



INDUSTRIAL RELATIONS POLICY STATEMENT

Seaton Rail Ltd 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 utilise the combined resources and efforts of Seaton Rail and Clients staff in completing the project requirements.

Client Unions

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

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

Staff Unions

Seaton Rail Limited has no objection to any of its staff belonging to a trade union or any other association.

Seaton Rail will work with any third party to resolve any issues our employees may have.

Reviewed By

A handwritten signature in black ink, appearing to read 'Shane Seaton'.

Shane Seaton
Managing Director
Date: 16th January 2020

| <i>Integrated Business Management System</i> | | <i>Industrial Relations Policy</i> | |
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