

## 12.8 Industrial Relations Policy Statement

We are a leading provider of asbestos removal and support services to the UK and we recognise the importance of Industrial Relations.

We are committed to upholding our duties as a responsible company for the greater benefit of the communities in which we operate, and we will take a pro-active and balanced approach to managing our business activities in a responsible manner.

The objectives of this policy are to ensure that activities associated with all our contracts:

- Provide a framework that promotes and meets all legal requirements in relation to employment;
- Create a healthy, productive and stable operational environment for everyone;
- Establish requirements that will minimise and mitigate risks which may impact on any of our contracts;
- Mitigate any risk that may lead to disruption on any of our contracts;
- Facilitate processes that will ease potential constraint to any of our contracts;
- Engage with clients frameworks to provide for a joint, strategic approach to industrial relations risk management;
- Promote joint working between our company, our clients, suppliers and trade unions.

To undertake the management of industrial relations we will comply with the law and our client's industrial relations policies, which will include the respect of the right of all employees to join a recognised trade union. For our site-based staff, the client or the Principal Contractor will take the lead with communicating with interested parties on industrial relations matters.

We will monitor industrial relations of our suppliers and ensure compliance with this policy and compliance with the Information and Consultation of Employees Regulations 2004 which require employers to establish arrangements for informing and consulting their employees by way of either a negotiated agreement or the standard provisions laid down in the regulations if requested by 10% of the workforce. The Central Arbitration Committee's has the responsibility to resolve disputes about the establishment and operation of these arrangements and can be contacted either of these, [www.cac.gov.uk](http://www.cac.gov.uk) or email, [enquiries@cac.gov.uk](mailto:enquiries@cac.gov.uk).

Day to day coordination of industrial relations will be in accordance with any reasonable requirement imposed by way of contract upon our company and our supply chain. For this purpose, the Company Directors will attend any coordination meetings required.

Employment will be in accordance with an appropriate employee contract and shall be executed in accordance with our company safe working procedures and policy.

Dispute Claims, Disciplinary and Grievances must be notified at the earliest opportunity to the Company Directors who will keep those involved, informed, and updated through the process until resolved. This may require review meeting of the individuals concerned and liaising with any representatives with area responsibility for site arrangements for industrial relations for early mediation to be established.

The following process must be applied for an Employment Relations Recognition of Trade Union:


1. The Union must apply for recognition.
2. As the Employer we must confirm recognition of the Trade Union within 10 days. If the answer is yes then we proceed to stage 3, if not we must proceed in accordance with Employment Relations Act- Part I - Union Recognition, referring to the Central Arbitration Committee (CAC).
3. Trade Union must submit to us as the Employer a collective bargaining procedure.
4. As the Employer we must agree within 30 days with the proposed bargaining procedure, if not then we must proceed in accordance with Employment Relations Act- Part I, referring to the Central Arbitration Committee (CAC).

Below is the applicable key legislation to be applied alongside this policy;

- The Employment Act 2008;
- The Employment Tribunals (Constitution and Rules of Procedure) (AMENDMENT) Regulations 2008;
- Tribunals, Courts and Enforcement Act 2007 The Information and Consultation of Employees Regulations 2004 The Employment Relations Act 2004;
- The Employment Act 2002;
- Employment Relations Act 1999 sets out procedures for the recognition of an independent trade union to conduct collective bargaining on behalf of a group of workers, referred to as the bargaining unit. It provides a method for agreeing the appropriate bargaining unit, whether the union should be recognised, and how collective bargaining should be conducted. The key steps in the recognition procedure are illustrated in Figure 1 within this Act;

- The Trade Union and Labour Relations (Consolidation) Act 1992;
- The Employment Act 1990;
- The Employment Act 1989;
- National Minimum Wage Act 1998;
- Employment Rights (Dispute Resolution) Act 1998;
- The Employment Tribunals Act 1996;
- The Trade Union Reform and Employment Rights Act 1993;
- The Transfer of Undertakings (Protection of Employment) Regulations 1981;
- The Employment Protection Act 1975;
- The Employment Agencies Act 1973.

This policy will be reviewed accordingly as any changes to legislation are required or changes in our company policy are required to be applied.

Signed:   
Mr. Bradley Rees, Managing Director

Date: 1<sup>st</sup> July 2023

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