

Industrial Relations Policy Statement

The policy of the Erith Group (the Company) with regards to Employee Relations is to act fairly, in accordance with legislation and best practice, in doing so, to build and maintain a relationship of mutual trust between The Company, its employees and our clients.

Objectives

The objectives of this policy are to ensure that activities associated with all 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 Client frameworks to provide a joint, strategic approach to industrial relations risk management
- Promote joint working between the Company, our Clients, suppliers and trade unions

Trade Unions

As a company, Erith do not have unions or union representatives but encourage employees to take a positive and constructive approach to industrial relations.

The Company has no objection to any of its employees belonging to a trade union or any other association. As a responsible employer, the Company will work constructively with any third party to ensure a suitable outcome to any issues risen by its employees.

Collective Agreements

There are no collective agreements which directly affect the Company and conditions of employment. However, the Company provides information on their activities and economic situation in order for employees to understand the context in which decisions are being considered which affect employment, expansion, contraction, reorganisation, work organisation and their terms and conditions.

The Company provides information and allows for consultation to take place with a view to reaching agreement on management decisions likely to lead to substantial changes in work, organisation or in contractual relations with employees.

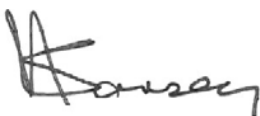
The Employment Contract

On commencement of employment, employees are provided with an Employee Handbook and a comprehensive Statement setting out the main terms and conditions of their employment.

Our first-day induction process covers the policies relating to the terms of employment.

The Policy Statement is reviewed by senior management in line with any changes to legislation.

Signed for and on behalf of the Executive Board:



Steven Darsey
Company
Chairman
25/09/2024