



Employee Relations Policy

This policy outlines our commitment to a workplace where every individual is respected and supported.



Table of Contents

Preamble	Page 03
Values and Commitments	Page 03
Workplace Environment	Page 04
Employee Relations Approach	Page 04
Constructive Engagement	Page 05
Growth and Change	Page 05
Continuous Improvement	Page 05
Governance	Page 05
Conclusion	Page 06



Introduction

ATNIS is a global technology company operating across Australia, India, and Singapore, specializing in large-scale data solutions and critical systems. Our people are the foundation of our success, and this policy outlines how we foster a respectful, professional, and transparent work environment across all locations.

We are committed to building trust between employees and management, encouraging open communication, and maintaining a safe, positive workplace.

Values and Commitments

At ATNIS, we operate with honesty, integrity, and respect for everyone. We follow all applicable laws and promote fairness and inclusion across the organization. We believe that strong employee relationships directly contribute to strong business outcomes.

We are committed to fostering a positive and supportive work environment where individuals feel valued and empowered to perform at their best. Through open communication and mutual trust, we aim to build lasting relationships that drive both personal growth and organizational success.





Workplace Environment

ATNIS is committed to providing equal opportunities to all employees, without discrimination based on gender, race, religion, nationality, age, disability, or personal background. We maintain a workplace free from harassment, bullying, violence, or any form of inappropriate behavior, where employees feel safe to speak up without fear of retaliation.

We prioritize employee health and safety by ensuring a secure working environment and encouraging responsible behavior, including adherence to safety guidelines and reporting of unsafe conditions.

We also recognize the importance of work-life balance by respecting personal time, following working hour regulations, and supporting flexible work arrangements where possible.

Employees are offered fair and competitive compensation, along with benefits aligned with market standards to support their well-being.

Continuous learning is encouraged through training and development opportunities, helping employees grow and progress in their careers. During times of organizational change, we ensure clear, timely, and transparent communication while providing necessary support to employees.

Employee Relations Approach

ATNIS promotes a culture of open and honest communication, encouraging regular discussions, feedback, and respectful dialogue between employees and managers. Employees have the freedom to express their views and choose whether or not to participate in employee groups, in line with local laws.

Where employee representatives are present, ATNIS engages with them respectfully, shares relevant information, and considers feedback. Managers are expected to maintain direct engagement with their teams through regular meetings and open communication.



Constructive Engagement

We support fair and respectful discussions to resolve concerns and reach balanced outcomes. ATNIS is committed to sharing accurate information, listening to all perspectives, and ensuring that agreed decisions are implemented effectively while adhering to local regulations.

Growth and Change

As a fast-evolving technology company, ATNIS continuously adapts to industry changes while supporting employees through transitions. During organizational changes, we aim to inform employees early, communicate clearly, and provide appropriate support, including redeployment where possible.

We also ensure a smooth onboarding experience for new employees and teams, helping them integrate into a welcoming and collaborative work environment.

Continuous Improvement

ATNIS remains committed to evolving its practices by listening to employee feedback, refining policies, and aligning with global best practices.

Governance

Group Management provides overall direction, ensures policy implementation, and supports teams across regions. Local Management is responsible for applying the policy in line with local laws and managing employee relations effectively.

All employees are expected to follow this policy, maintain professionalism, respect others, and report concerns when necessary.

Conclusion:

At ATNIS, employee relations are built on a strong foundation of trust, respect, and clear communication. We believe a positive workplace is shaped by how we collaborate, support one another, and uphold shared values. By fostering open communication, fairness, and professionalism, we enable individuals and teams to perform at their best while maintaining an inclusive and respectful environment.

As we continue to grow, ATNIS remains committed to strengthening these principles and creating a workplace that is safe, supportive, and forward-looking. Every employee plays an important role in contributing to a culture that reflects our values and drives long-term success.








Copyright 2025 ATNIS Group, INC. All rights reserved. ATNIS ®, the ATNIS Logo, and certain other marks are registered trademarks of ATNIS Group in India, Australia and Singapore. ATNIS reserves the right to change, modify, transfer or otherwise revise this publication without notice, and the most current version of the publication shall be applicable. Other names may be trademarks of their respective owners. ATNIS Group assumes no responsibility for any inaccuracies in this document & ATNIS Group reserves the right to change, transfer, or otherwise revise this publication without notice.






ATNIS Australia

-  L 36, Gateway 1, Macquarie Street Sydney NSW 2000
-  enquiry_au@atnis.net
-  Direct Line : +61-57001300






ATNIS India

-  15A, 4th Floor, City Vista Fountain Road, Kharadi Pune Maharashtra 411014
-  enquiry_in@atnis.net
-  Direct Line : +91-99869 99094



ATNIS Singapore

-  2 Woodlands Square #13-79 Woods Square Tower 1 Singapore 737715
-  enquiry_sg@atnis.net
-  Direct Line : +65 6970 0179

1380 13
1380 13
1380 13