



SPECTRES GRIEVANCE POLICY

This grievance policy must be followed strictly.

Any grievance must be submitted in writing and directed to the General Manager - Representative, Brand & Commercial. The Grievance can be supported by statements in writing.

Upon receipt of the grievance the General Manager - Representative, Brand & Commercial along with the Representative Programs Administrator will establish a Grievance Committee, and schedule a meeting to consider the grievance. The meeting must be scheduled within 30 days of receipt of the grievance.

Prior to the meeting the Grievance Committee may collect statements from coaches, players, parents or other persons relevant to the grievance.

At the meeting the Grievance Committee will consider all statements and, where possible, make a decision. The Grievance Committee is entitled to adjourn the meeting should they deem it necessary to obtain further information provided the adjourned meeting date is for a maximum of a further 30 days.

Once a decision is made by the Grievance Committee the decision will be communicated in writing to the party who submitted the grievance. The decision is deemed final and no further communication will be entered into.