



## **INDUSTRIAL RELATIONS POLICY STATEMENT**

D&D Rail Limited is interested in promoting good Industrial Relations with all their clients and staff.

### **Working with Clients**

Philosophically, we believe that co-operation 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 as well. We believe that such relationships are constructive when they are considered as partnerships, which utilize the combined resources and efforts of D&D Rail Limited and Clients' staff in completing the project requirements.

### **Client Unions**

D&D Rail Limited's Project Manager will liaise with the Client union as requested and agreed by the Client on the Project scope and D&D expertise within that project scope.

D&D Rail Limited is a non-union company. However; D&D 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 D&D are working for a client, D&D shall refrain from any form of industrial action whilst promoting good industrial relations practice for the maintenance of industrial peace.

### **Staff Unions**

D&D Rail Limited has no objection to any of its staff belonging to a trade union or any other association. D&D will work with any third party to resolve any issues our employees may have.

This policy is to be reviewed annually (as a minimum) unless there are changes in the responsibilities of the persons named within it or other changes of substance (such as Legislation, practical experience and new developments in Industrial Relations thinking), in which case a revised policy will be issued immediately to all existing policy holders.

**David Farrow M.B.E.**  
Managing Director  
D&D Rail Limited

3<sup>rd</sup> January 2022