



NEST LABOUR

Employee Complaint Resolution Process

NEST LABOUR is committed to providing a safe and respectful workplace for all employees. We take all complaints and grievances seriously and will ensure that they are handled promptly and impartially.

If an employee has a concern or complaint related to their work, we encourage them to follow our grievance process:

- 1.** The employee should speak with their supervisor or manager to discuss their concern or complaint.
- 2.** If the issue cannot be resolved with their supervisor, the employee should contact NEST LABOUR Representative and submit a written complaint.
- 3.** NEST LABOUR will investigate the complaint and take appropriate action to resolve the issue.
- 4.** The employee will be informed of the outcome of the investigation and any actions taken to address their concern.
- 5.** If the employee is not satisfied with the outcome, they may request a review of the decision by NEST LABOUR's senior management.