

Enterprise Agreement

UNITED TECHNOLOGY SERVICES

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1. TITLE

- 1.1. This Agreement will be known as the United Technology Services Enterprise Agreement 2024 (UTS EA 2024) ("Agreement").

2. COVERAGE

- 2.1. The Agreement is between the Company, the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and allied service Union of Australia (CEPU) and Employees engaged in the Classifications contained in this Agreement.
- 2.2. The Agreement shall not apply to management, sales staff, office staff or trainees.

3. DEFINITIONS

- 3.1. In this Agreement, unless a contrary intention applies.
- "Act" means the Fair Work Act 2009 (Cth).
 - "Agreement" means the United Technology Services Enterprise Agreement 2024.
 - "Award" means the Electrical, Electronic and Communications Contracting Award 2010 as updated from time to time.
 - "Company" means J & A Machines Limited trading as United Technology Services [ACN 003 024 977]
 - "Confidential Information" means any information about the business or services of the Company including policy manuals, computer software and programs, know-how, ideas, diagrams, tables, marketing and sales procedures, pricing, accounting techniques, projects, clients or contracts and intellectual property not in the public domain.
 - "150%" means one and a half times the Ordinary Hourly Rate, or time and a half.
 - "200%" means double the Ordinary Hourly Rate, or double time.
 - "250%" means two and a half times the Ordinary Hourly Rate, or double time and a half.
 - "Employee(s)" means any person(s) engaged in the classifications covered by this Agreement and employed at any of the Company locations owned and operated by the Company.
 - "Engagement" means the period(s) of time that the Company notifies and so requires the Employee to attend in any one day.
 - "Intellectual Property" means all intellectual proprietary rights whether registered or unregistered and whether existing under statute, at common law or in equity throughout the world including, without limitation; all trademarks, trade names, logos, symbols, get up, brand names or similar rights, registered or unregistered designs, patents, copyright, trade secrets and the right to have confidential information kept confidential.
 - "NES" means the National Employment Standards.
 - "Parties" means the Company and Employees engaged in the Classifications contained in this Agreement.
 - "Saturday" means the 24-hour period from midnight on Friday to midnight on Saturday.
 - "Sunday" means the 24-hour period from midnight on Saturday to midnight on Sunday.
- 3.2. Where this Agreement refers to a condition of employment provided for in the NES, the National Employment Standards definition applies.

4. RELATIONSHIP TO THE AWARD & NES

- 4.1. The terms of the Electrical, Electronic and Communications Contracting Award 2020 are incorporated into this Agreement. Where there is any inconsistency between a term in this Agreement and a term in the Award, this Agreement shall take precedence.
- 4.2. The NES as prescribed by the Act shall apply to all employees covered by this Agreement except where this Agreement provides entitlements that are more favourable for employees.

5. PERIOD OF OPERATION

- 5.1. This Agreement will commence on the first Thursday that occurs 1 month from when the Agreement has been approved by Fair Work Commission.
- 5.2. The nominal expiry date of the Agreement is 4 years from the date of commencement.
- 5.3. After the nominal expiry date, the Agreement shall continue to operate until it is replaced by a new agreement or terminated in accordance with the Act.

6. FLEXIBILITY AGREEMENTS

- 6.1. The Company and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of this Agreement if the Agreement deals with one or more of the following matters, it meets the genuine needs of both parties, and it is genuinely agreed by both parties:
 - Arrangements about when work is performed.
 - Pay rates.
 - Overtime rates.
 - Penalty rates.
 - Allowances.
 - Leave loading.
- 6.2. The Company must ensure that the terms of the individual flexibility arrangement:
 - Are about matters permitted under section 172 of the Act; and
 - Are not unlawful terms under section 194 of the Act; and
 - Result in the Employee being better off overall than the Employee would be if no arrangement was made.
- 6.3. The Company must ensure that the individual flexibility arrangement:
 - Is in writing; and
 - Includes the name of the Company and Employee; and
 - Is signed by the Company and Employee and if the Employee is under 18 years of age, is signed by a parent or guardian of the Employee; and
 - Includes details of:
 - the terms of the Agreement that will be varied by the arrangement; and
 - how the arrangement will vary the effect of the terms of the Agreement; and
 - how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - states and the day on which the arrangement commences.
- 6.4. The Company must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 6.5. The Company or Employee may terminate the individual flexibility arrangement:
 - By giving no less than 28 days written notice to the other party to the arrangement;
 - If the Company and Employee agree in writing – at any time.

7. EMPLOYEE DUTIES AND RESPONSIBILITIES

- 7.1. The Employee will diligently and faithfully perform all the duties and responsibilities of their employment.

- 7.2. The Employee will at all times and in all respects comply with all reasonable and lawful directions, orders, instructions, and policies of the Company.
- 7.3. The Employee shall use their best endeavors to promote the business, interests, and reputation of the Company.

8. CONFIDENTIAL INFORMATION

- 8.1. The Employee must not during or after their employment for any reason disclose, copy, reproduce or use in any way, and must keep secret, any Confidential Information of which the Employee becomes aware through the performance of their employment and/or this Agreement about the business and affairs of the Company, related Companies, clients, or customers of the Employer.
- 8.2. Any document or material provided by or used in connection with the Company's business is the Company's property and must not be removed, passed on, copied, or disclosed to third parties except with a Senior Managers written authority.
- 8.3. This clause will survive the termination of an Employees employment, irrespective of the basis of termination and shall remain in force and effect indefinitely.

9. RELATIONSHIP TO COMPANY POLICIES AND PROCEDURE

- 9.1. The Agreement is supported by policies and procedures determined by the Company and updated from time to time. Except as otherwise provided for in this Agreement, the Company's policies will not reduce the Employee's substantive entitlements contained in this Agreement but will provide guidelines for the fair and efficient administration of the employment relationship.
- 9.2. Whilst the Employee is required to comply with the Company's policies, they do not form part of this Agreement.

10. TYPES OF EMPLOYMENT

10.1. Full-time Employees

- i. A full-time employee is a permanent employee engaged to work an average of 38 ordinary hours per week.

10.2. Part-time Employees

- i. A part-time employee is a permanent employee who is engaged to work less than 38 ordinary hours per week. The minimum engagement shall be 4 hours per shift.
- ii. Any work completed outside of the part-time employees' ordinary roster shall be paid at overtime rates.
- iii. Leave accruals and payment on public holidays are calculated on a pro-rata basis.

10.3. Casual Employees

- i. Whilst a casual employee's hours of work are not guaranteed, their minimum engagement shall be 3 consecutive hours per shift.
- ii. In addition to their relevant classification's base rate of pay, Casual employees receive a 25% casual loading on top, which is paid instead of annual leave, paid personal/carers leave, notice of termination, redundancy benefits and the other attributes of permanent employment.
- iii. Overtime, penalty rates or shift loading for casuals is calculated on top of their relevant base hourly rate including the 25% casual loading.

- iv. Offers and requests for 'Casual Conversion' to full-time or part-time employment are provided for in the Award.

11. CLASSIFICATIONS

- 11.1. The typical duties for each job covered by this Agreement include, but are not limited to, the tasks described in each classification below. Employees will be employed to carry out such duties as may be directed by the Company from time to time, subject to the limits of their skill, competence, and training.

Classification	Description
Tech Support Grade 7	<ul style="list-style-type: none"> • Gaming Licence. • Works without supervision. • May be required to perform the duties of a Grade 6. • May be required to assist with the installation of gaming machines and related subsidiary equipment. • Customer service – manage escalated technical complaints. • Provide phone support for all AGT products (Hardware and software) across Australia and New Zealand. • Develop documentation and training guides for all new AGT products and send to all installing agents across Aus/NZ. • Follow up on issues reported in the field and notify AGT of any that need to be addressed with the hardware or software. • Notify AGT production on any suggestions/improvements that make installing in a venue easier. • Cross check all sales orders submitted to ensure correct hardware/software has been ordered – especially when links are involved. • Develop and facilitate training of all UTS employees on new AGT products. • Develop and facilitate training for AGT sales staff. • Develop and maintain extensive knowledge of all AGT products, past and present. • Develop and maintain extensive knowledge of all Specification Sheets.
Technician Grade 6	<ul style="list-style-type: none"> • Gaming Licence. • Works under direction and unsupervised. • May be required to perform the duties of a Grade 5. • May be assigned to perform area supervisor duties and to fill in for the area manager during extended periods of leave. • Installation of gaming machines and related subsidiary equipment: <ul style="list-style-type: none"> ○ Site surveys for installations and relocations in major venues and complex relocations including liaising with customer contractors. ○ Co-ordinate and manage major venue installation and relocation works. ○ Perform front and back-end installations of gaming subsidiary equipment. ○ Set up and configure entire link systems from all manufactures, including config EPROMs. ○ Assess and advise on the installations including cabling and peripheral installations. ○ Manage installations to ensure works expectations are achieved Maintenance and servicing of gaming machines. • Maintenance and servicing of gaming machines: <ul style="list-style-type: none"> ○ Provide onsite and on call technical support to gaming technicians. ○ Manage all areas of maintenance and service in large venues to ensure customer satisfaction. ○ Offer repairs and or solutions to escalated faults and issues. ○ Develop and implement service objectives and action plans with the Area Supervisor and/or manager. ○ Rectify faults and issues to subsidiary systems for conformance to specifications. ○ Manage and supervise prior grade level technicians. • Customer Service and Complaints: <ul style="list-style-type: none"> ○ Provide support and assistance to senior management cliental. ○ Provide onsite and on call technical support to customers.

	<ul style="list-style-type: none"> ○ Attend to Out of Order Service calls at a senior level including intermittent and unresolved issues. ● Review of Specifications and Documentation: <ul style="list-style-type: none"> ○ Understand all technical aspect of any documentation and be able to explain aspect to fellow employees or customers. ● Parts Repair: <ul style="list-style-type: none"> ○ assists in the store and reports directly to the storeman and/or senior management. ○ Replace, repair and/or source defective parts including board repairs to a component level. ○ Competent servicing and repairs of gaming machine parts. ○ Assist in training and basic repairs with UTS Technicians. ○ Assess and advise on parts inventory levels. ○ Manage orders for required parts to ensure downtime expectations are achieved. ○ Provide technical support to technicians. ● Oversee and enforce WHS policies and procedures with fellow employees.
Technician Grade 5	<ul style="list-style-type: none"> ● Gaming Licence. ● Works under direction and unsupervised. ● May be required to perform the duties of a Grade 4. ● Installation of gaming machines and related subsidiary equipment: <ul style="list-style-type: none"> ○ Site surveys for installations and relocations. ○ Coordinate and manage major venue installation and relocation works. ○ Demonstrate and instruct lower grade technicians with correct installation procedures. ○ Perform front end installations of gaming subsidiary equipment. ○ Set up and configure link systems from all manufactures, including config EPROMs ● Maintenance and servicing of gaming machines: <ul style="list-style-type: none"> ○ Have the ability to effectively teach and/or train lower grade technicians to evaluate and analyse faults and failures on gaming machines. ○ Replace, repair and/or source defective parts down to component level. ○ Develop and implement service objectives and action plans with the Area Supervisor and/or Manager. ○ Set up and configure machines and subsidiary systems for conformance to specifications. ● Customer Service and Complaints: <ul style="list-style-type: none"> ○ Provide detailed instruction and guidance to customer in use of equipment installed equipment. ○ Provide onsite supervision to company and customer representatives. ○ Attend to Out of Order Service calls at a senior level including intermittent and unresolved issues. ○ Escalate unresolved issues. ○ Identify and report sales opportunities. ○ Ensure documentation is effectively completed and submitted. ● Ensure installation specifications, manufacturer’s instructions and government compliances to determine installations are correct. ● Ensure that documentation is effectively completed and submitted. ● Oversee and enforce WHS policies and procedures with fellow employees. ● Is engaged in store work: <ul style="list-style-type: none"> ○ Test and repair parts ○ Strip and dispose of machines ● Warehouse <ul style="list-style-type: none"> ○ Production and testing of new AGT product
Technician Grade 4	<ul style="list-style-type: none"> ● Gaming Licence. ● Works under direction and unsupervised. ● May be required to perform the duties of a Grade 3. ● Training to progress to Technician Grade 5 will commence after 2 years at this level if: <ul style="list-style-type: none"> ○ there are no concerns regarding performance or conduct ○ they can demonstrate that they have met and can exceeded all Grade 4 requirements ○ they have shown initiative to learn more and take on more responsibility. ● Installation of gaming machines and related subsidiary equipment.

	<ul style="list-style-type: none"> • Perform complex cabling duties including data terminations for machines and systems within the gaming installations. • Configure, test & verify connectivity of installed equipment. • Maintain and service gaming machines: <ul style="list-style-type: none"> ○ Perform technical evaluations and analysis on gaming equipment to identify faults and/or failures. ○ Provide hands-on electronic and mechanical services. ○ Isolate, identify and repair gaming systems failures. ○ Develop and implement service objectives and action plans with the Area Supervisor. ○ Test installed systems for conformance to specification. • Customer Service and Complaints: <ul style="list-style-type: none"> ○ Instruct customer in use of equipment. ○ Provide onsite supervision to company and customer representatives. ○ Instruct customer in use of equipment. ○ Escalate unresolved issues. • Review installation specifications, manufacturer’s instructions and government compliances to determine installations are correct. • Ensure all documentation is effectively completed and submitted. • Maintain vehicle inventory. • Is engaged in store work: <ul style="list-style-type: none"> ○ Test and repair parts ○ Strip and dispose of machines • Warehouse <ul style="list-style-type: none"> ○ Production and testing of new AGT product
Technician Grade 3	<ul style="list-style-type: none"> • Gaming Licence. • Works under direction with limited supervision. • May be required to perform the duties of a Grade 2. • Will progress to Technician Grade 4 after 2 years at this level unless there are concerns regarding work performance or conduct. • Assist and/or install gaming machines and related subsidiary equipment with minimal supervision. • Perform basic cabling for machines and systems within the gaming installations. • Configure, test, verify installed equipment. • Maintain and service gaming machines: <ul style="list-style-type: none"> ○ Identify faults and/or failures. ○ Replace, repair and/or source defective parts. ○ Provide hands-on electronic and mechanical services. ○ Develop and implement service objectives and action plans with the Area Supervisor. ○ Test installed systems for conformance to specifications. • Customer service and complaints: <ul style="list-style-type: none"> ○ Attend to Out of Order Service calls. ○ Escalate unresolved issues. ○ Identify and report sales opportunities. ○ Ensure documentation is effectively completed and submitted. ○ Review of Specifications and Documentation. • Ensure that documentation is effectively completed and submitted. • Maintain vehicle inventory. • Is engaged in store work: <ul style="list-style-type: none"> ○ Test and repair parts ○ Strip and dispose of machines • Warehouse <ul style="list-style-type: none"> ○ Production and testing of new AGT product
Technician Grade 2	<ul style="list-style-type: none"> • Gaming Licence. • Installing game machines and related subsidiary equipment. • Works under general supervision. • Will progress to Technician Grade 3 after 6 months at this level unless there are concerns regarding work performance or conduct. • Assists with basic cabling for machines and systems within the gaming installation. • Unbolt and de-cable machines from bench tops. • Maintain and service gaming machines: <ul style="list-style-type: none"> ○ Assist with basic machine routing maintenance.

	<ul style="list-style-type: none"> ○ Repair, replace and/or source defective parts under supervision. ○ Attend to out of order service calls under guidance and supervision. ○ Escalate unresolved issues. ● Is engaged in store work: <ul style="list-style-type: none"> ○ Strip and dispose of machines
Store Person Grade 5	<ul style="list-style-type: none"> ● Forklift Licence. ● Works under general direction and unsupervised. ● In charge of electrical store. ● Responsible for materials, ordering and purchasing. ● Receiving and dispatch. ● Quality inspection of goods. ● Stocktake. ● Test and repair parts. ● Strip and dispose of machines. ● Manual Handling and general housekeeping. ● General administration and data entry.

11.2. The Company will determine the number of Employees required from time to time at each classification level.

12. NEW TECHNOLOGY / NEW WORK PRACTICES / ALTERNATE DUTIES

12.1. The Company sees itself as innovative and forward-thinking and as such reserves the right to introduce new technology and work practices into its operation. After appropriate consultation and training, Employee's will be required to embrace and adopt any new technology and work practices that may be introduced.

13. GPS TRACKING & SURVEILLANCE

13.1. Consultation on GPS Tracking:

- i. The Employer agrees that any introduction of GPS tracking systems in vehicles must be preceded by thorough consultation with the affected workers.
- ii. If requested by the workers, the Employer will also consult with the Union regarding the implementation and use of GPS tracking systems.

13.2. Surveillance Restrictions:

- i. The Employer agrees that no video or audio surveillance equipment shall be installed or used in the cabin of the vehicle or directed at the driver at any time during the term of this Agreement.

13.3. Compliance with WHS Act:

- i. The introduction and use of GPS tracking systems must comply with the relevant provisions of the Work Health and Safety Act, ensuring that any potential psychosocial hazards are assessed and managed in consultation with the workers.

13.4. Worker Privacy:

- i. The Employer shall respect the privacy of the workers and ensure that any data collected through GPS tracking is used solely for legitimate operational purposes and is handled in accordance with relevant privacy laws and regulations.

14. HOURS OF WORK, ROSTERS & SHIFT ARRANGEMENTS

14.1. Hours of Work & Rostering

- i. In accordance with our customer requirements, ordinary hours of work can be rostered on any

day of the week in accordance with the roster (i.e., Monday to Sunday).

- ii. Employees rostered to work ordinary hours on a Saturday or Sunday will be paid penalty rates.
- iii. Ordinary hours may be rostered from 4 working hours per shift up to 12 working hours per shift during the average 38-hour week work cycle.
- iv. Employees' health and welfare will also be considered when scheduling 12-hour rosters.
- v. Rosters will be communicated to employees the week prior to commencement.
- vi. Rosters will ensure employees receive at least one day off per week. Employees who work more than their ordinary rostered hours will be eligible for overtime if the additional hours worked were pre-approved by management.

14.2. Shift or Roster Changes

- i. An employee's allocated roster or shift shall not be changed unless it is necessary because of an unforeseen event, absences, or temporary staff shortages.
- ii. Prior to any change taking place, the Company shall invite the employee to give their view about the impact of the proposed change, in accordance with the relevant Consultation sub-clause. The Company will consider any view given.

14.3. Shift Arrangements

- i. Day work – ordinary hours are between 6.00am - 6.30pm.
- ii. Afternoon shift – means any shift finishing after 6.30pm up until midnight.
- iii. Night shift – means any shift finishing after midnight and at or before 8.00am.

14.4. Shift Loading

- i. An employee who works on afternoon and/or night shift which does not continue for at least 5 successive shifts must be paid for such shift at 150% for the first 2 hours and 200% thereafter.
- ii. An employee who works on afternoon and/or night shift for greater than 5 successive shifts shall be paid 15% more for such shift than the employee's ordinary rate (15% shift loading).
- iii. An employee who works permanent night shift, in accordance with the following requirements, will be paid 30% more for such shift than the employees' ordinary rate (30% shift loading):
 - Works on night shift only for a period greater than 4 consecutive weeks, and
 - Does not rotate or alternate with another shift or with day work.
- iv. Shift loading, when applicable, is paid on top of an employee's ordinary hourly rate for each shift.
- v. Shift loading for casuals is paid on top of their ordinary hourly rate including casual loading.

15. OVERTIME & PENALTY RATES

15.1. Employees will receive overtime or penalty rates calculated to the nearest quarter of an hour as follows:

- i. For all work performed outside ordinary hours (except on Saturday, Sunday, Rostered Day Off and Public Holiday) the rate of pay will be 150% for the first 2 hours and 200% thereafter.

- ii. For overtime worked on a Rostered Day Off, the rate of pay will be 150% for the first 2 hours and 200% thereafter for a minimum of 4 hours.
- iii. For all work performed on a Saturday, the rate will be 150% for the first 2 hours and 200% thereafter for a minimum of 4 hours.
- iv. For all work performed on a Sunday, the rate will be 200% for a minimum of 4 hours.
- v. Part-time employees are not eligible for overtime rates until they work more than 38 ordinary hours per week.

15.2. Overtime for casuals is paid on top of their ordinary hourly rate including casual loading.

15.3. Time off In Lieu (TOIL):

- i. An employee and a senior manager may agree in writing, via a TOIL agreement, to the employee having time off instead of payment for overtime. The number of hours and when the hours were worked must also be included.
- ii. The period of time off will be the same as the number of overtime hours worked.
- iii. If the employee requests to be paid for the overtime covered by TOIL agreement, they shall be paid at the overtime rate applicable to when it was worked.

15.4. After-Hours & Weekend Support

- i. The Company commits to providing on-call and overtime opportunities to employees to fulfill after-hours support and weekend work requirements on the following basis:
 - a) The requirement for after-hours support and weekend work continues.
 - b) There are enough employees who will commit to fulfilling the after-hours support and weekend requirements in each of the areas.
 - c) There is no fitness for work or fatigue-related concerns created by the work arrangements.
 - d) It remains economically viable for the company to continue with this arrangement.
- ii. The overtime and on-call requirements in each area differ and they are subject to change based on contractual obligations, employee availability and fatigue management requirements. Employees who agree to fulfill these obligations must agree to fulfill both the mid-week after-hours support and weekend work and the details of the annualised wage arrangement will be confirmed via an Individual Flexibility Agreement.
- iii. Rostered shift or rostered Overtime shift and on call component on weekends will be at a minimum of a 70:30 ratio. Eg 08:00 – 15:00 overtime. 15:00 – 18:00 on call.

16. PUBLIC HOLIDAYS

- 16.1. Employees are entitled to public holidays in accordance with the NES at the ordinary hourly rate.
- 16.2. The Parties may agree to substitute another day for a day that would otherwise be a public holiday under the NES in accordance with the roster requirements.
- 16.3. If a substitute day off is not granted and the employee is required to attend work, then the employee will be paid double time and a half (250%) of the ordinary hourly rate for the time worked during ordinary hours.

17. BREAKS

17.1. Meal Break

- i. An employee, other than a shiftworker, is entitled to an unpaid meal break of not less than 30 minutes after every 6 hours worked.
- ii. A shiftworker is entitled to a paid meal break of 20 minutes per shift.
- iii. Meal breaks will be at the discretion of the employer. Provided that an employee (other than a shiftworker) must not be compelled to work for more than 6 hours without a break for a meal. Where possible the normal meal break should be as near as practicable to the middle of the period of duty or shift.
- iv. An Employee employed on regular maintenance work must work during meal breaks at the ordinary hourly rate whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

17.2. Morning and Afternoon Rest Breaks

- i. Employees are entitled to a 10-minute paid morning rest break between the time of commencing work and the usual meal break.
- ii. Employees rostered to work 12-hour ordinary shifts will be allowed a 10-minute paid morning rest break and a 10-minute paid afternoon rest break at times that fit in with their work schedule.

17.3. 10-hour Break

- i. When overtime work is necessary it must, wherever reasonably practicable, be arranged so that an employee has at least 10 consecutive hours door-to-door off work between work on successive working days.
- ii. An employee (other than a casual employee) who works so much overtime between the termination of work on one day and the commencement of work on the next day that the employee has not had at least 10 consecutive hours off work between those times must be released after completion of the overtime until the employee has had 10 consecutive hours off work without loss of pay for ordinary working time occurring during such absence.
- iii. If on the instructions of the employer an employee resumes or continues work without having had the 10 consecutive hours off work, the employee must be paid at the relevant overtime rate until released from work for such period. The employee is then entitled to be absent until they have had 10 consecutive hours off work without loss of pay for ordinary working time occurring during the absence.

17.4. Rest Breaks during Overtime

- i. Employees working overtime for periods longer than 4 hours are entitled to a paid 20-minute rest break at ordinary rates if the employee is required to continue working after the rest break.

18. WAGES

18.1. Wage Rates Table:

Base rates of pay for ordinary hours worked shall be paid in accordance with the following Table based on the Classification to which an employee has been appointed. The following hourly base rates of pay include the All-Purpose Industry Allowance and Tool Allowance.

UTS Classification	2024
Technician Grade 7	\$34.35
Technician Grade 6	\$32.57
Technician Grade 5	\$31.64
Technician Grade 4	\$30.60
Technician Grade 3	\$29.70
Technician Grade 2	\$28.79
Storeperson - Grade 5	\$31.64

18.2. Annual Increases

- i. Base rates of pay shall remain at 10% above the Award rates during the term of the Agreement. Any increases shall apply from the first full pay period after the date the Award rates are published each year, which is generally 1st of July.
- ii. Employees on legacy agreements receiving more than 10% above Award rates will receive a 3% increase in 2024 and the Award % increase each year thereafter during the term of this Agreement.

19. ANNUALISED WAGE ARRANGEMENTS

19.1. Where agreed between the Parties, the Company may introduce annualised salaries for full-time employee in satisfaction of any or all of the following:

- Minimum rates
- Allowances
- Penalty rates
- Annual leave loading
- Overtime
- On-Call/Availability for duty
- Shift Loading

19.2. The package overall shall not be less favourable than the entitlements otherwise available under this Agreement.

19.3. Details of the annualised salary will be confirmed in writing via an Individual Flexibility Agreement (IFA), signed by both parties.

19.4. The pay cycle for employees on annualised wage arrangements will be weekly. Any authorised overtime, above what is included in the IFA, will be reconciled and paid on a monthly basis.

19.5. The agreement will clarify which provisions of this Agreement have been satisfied by the annualised salary and where the contract includes payment for overtime, the number of overtime hours incorporated.

19.6. All salary packaging arrangements may at the discretion of the employer be terminated. Upon termination in these circumstances the employee's rate of pay will revert to the rate of pay that applied immediately prior to the salary packaging arrangement made pursuant to this clause, or the appropriate Agreement rate of pay whichever is greater.

20. ALLOWANCES, EXPENSES & ON-CALL

20.1. Tools Allowance

- i. Tool Allowance has been incorporated into the base hourly rate for all classifications for the

purpose of an employee maintaining an adequate kit of tools.

20.2. Industry Allowance

- i. The all-purpose Industry Allowance has been incorporated into the base hourly rate for all classifications.

20.3. Meal Allowance

- i. An employee required to work overtime for 2 or more hours, without being notified on the previous day or earlier of the requirement to work, must either be supplied with a meal by the Company or be paid a Meal Allowance, as specified in the Allowance Table, for the first meal and for each subsequent meal.
- ii. Meal allowance need not be made to employees who live in the same locality as their employment who can reasonably return home for meals.

20.4. First Aid Allowance

- i. An employee who has been trained to render first aid and who is the current holder of appropriate first aid qualification such as a Certificate from the St John Ambulance or similar body, shall be paid a weekly First Aid Allowance as specified in the Allowance Table if the employee is appointed by the Company to perform first aid duty.

20.5. Living Away From Home Allowance (LAFHA)

- i. The Company will organize and pay for employees' accommodation when they are required to live away from home for work-related purposes. Employees will also receive a LAFHA, as specified in the Allowance Table, to cover the cost of meals and any incidental expenses.

20.6. Availability for Duty / On-Call

- i. Where an employee is on availability duty, the employee shall be paid the applicable On-Call Allowance.
- ii. If required to work, the employee shall be paid at the appropriate overtime rate for actual time worked. Actual time worked means the time taken from leaving the employee's home to return thereto and in the case of a single call out, the employee must be paid for a minimum of 2 hours at overtime rates.
- iii. Availability duty means that the employee concerned must be available to the employer by means of telephone and must be fit to work at any time the employee is receiving the On-Call Allowance.
- iv. Shift penalty and the On-Call Allowance is not payable where an employee is being paid overtime rates.

20.7. Travel

- i. At the company's discretion, employees will be provided with a Company owned tool of trade vehicle and a fleet card to cover the cost of fuel. This is in addition to the Travel Time Allowance and Start and/or Finish on Job Site Allowance.

20.8. Temporary Manager Higher Duties Allowance

- i. When an employee who is graded level 6 or above is assigned by a Senior Manager to assist in filling in for an Area Manager, during periods of extended leave, the employee will receive the Temporary Manager Higher Duties Allowance as specified in the Allowance Table for the duration of the leave if the period of leave exceeds 3 consecutive days.

20.9. Allowance Table

Allowances	2024
First Aid Allowance – per week	\$21.68
Living Away from Home Allowance (LAFHA) - per day	\$115.00
Meal Allowance – overtime – per meal	\$19.29
Temporary Manager Higher Duties Allowance - per day	\$40.00
On-Call Allowance – mid week during night shift - per hour	\$10.00
On-Call Allowance – mid week during afternoon shift - per hour	\$17.50
On-Call Allowance – weekends - per hour	\$22.50
On-Call Allowance – public holidays - per hour	\$27.50
Travel Time Allowance – per day and on RDO's	\$8.46
Start/Finish on Job Site Allowance - per day	\$4.94

- i. Allowances shall increase by the same percentage and at the same time as wages each year during the term of the Agreement commencing from 2025.

21. OFF-SET

- 21.1. Except as otherwise provided in this Agreement, where the better off overall text exceeds the entitlements under the relevant Award or Legislation, any above-component or excess may be offset against any other monetary entitlements that may later be introduced, to the extent that the excess covers such entitlements.

22. SUPERANNUATION

- 22.1. The Company will make superannuation contributions consistent with relevant superannuation legislation, as amended from time to time on a monthly basis.
- 22.2. Employees will be entitled to choose their superannuation fund, in accordance with the relevant superannuation guarantee legislation.
- 22.3. If an employee fails to nominate an eligible superannuation fund, the Company will make the required superannuation contributions to the Company's default superannuation fund provided that such fund offers a MySuper product.
- 22.4. An employee on an Annualised Wage Arrangement will be entitled to receive superannuation on overtime that forms part of their fixed weekend support roster. To be clear, this does not include hours on-call or overtime that is worked over and above Annualised Wage Arrangements.

23. PAYMENT OF WAGES & TIME KEEPING

- 23.1. Wages for ordinary hours will be paid on a weekly basis by electronic funds transfer to the employees' nominated bank account. Payment of overtime (in addition to overtime that is included in an Annualised Wage Arrangement) will be reconciled and paid on a monthly basis.
- 23.2. Each employee is responsible for the accurate and timely reporting/recording of any hours worked, in accordance with relevant Company policies where applicable.

24. LEAVE

24.1. Entitlements

- i. All leave entitlements, including Annual Leave, personal/carers leave, compassionate leave, parental leave, community service leave, family and domestic violence leave, will be paid in

accordance with the Award.

- ii. For the purpose of the additional week of annual leave provided for in the [NES](#), a shiftworker is a 7 day shiftworker who is regularly rostered to work on Sundays and public holidays. For clarification, regularly would equate to a 7-day shiftworker working at least 30 Sundays and/or Public Holidays in a 12-month period.
- iii. Annual Leave Loading - when an employee takes a period of paid annual leave, the employee will be paid either a loading of 17.5% of the payment for annual leave or normal pay including shift loadings and penalty rates, whichever amount is greater. Annual leave loading is not payable if the employee is summarily dismissed.

24.2. Taking Leave

- i. In addition to the Award requirements, employees must apply for leave in writing or electronically. Employees must also provide as much notice as possible, except in the case of unforeseen illness or emergencies.
- ii. Notwithstanding the terms of the NES, the Company may require an employee to take annual leave by giving the employee at least 4 weeks' notice in writing where more than 8 weeks leave is accrued, the requirement is reasonable and/or during an annual shutdown period.
- iii. Employees unable to attend work for more than 2 days or for any absence on the day before or after a public holiday or for any absence on a Monday or a Friday shall provide a Medical Certificate from a registered health professional or other such evidence that could reasonably be expected to justify payment of personal/carer's leave for such period if requested to do so.

24.3. Cashing Out Personal/Carers Leave

- i. A permanent employee may apply to cash out up to 5 days paid personal/carer's leave on the anniversary of their employment each year in accordance with s.101 of the Fair Work Act 2009, which states that:
 - paid personal/carer's leave must not be cashed out if the cashing out would result in the employee's remaining accrued entitlement to paid personal/carer's leave being less than 15 days; and
 - each cashing out of a particular amount of paid personal/carer's leave must be by a separate agreement in writing between the Company and the employee; and
 - the employee must be paid at least the full amount that would have been payable to the employee had the employee taken the leave that the employee has forgone.

25. CONSULTATION

25.1. This term applies if the Company:

- i. 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 the employees; or
- ii. Proposes to introduce a change to the regular roster or ordinary hours of work of employees.

25.2. Major Change

- i. For a major change referred to in paragraph 24.1 i, the Company must notify the relevant employees of the decision to introduce the major change; and the following subclauses apply.
- ii. The employees/s who may be affected by the change may appoint a representative for the purposes of the procedures in this term.

- iii. If an employee appoints a representative for the purposes of consultation and the employee or employees advise the Company of the identity of the representative, the Company must recognize the representative.
- iv. As soon as practicable after making its decision, the Company must:
 - a) Discuss with the relevant employees:
 - The introduction of the change; and
 - The effect the change is likely to have on employees; and
 - Measures the Company is taking to avert or mitigate the adverse effect of the change on the employees; and
 - b) For the purposes of the discussion – provide, in writing, to the relevant employees:
 - all relevant information about the change including the nature of the change proposed; and
 - information about the expected effects of the change on the employees; and
 - any other matters likely to affect the employees.
- v. However, the Company is not required to disclose confidential or commercially sensitive information to the relevant employees.
- vi. If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Company, the requirements set out in paragraph 24.1 i) and subclause 24.2 ii) and iv) are taken not to apply.
- vii. In this term, a major change is **likely to have a significant effect on employees** if it results in:
 - a) the termination of the employment of employees; or
 - b) major change to the composition, operation or size of the Company's workforce or to the skills required of employees; or
 - c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - d) the alteration of hours of work; or
 - e) the need to retrain employees; or
 - f) the need to relocate employees to another workplace; or
 - g) the restructuring of jobs.

25.3. Change to regular roster or ordinary hours of work

- i. For a change to the regular roster or ordinary hours of work of employees the Company must notify the relevant employees of the proposed change and the following subclauses apply.
- ii. The employee/s who may be affected by the change may appoint a representative for the purposes of the procedures in this term.
- iii. If an employee appoints a representative for the purposes of consultation and the employee or employees advise the Company of the identity of the representative, the Company must recognise the representative.
- iv. As soon as practicable after proposing to introduce the change, the Company must discuss with the relevant employees the introduction of the change and for the purposes of the discussion – provide to the relevant employees:
 - a) all relevant information about the change, including the nature of the change; and
 - b) information about what the Company reasonably believes will be the effects of the change on the employees; and
 - c) information about any other matters that the Company reasonably believes are likely to affect the employees; and

- d) 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).
- v. However, the Company is not required to disclose confidential or commercially sensitive information to the relevant employees.
- vi. The Company must give prompt and genuine consideration to matters raised about the change by the relevant employees.

26. WORKPLACE DELEGATES RIGHTS

26.1. Before exercising entitlements under this clause, a workplace delegate must give the employer written notice of their appointment or election as a workplace delegate. If requested, the workplace delegate must provide the employer with evidence that would satisfy a reasonable person of their appointment or election.

26.2. An employee who ceases to be a workplace delegate must give written notice to the employer within 14 days.

26.3. Right of Representation

- i. A workplace delegate may represent the industrial interests of eligible employees who wish to be represented by the workplace delegate in matters including:
 - a) Consultation about major workplace change
 - b) Consultation about changes to rosters or hours of work
 - c) Resolution of disputes
 - d) Disciplinary processes
 - e) Enterprise bargaining where the workplace delegate has been appointed as a bargaining representative under section 176 of the Fair Work Act or is assisting the delegates organisation with enterprise bargaining; and
 - f) Any process or procedure within the award, enterprise agreement or policy of the employer under which eligible employees are entitled to be represented and which concerns their industrial interests.

26.4. Entitlement to reasonable communication

- i. A workplace delegate may communicate with eligible employees for the purpose of representing their industrial interests under clause 26A.5. This includes discussing membership of the delegate's organisation and representation with eligible employees.
- ii. A workplace delegate may communicate with eligible employees during working hours or work breaks, or before or after work.

26.5. Entitlement to reasonable access to the workplace and workplace facilities

- i. The employer must provide a workplace delegate with access to or use of the following workplace facilities:
 - a) a room or area to hold discussions that is fit for purpose, private and accessible by the workplace delegate and eligible employees;
 - b) a physical or electronic noticeboard;
 - c) electronic means of communication ordinarily used in the workplace by the employer to communicate with eligible employees and by eligible employees to communicate with each other, including access to WiFi;
 - d) a lockable filing cabinet or other secure document storage area; and
 - e) office facilities and equipment including printers, scanners and photocopiers.

- ii. The employer is not required to provide access to or use of a workplace facility under this clause if:
 - a) The workplace does not have the facility
 - b) Due to operational requirements, it is impracticable to provide access to or use of the facility at the time or in the manner it is sought; or
 - c) The employer does not have access to the facility at the enterprise and is unable to obtain access after taking reasonable steps.

26.6. Entitlement to reasonable access to training

- i. Unless the Company becomes a small business employer, the employer must provide a workplace delegate with access to up to 5 days of paid time during normal working hours for initial training and up to 2 day's each subsequent year, to attend training related to representation of the industrial interests of eligible employees, subject to the following conditions:
 - a) In each year commencing 1 July, the employer is not required to provide access to paid time for training to more than one workplace delegate per 50 eligible employees.
 - b) The number of eligible employees will be determined on the day a delegate requests paid time to attend training, as the number of eligible employees who are:
 - full-time or part-time employees; or
 - regular casual employees.
 - c) Payment for a day of paid time during normal working hours is payment of the amount the workplace delegate would have been paid for the hours the workplace delegate would have been rostered or required to work on that day if the delegate had not been absent from work to attend the training.
 - d) The workplace delegate must give the employer not less than 5 weeks' notice (unless the employer and delegate agree to a shorter period of notice) of the dates, subject matter, the daily start and finish times of the training, and the name of the training provider.
 - e) If requested by the employer, the workplace delegate must provide the employer with an outline of the training content.
 - f) The employer must advise the workplace delegate not less than 2 weeks from the day on which the training is scheduled to commence, whether the workplace delegate's access to paid time during normal working hours to attend the training has been approved. Such approval must not be unreasonably withheld.
 - g) The workplace delegate must, within 7 days after the day on which the training ends, provide the employer with evidence that would satisfy a reasonable person of their attendance at the training.

26.7. Exercise of entitlements under this clause

- i. A workplace delegate's entitlements under this clause are subject to the conditions that the workplace delegate must, when exercising those entitlements:
 - a) comply with their duties and obligations as an employee;
 - b) comply with the reasonable policies and procedures of the employer, including reasonable codes of conduct and requirements in relation to occupational health and safety and acceptable use of ICT resources;
 - c) not hinder, obstruct or prevent the normal performance of work; and
 - d) not hinder, obstruct or prevent eligible employees exercising their rights to freedom of association.
- ii. This Clause does not require the employer to provide a workplace delegate with access to electronic means of communication in a way that provides individual contact details for eligible employees.
- iii. This clause does not require an eligible employee to be represented by a workplace delegate without the employee's agreement.

- iv. NOTE: Under section 350A of the [Act](#), the employer must not:
- a) unreasonably fail or refuse to deal with a workplace delegate; or
 - b) knowingly or recklessly make a false or misleading representation to a workplace delegate; or
 - c) unreasonably hinder, obstruct or prevent the exercise of the rights of a workplace delegate under the [Act](#) or clause 26A.

27. DISPUTE RESOLUTION

- 27.1. This Clause sets out the procedures to settle disputes if they relate to a matter arising under this Agreement or the National Employment Standards.
- 27.2. An employee who is a party to the dispute may appoint a representative, who may be the Union, for the purposes of the procedures in this term.
- 27.3. In the first instance, the parties to the dispute will attempt to resolve the dispute at the workplace level in accordance with the Company's applicable Policies.
- 27.4. If failing resolution, the dispute shall be elevated to a senior member of management in a reasonable time frame.
- 27.5. If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the Fair Work Commission (FWC).
- 27.6. The FWC may deal with the dispute in 2 stages:
- a) Mediation or Conciliation
 - b) Arbitration
- 27.7. While the parties are trying to resolve the dispute, an employee must continue to perform their work as normal unless there is a reasonable concern about an imminent risk to health, safety or security. An employee must comply with a direction given by the Company to perform other available work at the same workplace or at another workplace, unless there are reasonable grounds for the employee to refuse to comply with the direction.

28. SUSPENSION

- 28.1. The Company has the right to temporarily suspend an Employee, with pay, pending investigation of a serious matter and/or if safety or security concerns exist.

29. TERMINATION

- 29.1. An employee's employment may be terminated at the initiative of either party.
- 29.2. Upon termination, the employee must return all company property to their Manager within 48 hours.
- 29.3. Either party will be required to provide notice in accordance with the NES which currently consists of:

Period of Continuous Service	Period of Notice
Less than 1 year	1 week
1 year and less than 3 years	2 weeks
3 years and less than 5 years	3 weeks
5 years and over	4 weeks

- 29.4. Employees over 45 years of age at the time of giving notice, with not less than 2 years' service, will receive an additional one week of notice.

- 29.5. The Company reserves the right to pay Employees in lieu of working the notice period.
- 29.6. If the Employee fails to give the required notice, the Company may deduct one (1) weeks wage from wages due to the employee.
- 29.7. In cases of dismissal due to serious misconduct, the employee will not be entitled to notice. Serious misconduct is defined in accordance with the Fair Work Regulations.

30. ABANDONMENT OF EMPLOYMENT

- 30.1. An employee’s absence from work, without the consent of the Company and without notification to the Company, for a continuous period exceeding 3 working days, creates a presumption that the employee has abandoned his or her employment and that there is, in effect, an obligation on that employee to establish that this is not the case.
- 30.2. The Company will make an attempt to contact the employee, firstly with a telephone call, and text (if they have a mobile number), if there is no response, to follow up with a written request sent by email or registered post informing the employee of the presumed abandonment of employment and the consequences of failing to provide a satisfactory explanation for their absence within 14 calendar days from their last day of work.
- 30.3. If the employee fails to respond within the timeframe specified above, the employee will be deemed to have abandoned their employment with effect from the last date of attendance at work or last authorised absence, whichever occurred last. The termination will be treated as serious misconduct with no notice payable, in accordance with the Fair Work Regulations for “willful or deliberate behaviour by an employee that is inconsistent with the continuation of the contract of employment”.
- 30.4. If the employee responds within the timeframe specified above but fails to establish to the satisfaction of the company that the employee was absent for reasonable cause, disciplinary proceedings will commence which may lead to disciplinary action up to and including termination of employment for misconduct.

31. REDUNDANCY

- 31.1. Redundancy pay is in accordance with the [NES](#) and Award provisions.
- 31.2. An employee is entitled to redundancy pay if the employees’ job is no longer required and there is no other acceptable employment available. ‘Other acceptable employment’ means a comparable role within the Company or a transfer to a related Company on terms and conditions that are no less favourable and with the employees’ prior service recognized.
- 31.3. An employee who refuses an offer of ‘other acceptable employment’ may not be entitled to redundancy pay.
- 31.4. Below are the current entitlements:

Period of Continuous Service	Redundancy Pay
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years but less than 10 years	16 weeks
At least 10 years	14 weeks

32. STAND DOWN

- 32.1. Employees may be stood down without pay where they cannot be gainfully employed due to reasons outside the Company's control, such as in the event of a pandemic, natural disaster, severe weather, equipment breakdown, lack of supply, fire or major power failure, enforceable government direction.
- 32.2. The Company will consult with employees and confirm in writing where a stand down is imminent and provide details with regards to the start date and likely duration, if possible.
- 32.3. Employees may be given the option to access accrued entitlements such as annual leave during a period of shut down, at the Company's discretion.
- 32.4. Employees who are stood down can't use paid sick leave, carers leave or compassionate leave during the stand down.
- 32.5. Time away from work due to a stand down counts towards an employee's service.

33. GENERAL EMPLOYMENT REQUIREMENTS

- 33.1. All employees must abide by the following requirements and any policies that support these requirements. Failure to do so may result in disciplinary action up to and including termination of employment:
 - i. **Right to Work in Australia** – employees must produce evidence of their right to work in Australia if requested to do so by the Company. They must also notify the Company of any changes to their residency or right to work status.
 - ii. **Requirement to Maintain Licences** - employees must inform their manager if their licence or qualifications are cancelled, revoked, suspended or expires without being replaced. Failure to hold the appropriate licences or qualifications required to fulfil the essential requirements of their role may result in the employee's termination of employment.
 - iii. **Incident Reporting** - employees must report any accidents, incidents or hazards arising during the course of employment as soon as possible.
 - iv. **Fitness for Work** - employees are required to be fit for work. Where the Company has reasonable grounds for suspecting that an employee may be unfit to work or at risk of injury, the Company may require the employee to undergo a medical assessment or appropriate testing to determine fitness for work. If the employee fails to cooperate it may be deemed to be a refusal of a reasonable and lawful instruction.
 - v. **Bullying and Sexual Harassment** – is prohibited. Failure to abide by the Company policies for preventing these matters and dealing with grievances or complaints may amount to serious misconduct.
 - vi. **Intellectual Property Rights** – unless otherwise agreed in writing by a senior manager, employees acknowledge that all intellectual property rights in any work created, conceived, discovered, or developed by employees in the course of their employment are and will be the sole and exclusive property of the Company.
 - vii. **Conflict of Interest** - employees must disclose any direct or indirect interests that would in any way compromise them during their employment and they must not hold any position for monetary or other reward which would conflict with their duties or responsibilities to the Company.
 - viii. **Non-Solicitation** - employees agree that during the life of this Agreement and for 12 months after any termination of employment, they shall not directly or indirectly solicit or attempt to solicit, divert or hire away any person employed by the Company or any client or customer of the Company.

34. LETTER OF OFFER / CHANGE OF TERMS

34.1. Employees covered by this Agreement shall receive a Letter of Offer (containing their Employment Contract) prior to commencement of employment or a Change of Terms Letter for any change to their terms and conditions (other than a wage or rate change prescribed by this Agreement), that will include, but is not limited to, the following:


- The name of this Agreement
- Confirmation of the contract start date.
- Employment Status
- Classification
- Employment location
- 6-month Probation period (new starters)
- Ordinary hours of work
- Ordinary days, start and finish times or in accordance with the weekly roster
- Wage rate
- Position they report to


34.2. Employees will be required to sign the written correspondence provided by the Company.


35. SIGNATORIES

35.1. The signatories below confirm that this Agreement has been made and approved in accordance with Part 2 4 of the Fair Work Act 2009 (Cth).


a) Signed for and on behalf of the Company

Signature: 
.....
Full Name: Darren Cooke
.....
Position: Chief Executive Officer
.....
Address: C/o- 10 Holker Street, Newington, 2127
.....
Date: 21/8/24
.....

Signature: 
.....
Full Name: David Greenslade
.....
Position: Senior Legal Counsel
.....
Address: C/o- 10 Holker Street, Newington, 2127
.....
Date: 21/8/24
.....


Signature: 
.....
Full Name: Jason Lahiff
.....
Position: Operations Manager
.....
Address: C/o – 29 Industrial Road, Unanderra, 2526
.....
Date: 22/8/24
.....


b) Signed for and on behalf of the Employees


Signature: 
Full Name: Lee Borg
Position: Technician / Bargaining Representative
Address: C/o – 29 Industrial Road, Unanderra, 2526
Date: 22/8/24

Signature: 
Full Name: Matthew Fabre
Position: Technician / Bargaining Representative
Address: C/o- 10 Holker Street, Newington, 2127
Date: 22/8/24

Signature: 
Full Name: Scott Farrugia
Position: Technician / Bargaining Representative
Address: C/o - 45 Amsterdam Circuit, Wyong, 2259
Date: 21/8/24

Signature: 
Full Name: Shamus Ledger
Position: Technician / Bargaining Representative
Address: C/o - 29 Industrial Road, Unanderra, 2526
Date: 22/8/24

Signature: 
Full Name: Shane Sherwood
Position: Technician / Bargaining Representative
Address: c/o - 196 Gladstone Street, Fyshwick, 2609
Date: 21/8/24

Signature: 
Full Name: Wayne Turnbull
Position: Technician / Bargaining Representative
Address: C/o- 10 Holker Street, Newington, 2127
Date: 21/8/24