



POL010 Industrial Relations Policy

KDC CONTRACTORS LTD is committed to provide and maintain a cooperative and productive Industrial Relations environment.

1. This environment is developed through effective communication, to ensure that everyone in the company understands the aims and objectives of the company and how each individual in the company contributes to the company's performance.
2. The company understands the importance of recognising the contribution of each member of staff to the success of the company and strives to develop a positive environment in which all staff are encouraged to improve their own and others' performance.
3. Staff skills and training are reviewed twice a year. The review includes an assessment of capabilities and shortfalls and training requirements are agreed. Such individual assessment is preferred to a standard structured program because of the diversity of the marketplace environment and the different job skill requirements necessary for that environment.
4. All staff are given the training and development support opportunities to empower them in pursuit of their goals.
5. These goals are achieved without compromising safety and/or quality standards.
6. Legal rights of employees- KDC CONTRACTORS LTD monitors changing UK employment law and revises its conditions of employment where necessary to ensure that all employees benefit from current legislation.
7. Union membership. While KDC CONTRACTORS LTD does not require union membership for employees, the company has no objection to individuals belonging to a union and will, if requested by an employee, negotiate with any union on its member's behalf.

Martin O'Donnell

A handwritten signature in black ink, appearing to read 'M O'Donnell'.

Director Responsible for Safety
KDC Contractors Ltd
January 2018