

# Industrial Relations Policy Statement

We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family-founded business that is values driven and managed as a professional corporate entity; underpinned by continued investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "*Integrity*" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

We are a non-unionised company. We are committed to upholding our duties as a responsible corporate body for the greater benefit of the communities in which we operate and 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 of 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 customer frameworks to provide for a joint, strategic approach to industrial relations risk management
- promote joint working between McDermotts, our customers, suppliers and trade unions

We are committed to:

- complying with the law and our customers' industrial relations policies
- respecting the rights of all employees to join a recognised trade union

We ensure compliance with the Information and Consultation of Employees Regulations 2004 which requires 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.

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties on request.



Malcolm McDermott  
Managing Director

Date: January 2019