for Level 1; and Demonstrated competency in completing small, unassisted repairs, rectification works, and replacement of common wear parts.	Minimum 1 years with KDB; or Minimum 4 years relevant Industry experience (excluding Apprenticeship)
3	<p>A Doors Technician Grade 3 means a person who has:</p> <ul style="list-style-type: none"> • Demonstrated skills and competency in repair, modernisation, servicing, and fault finding: <ul style="list-style-type: none"> ○ Roller Shutters; and ○ Automatic Pedestrian Doors (excluding revolving) • Capable of servicing, fault finding, and small repairs on all other types of doors within KONE's Doors service base. 	Demonstrated proficiency of skills for Level 2; and Demonstrated competency in consistently completing unsupervised repairs and modernisation works on Roller Shutters and Automatic Pedestrian Doors.	Minimum 3 years KDB; or Minimum 5 years relevant Industry experience (excluding Apprenticeship).

To progress through the Classifications listed above, an employee will need to apply through an email and demonstrate to the Supervisor/Manager that they are competent in the next classification to progress.

50 Apprentice rates

This Clause will commence from the first full pay period on or after the Operation Date.

Date of Increase	From the first full pay period on or after the Operation Date	From the first full pay period on or after 1 July 2025	From the first full pay period on or after 1 January 2026	From the first full pay period on or after 1 July 2026	From the first full pay period on or after 1 January 2027
% Increase		2%	2%	2%	2%
Classification	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)	Hourly rate (after increase)
1st Year of (Youth) Apprenticeship 55% of Doors Technician Grade 1 Rate	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00
2nd Year of (Youth) Apprenticeship 65% of Doors Technician Grade 1 Rate	\$27.30	\$27.85	\$28.40	\$28.97	\$29.55
3rd Year of (Youth) Apprenticeship 75% of Doors Technician Grade 1 Rate	\$31.50	\$32.13	\$32.77	\$33.43	\$34.10
4th Year of (Youth) Apprenticeship 88% of Doors Technician Grade 1 Rate	\$36.96	\$37.70	\$38.45	\$39.22	\$40.01
Trainees	Rate of pay to be mutually agreed between Company and trainee but will not be less than 5% greater than the applicable modern award.				

Apprentices shall be entitled to full fares and Travel Allowance as per this Agreement.

50.1 Adult Apprentice Rates

- a) Adult apprentices will be paid the adult wage of a Doors Technician Grade 1 in accordance with the wages schedule set by this Agreement in Clause 48.
- b) Where an existing Employee was employed by KONE immediately prior of becoming an Adult Apprentice, such person shall not suffer a reduction the rate of pay by virtue of becoming an Adult Apprentice. The Adult Apprentice shall continue to receive the rate of pay that applies to the classification or class of work in which the Adult Apprentice was engaged immediately prior to entering the contract of training at KONE. In this circumstance, the Adult Apprentice will receive all wage increases corresponding to that classification, as a result of this Agreement.
- c) For Adult Apprentices entering the fourth year of apprenticeship, if the fourth year apprentice rate is more than the rate that the Adult Apprentice would be on as detailed in Clause 50.1a) and Clause 50.1b) the adult apprentice will receive the fourth year rate detailed in Clause 50 – Apprentice Rates (whichever is greater).

51 Part time Employees and Retirement Transition Plan

This clause will commence from the first full pay period on or after the Operation Date.

51.1. Hours of Work

For part-time Employees, hours of work are those as agreed with KONE or as designated for the position and are less than 38 ordinary hours per week. Ordinary hours of work for part-time Employees will be continuous and no less than 2 hours per day on any day worked by the Employee. An unpaid meal break will not be regarded as breaking the continuity of hours of work.

51.2. Remuneration

Remuneration and other conditions will be calculated on a pro-rata basis. Apart from allowances of a reimbursement nature, where a part-time Employee will receive the same amount as a full-time Employee.

51.3. Job Share

Subject to operational requirements, applications for part-time working arrangement, including job sharing, will be considered on a case by case basis and may be implemented through mutual agreement between the employee(s) concerned and management

51.4 Retirement Transition Plan

Employees who are approaching retirement may elect to engage with KONE on a Retirement Transition Plan. The Employee will need to submit their request no earlier than 6 months from the commencement date of the Retirement Transition Plan. The Retirement Transition Plan will encompass the individual circumstances of the Employee and be subject to operational requirements of KONE. Applications from Employees for a Retirement Transition Plan will be considered on a case by case basis.

52 Payment of wages

- a) Wages or other financial payments by KONE will be paid by electronic funds transfer into the Employee's nominated bank account on a fortnightly basis, in arrears and no later than the official Thursday payday.
- b) Termination payments will be processed on the day of termination to the Employee's nominated banking institution.
- c) It will be the Employee's responsibility to divert any other payments via their selected institution.
- d) KONE will use its best endeavours to resolve any payroll errors or a mistake that has been made by either party. KONE will consult with the Employee over any issues arising out of the delay or non-payment of wages.
- e) If it appears likely that Employee's wage payments will not be made by electronic funds transfer on the payday, KONE will consult with the Employee on ways to ensure that they are not adversely disadvantaged.

- f) KONE will not be responsible for any taxes or charges associated with payments made through the banking system.
- g) The intent of this clause is to comply with the Employee record keeping requirements of the Fair Work Act 2009 and Regulations. Should any inconsistency arise between this clause and legislation, then legislation will take precedence and the said record keeping altered accordingly.

53 Superannuation

KONE will contribute to a complying superannuation fund of the Employee's own choice or alternatively to the KONE default superannuation fund, as detailed in the KONE Superannuation Policy. The said contributions will be 12.5% of base pay from the first full pay period after the Operation Date for the life of Agreement.

53.1 Absence from work

Subject to the governing rules of the fund of which an Employee is a member, the following provisions shall apply:

- a. Paid leave – Contributions shall continue whilst a member of a Fund is absent on paid Annual Leave, Personal/Carer's Leave, Long Service Leave, Public holidays, Jury Service, Compassionate Leave or other paid leave.
- b. Unpaid leave – Contributions shall not be required to be made in respect of absence from work without pay.
- c. Work Related Injury or Illness – In the event of an Employee's absence from work due to work being related injury or work related illness, contributions at the normal rate shall continue for the period of the absence (subject to a maximum of 52 weeks total) provided that:
 - i. The member of the Fund is receiving workers' compensation payments or is receiving regular payments directly from KONE in accordance with statutory requirements; and
 - ii. The person remains an Employee of KONE.

54 Casual Employees

- a. An Employee paid a 25% loading in lieu of paid Public Holidays, Annual Leave and Personal/Carer's Leave shall be regarded as a Casual Employee for the purposes of the Fair Work Act 2009 (as amended from time to time).
- b. A casual employee is entitled to all of the applicable rates and conditions of employment prescribed by the Agreement except annual leave, paid personal/carer's leave, notice of termination and redundancy benefits or where provided for in the relevant clause as per the NES.
- c. Any other entitlements shall be consistent with the Fair Work Act 2009 (as amended from time to time), and relevant legislation.
- d. KONE, when engaging a person for casual employment, must inform the Employee in writing that the Employee is to be employed as a casual, stating by whom the Employee is employed, the job to be performed, the classification level, the actual or likely number of hours to be worked, and the relevant rate of pay.
- e. On each occasion a casual Employee is required to attend work the Employee shall be entitled to payment for a minimum of 4 hours work, plus the relevant Fares and Travel Allowance if applicable.

55 Overtime

This clause will commence from the first full pay period on or after the Operation Date.

55.1 Requirement to work reasonable overtime

- a) Except as provided in this clause, KONE may require any Employee to work reasonable overtime.
- b) An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to:
 - i. any risk to Employee health and safety;
 - ii. the Employee's personal circumstances including any family responsibilities;
 - iii. the needs of the workplace or enterprise;
 - iv. the notice (if any) given by KONE of the overtime and by the Employee of their intention to refuse it; and
 - v. any other relevant matter
- c) No Employee under the age of 18 years will be required to work overtime.

55.2 Loadings

Employees working 8 hours per day (except for a 60 minute rest/meal break) from Monday to Friday within the spread of hours 6.00am to 6.00pm	Ordinary Time
First two hours of work done outside the above ordinary hours of work per day	Ordinary Time + 50%
Thereafter, additional hours to above	Ordinary Time + 100%
Saturday, first two hours of work, prior to 12:00 noon	Ordinary Time + 50%
Saturday, additional hours to above and all hours after 12:00 noon	Ordinary Time + 100%
Sunday all hours worked	Ordinary Time + 100%
Public Holiday all hours worked	Ordinary Time + 150%

55.3 Minimum hours of overtime

- a) Employees recalled to work on a Monday to Friday, to work overtime other than for a call out after leaving KONEs' business premises (whether notified before or after leaving the premises) must be paid for a minimum of three hours' work at the appropriate rates for each time the Employee is so recalled. The Employee will not be required to work the full three hours if the job the employees was recalled to perform is completed within a shorter period, unless unforeseen circumstances arise.
- b) Employees working overtime on a Saturday shall be paid a minimum of 3 hours.
- c) Employees working overtime on a Sunday shall be paid a minimum of 4 hours.
- d) Employees working on a Public Holiday shall be paid a minimum of 4 hours.

55.4 Payment for overtime

Overtime loadings will only apply after the nominated ordinary hours of work for that day have been actually worked. In computing overtime each day shall standalone.

55.5 Crib breaks

- a) An employee required to work overtime for more than 2 hours after working ordinary hours will be allowed a crib break of 20 minutes before starting such overtime. The crib break will be paid at the base hourly rate.
- b) An employee required to work overtime will be allowed a crib break of 20 minutes without deduction of pay after each 4 hours of overtime worked provided work continues after the crib break.
- c) Where a day worker is required to work overtime on a Saturday, the first prescribed crib break if occurring between 10.00 am and 1.00 pm will be paid at the base hourly rate.

55.6 Crib break Sundays and Public Holidays

- a) An employee working on a Sunday or a public holiday for more than 9.5 hours will at the end of 8 hours be allowed a crib break of 20 minutes which will be paid for at the base hourly rate.
- b) An employee working on a Sunday or a public holiday for more than 8 hours will be allowed a crib break of 20 minutes without deduction of pay after each 4 hours worked beyond 8 hours providing the employee continues work after such crib break.

55.7 Rest Period after Overtime

- a) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that Employees have at least 10 consecutive hours off duty between the work of successive days.
- b) An Employee (other than a casual Employee) who works so much overtime between the termination of ordinary work on one day and the commencement of their ordinary work on the next day that they have not had at least 10 consecutive hours off duty between those times shall, subject to this subclause, be released after completion of such overtime until they have had 10 consecutive hours off duty without loss of pay for ordinary work occurring during such absence.
- c) If, on the instructions of their Employer, such an Employee resumes or continues work without having had 10 consecutive hours off duty they shall be paid at double rates until they are released from duty. They shall then be entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

55.8 Transport of Employees

When an Employee, after having worked overtime for which they have not been regularly rostered, finishes work at a time when reasonable means of transport are not available KONE shall provide or pay the cost of transport to the Employee's home or to the nearest public transport.

56 Shift work

This clause will commence from the first full pay period on or after the Operation Date.

56.1 Definitions

- a) Where it is necessary that work is performed in shifts other than in accordance with the spread of hours of work (6am to 6pm, Monday to Friday), the following conditions shall apply for the purposes of this clause:

Afternoon Shift	Commencing at or after 1:00pm and before 3:00pm
Night Shift	Commencing at or after 3:00pm and before 11:00pm
Early Morning Shift	Commencing at or after 4:30am and before 6:00am
Early Afternoon Shift	Commencing at or after 11:00am and before 1:00pm

- b) All time worked by a shift worker in excess of or outside the ordinary hours (inclusive of time worked for accrual purposes), or on a shift other than a rostered shift, must be paid for at the rate of double time. Provided that this will not apply when overtime is worked by arrangement between the employees themselves or for the purpose of affecting the customary rotation of shifts.

56.2 Notice to work on Shifts

- a) Employees shall be given at least 48 hours' notice of the requirements to work on shift and/or roster.
- b) The method of working shifts may be varied by agreement between KONE and the majority of Employees concerned. However, should agreement not be possible KONE may vary the shift(s) by giving 7 days' notice of alteration.
- c) No Employee under the age of 18 years will be required to work shift work.

56.3 Shift Conditions

- a) An Employee shall not be required to work more than 1 shift in any 24 hour period unless this occurs at the regular changeover of shifts.
- b) Ordinary hours of work on any shift shall not exceed 10 hours on any day.
- c) The required ordinary hours shall be worked continuously except for meal breaks.
- d) An Employee shall not be required to work more than 5 hours without a break for a meal.
- e) In any arrangement of ordinary working hours, where the ordinary working hours are to exceed 8 on any day/shift, the arrangement of hours shall be subject to the agreement of KONE and the majority of Employees concerned.

56.4 Shift loadings

- a) For all worked performed on Weekdays they will be paid at ordinary rates plus 50% loading.

- b) For all work performed on a Saturday or Sunday, the normal rates of pay applicable to weekend overtime must apply – see Clause 55.2. Provided that an ordinary night shift commencing before and extending beyond midnight Friday, will be regarded as a Friday shift.
- c) For all work performed on a Public Holiday, the normal rates of pay applicable to public holidays overtime must apply – see Clause 55.2. Provided that an ordinary night shift commencing before and extending beyond midnight the day before, will be regarded as the day before shift.
- d) All work in excess of shift hours, Monday to Friday, other than Public Holidays must be paid for at the overtime rate of ordinary rate plus 100% loading (double time).

56.5 Broken Shifts

In the case of broken shifts (i.e. less than 38 ordinary hours worked over five consecutive shifts Monday to Friday) the rates prescribed will be ordinary time and a half for the first two hours and double ordinary time rates thereafter.

56.6 Transport of Employees

When an Employee, after having worked a shift for which they have not been regularly rostered, finishes work at a time when reasonable means of transport are not available KONE shall provide transport to the Employee's home or to the nearest public transport.

57 Afterhours Standby and Callouts

This clause will commence from the first full pay period on or after the Operation Date.

57.1 Standby

- a) An allowance is payable for each 24 hour period that an Employee is rostered on Standby, ready to accept Afterhours Callouts. The allowance is \$80 per day.
- b) Should an Employee who is rostered on Standby cannot do so, (excluding unplanned events such as Personal Leave) it is the Employee's responsibility to organise a replacement for that period (the minimum period for an Employee to be on Standby is 1 x 24 hour period). Should the Employee not be able to obtain a replacement at least 48 hours before the rostered shift KONE will appoint a replacement.
- c) The Afterhours service provided by KONE is an essential service to KONE's customers and for maintaining public safety. The parties understand that where rosters cannot be guaranteed, all necessary measures will be taken to ensure this service is provided.

57.2 Afterhours Callout

- a) Should the Employee on Standby attend an Afterhours Callout they will be paid \$150 per attendance, which includes one hours pay and return travel time to any job site within a 70km radius of Perth GPO. If an employee works 1 hour or longer during an

attendance or the return travel to a job site is outside of the 70km radius of Perth GPO, they will also be paid at applicable double time rates for the time worked and the travel time outside the 70km radius of the Perth GPO.

- b) The payment of Afterhours Callouts is subject to the “Letter of Appointment for Home Call Outs/Afterhours Callouts” and the procedure as defined by KONE’s relevant Work Instruction, as amended from time to time, in line with the business’s requirements, upon the appropriate consultation process being completed with the Employees and 14 days’ notice being given.

58 Recall to work

- a) This clause will commence from the first full pay period on or after the Operation Date.
- b) An Employee recalled to work overtime, will receive the same payment as described in Clause 55.2 Afterhours callouts.
- c) The clauses above will not apply in cases where it is customary for an Employee to return to KONE’s premises to perform a specific job outside ordinary working hours or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

59 Incentive based payments

Under this Agreement KONE may, from time to time, introduce incentive based payments/bonuses to improve productivity, and/or quality and/or delivery of customer expectations, etc. This is at the sole discretion of KONE.

60 Performance Assessment and Reviews

Regular performance assessment(s) and feedback will be provided at least once per year.

60.1 Performance Review

- a) Where the Employee is identified as not performing to the required standard, which includes, but is not limited to, not achieving the required productivity, KONE will work with the Employee to achieve the performance standards required. KONE does not condone poor performance.
- b) KONE will articulate performance standards either during counselling and/or performance assessment meetings.
- c) Where KONE has concerns relating to the unsatisfactory performance of the Employee, KONE will raise these concerns at the time with the Employee and work with them to develop satisfactory performance.
- d) If, after this intervention, the Employee fails to attain and sustain satisfactory performance, formal underperformance measures can be initiated. Corrective action at this time will be aimed at enabling the Employee to attain and sustain satisfactory

performance. This will include formal counselling and assessment of the Employee's performance over an appropriate period of time (typically 1-3 months).

- e) If an Employee fails to attain and sustain satisfactory performance during the assessment period, termination of employment may occur.
- f) If action is commenced to terminate the Employee, the Employee will be given the opportunity to state why they believe their employment should not cease.
- g) The final decision to terminate the Employee for underperformance will be made by Senior Management and based on sufficient evidence to support the decision.

The intent of this clause is not to breach the termination of employment requirements of the Fair Work Act 2009 and Regulations. Should any inconsistency arise between this clause and legislation, then legislation will take precedence.

Part E Allowances

61 Living Away from Home Allowance (LAFHA)

This clause will commence from the first full pay period on or after the Operation Date.

KONE has a choice of offering Employees either;

- a) Living Away from Home Allowance comprising of the following:
 - i. Reasonable accommodation to be sourced and paid for by KONE.
 - ii. Employees shall be paid an allowance for the purpose of meeting the cost of meals and incidental expenses at a rate of \$100.00 per night for the life of the agreement from the first full pay period following the Operation Date.
 - iii. Whenever possible, allowances shall be paid in advance.
 - iv. KONE will pay reasonable costs associated with phone calls to the Employee's home.
- b) Weekend return home (if applicable): An Employee, who is lodging away from home, is entitled to be reimbursed their travelling expenses to return home after every 4 weeks away, providing they are available for work the working day before and after the said weekend.

Or,

- c) Travelling time to and from job site at ordinary rate of pay where the jobsite is located outside a 70km radius from the Perth GPO's when commencing and finishing at the job site.

Prior to an employee undertaking LAFHA, KONE will provide as much information as reasonably practical to both KONE and the employee. This detail may include (but not limited to) the period of time being away, hours of work, expected return home dates.

If an employee is required to travel on the weekend to commence work on the Monday, the employee is to be paid the applicable rate of pay for the time travelled on the weekend as per the penalties in clause 55.2.

62 Meal Allowance

- a) This clause will commence from the first full pay period on or after the Operation Date.
- b) To be paid after working more than 2 hours overtime is worked AND when less than 24 hours' notice is given by the Employer to the Employee of the requirement to work overtime.
- c) Meal Allowance will be paid in accordance with clause 30.3 c) – meal allowance of the Manufacturing and Associated Industries and Occupations Award 2020 as amended from time to time. At the commencement of this agreement the rate is \$17.92.

- d) Meal Allowances are not claimable when claiming a Living Away from Home Allowance (LAFHA) (Clause 61).

63 Vehicle and Travel Allowance

This clause will commence from the first full pay period on or after the Operation Date.

Drivers of company vehicles must keep the vehicle clean and tidy and maintain reasonable care and security at all times in the use of the vehicle. All Employees who have a tool of trade vehicle are required to undertake a vehicle audit each month and submit the audit report through Upvise.

Employees travelling interstate or regionally for planned company business will be paid at the normal time rate.

63.1 Travel Allowance

- a) For the purpose of this clause the prescribed radial areas shall be the radial areas described in the Living Away from Home Allowance Clause 61 c).
- b) An Employee's point of hire radial area shall be the area determined in KONE's Offer of Employment.
- c) Where an Employee travels each day, other than at their own request, to a job site within a prescribed radial area other than the point of hire area then they shall be paid at the ordinary "on site" rate calculated to the next quarter of an hour, with a minimum payment of one half hour for each return journey for any time outside ordinary working hours reasonably spent in travelling each day outside of the 70km radius from the Perth GPO plus any expenses necessarily and reasonably incurred in so travelling outside such a radius.
- d) Provided that where an Employee uses their own vehicle such expenses shall be reimbursed at the rate of 95 cents per kilometre travelled outside such radius.
- e) Excessive periods of daily travel should be avoided where possible and where it is considered to be excessive it shall be reviewed by the Employee and KONE.

63.2 Kilometre reimbursement

An Employee who by agreement with KONE uses their own motor vehicle on KONE's business shall be paid an allowance of 95 cents per kilometre travelled.

64 Tool Allowance

Included in the all-purpose hourly rate.

65 Electrician's Licence Allowance

An Employee engaged and working as an Electrical Tradesperson and holds an appropriate electrician's licence shall be paid an Electrician's Licence Allowance which is included in the all purpose hourly rate (Clause 48).

66 Site Allowance

- a) Site Allowance shall be paid under this Agreement to Employees engaged to work on a building and construction site.
- b) Site Allowance will be \$5.00 for the life of the agreement from the first full pay period following the Operation Date.
- c) The allowance will be paid as a flat amount for each hour worked.
- d) This Site Allowance compensates for all special factors and/or disabilities on a building and construction site and is in lieu of the following Award special rates:
 - i. confined space,
 - ii. wet work,
 - iii. dirty work,
 - iv. second hand timber; and
 - v. fumes.
- e) The allowance is not subject to any premium or penalty and shall compensate for all disabilities associated with that worksite.

67 Leading Hand Allowance

This Clause will commence from the first full pay period on or after the Operation Date. The Leading Hand Allowance will only apply for the period when the Employee is actually carrying out the responsibilities of Leading Hand as required by the Supervisor and will require the employee to be supervising not less than 2 KONE employees. The Leading Hand Allowance will be paid as an all purpose hourly rate of \$1.50 per hour for the life of the Agreement from the first full pay period following the Operation Date.

68 Heat Management

The parties are committed to the principle that employees not affected by extreme heat can continue to be usefully utilised. As such should a portion of the workforce be affected by extreme heat, all other employees not so affected, shall continue working in accordance with this Agreement.

Should an employee on a site be affected by extreme heat, employees affected can be transferred to another work location under cover on site or to another site.

No employee is permitted to leave the site/workplace due to extreme heat until after authorisation from their direct KONE manager.



Extreme heat occurs when a particular work area reaches 37.5C or more.



Part F Signatories

We the undersigned agree to be bound by the terms and conditions set out in this Agreement.

Bargaining Representative: The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical Trades Union Division – Western Australia Branch (ETU):

Signature:  Witness Signature: 

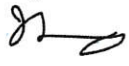
Full Name: Andy Giddens Witness Full Name: Robyn de Graaf

Address: 3 Focal Way Date: 7 August 2024

Basswater WA 6053

Assistant State Secretary

KONE Elevators Pty Ltd:

Signature:  Witness Signature: TWaterson

Full Name: Josh Lacey Witness Full Name: Todd Waterson

Address: L11, 185 O’Riordan St Date: 6 August 2024

Mascot NSW 2020

Job Title: Regional Director SWR