



## INDUSTRIAL RELATIONS POLICY STATEMENT

Mane Contract Services Ltd is committed to promoting good Industrial Relations with all their clients and staff.

### **Working with Clients**

We believe that cooperation with both Clients and their staff can facilitate the development of an excellent service that will exceed the Clients requirements and consequently be commercially successful. We believe that such relationships are constructive when they are considered as partnerships, which utilise the combined resources and efforts of Mane Contract Services Ltd and Clients staff in completing the project requirements.

### **Client Unions**

Mane Contract Services Ltd will liaise with their Clients union as requested and agreed by the Client on the Project scope.

Mane Contract Services Ltd is a non-unionised company however; Mane Contract Services encourages employers and trade unions to take a positive and constructive approach to industrial relations. It supports the introduction and use of consultation and negotiation procedures to resolve disputes which may arise in individual employment.

Should an industrial dispute occur whilst Mane Contract Services are working for a client, Mane Contract Services shall refrain from any form of industrial action whilst promoting good industrial relations practice for the maintenance of industrial peace.

### **Staff Unions**

Mane Contract Services Ltd has no objection to any of its staff belonging to a trade union or any other association. Mane Contract Services Ltd will work with any third party to resolve any issues our employees may have.

The Industrial Relation Policy is reviewed by Senior Management at least annually.

We will ensure that this policy is communicated and available to all relevant stakeholders as appropriate.

This policy and the IMS shall be reviewed for effectiveness and suitability at least annually as part of the management review process.

This statement represents my commitment on behalf of the company.

**Signed**



**Position**

CEO

Date: 18 September 2023