

Industrial Relations Policy

1. Introduction

RETN recognises the importance of maintaining positive industrial relations with all interested parties, including employees, subcontractors, and clients. The successful implementation of our UKAS-certified Integrated Management System demonstrates our ongoing commitment to engaging all our employees, representatives, and clients in the processes that safeguard their rights and wellbeing under UK and international law. This Industrial Relations Policy outlines the company's commitment to managing all industrial relations matters in a fair and professional manner, and in accordance with the legislative statutes and devices of any given territory within which we have the privilege to work.

RETN's industrial relationships are founded upon our stoic recognition of the rights of the individual and any interested party to fair treatment in all matters relating to their health and safety and general wellbeing within the workplace at all times, including union recognition, membership and representation. Under no circumstances will the company encroach upon the rights nor endanger or risk the health and safety of any employee for the opportunity of generating revenue. All those with whom the Company deals will be treated with respect and dignity without exception.

2. Compliance

RETN will be compliant with all applicable industrial laws, regulations, statutory obligations, awards, agreements, codes of practice and guidelines.

Reference to our ongoing commitment in maintaining sound and fair industrial relations can be found in the following policy documents and publications:

- Employee Handbook
- Equal Opportunities Policy
- Ethical Sourcing Policy
- Corporate Social Responsibility Policy
- Employment of Migrant Workers Policy
- Harassment and Bullying Policy
- Refusal to Work Policy

RETN provides fair and equitable management of all industrial issues pertaining to the health, safety and welfare of its employees, and has an equally high level of expectation from any engaged third party.

We recognise our employees' right and entitlement to fair and unbiased representation including trade union membership and maintain open and consultative relationships with all our employees and any elected representatives at all times.

3. Management & Arbitration

RETN complies with all legislative statutes and devices presented under applicable law, and endeavours to develop close working partnerships with each of our clients' own Industrial Relations policies. As such, RETN recognises the rights of all employees to join a recognised trade union should they wish to do so, and without any prejudice whatsoever.

For site-based staff or subcontract operatives, the Client or the Principal Contractor will take responsibility for communicating all matters pertinent to the management of industrial relations.

RETN will monitor the industrial relations of our suppliers, and will ensure compliance with this policy and applicable regulations which require employers to establish arrangements for informing and consulting their employees by way of either a negotiated agreement, or by the standard provisions laid down in the regulations if requested by 10% of the workforce.

Within UK the Central Arbitration Committee's responsibility is to resolve disputes about the establishment and operation of these arrangements.

Website: <https://www.gov.uk/government/organisations/central-arbitration-committee>

E- Mail: enquiries@cac.gov.uk

4. Coordination

Coordination will be in accordance with any reasonable requirement imposed by way of contract upon RETN and our supply chain. To this end, RETN Chief Executive Officer will attend any such meetings where applicable.

Employment particulars will be in accordance with each appropriate employee contract and shall be executed in accordance with all relevant external policies and those contained within the Employee Handbook.

The Chief Executive Officer will be notified of any disputes, grievances, or any other matters that may require disciplinary action.

The Chief Executive Officer will initially coordinate a review meeting of the individuals concerned, liaising with representatives responsible for site arrangements to ensure actions for industrial relationship mediation are established in good time, efficiently, and to minimise and mitigate any negative impact, perceived or otherwise, to the continuity of nominal service provision.

5. Review

This policy was approved by the Chief Executive Officer on 01/04/2023 and is subject to annual review.