



Employee Relations Policy

Business Units should seek to have a strong and direct relationship with employees and where there is collective representation the aim should be to achieve positive relationships that support the achievement of the business goals

Businesses must ensure compliance with the statutory and regulatory requirements of the labour markets within which they operate. It is essential that businesses seek to maintain a positive reputation relating to the treatment of employees.

Overall trends relating to employee involvement, staff consultation and where relevant union recognition policies and practices should be reported to group annually.

The status of any significant outstanding HR issues which are likely to impact either positively or negatively on the Group's reputation as an employer should be reported directly to the Group HR Director immediately.