

Statement of Intent

Errigal Contracts Ltd is committed to assuring the best working relationships between the company, its management and all employees.

The company therefore recognises the place and benefits to be gained by having trades unions representation in the working environment.

In this spirit, the company will provide, as a minimum, the full legal entitlements to paid and unpaid time off, to relevant personnel selected by the workforce to be trade(s) union representative(s) to conduct relevant and appropriate trades union activities.

Responsibilities

This policy has been endorsed by Cormac McCloskey, Construction Director and has the full support of the management and board.

Arrangements

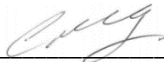
The company will recognize all relevant Joint Industry Boards (JIBs) if any, i.e. for those trades that we employ or otherwise directly engage, in terms of the collective bargaining conducted by that organisation and provides pay, terms and conditions that are no less than those agreed by the relevant JIB.


To date, no request or notification has been received by the company from any of its employees or any external trade union representative for an internal trade union representative to be nominated but if such a request or notification is made, the company will accept and co-operate such an arrangement wholeheartedly.

Performance Management, Monitoring and Review

Compliance with this policy and associated BMS arrangements will be assessed as part of the Errigal active monitoring regime, including Annual Management Review. The effectiveness of management arrangements together with our performance against stated objectives is routinely monitored and reported to the Errigal Board on a regular basis. This policy and its associated arrangements will be reviewed at least annually.

Authorisation


_____ 12/01/2017
Cormac McCloskey (*Construction Director*)


_____ 12/01/2017
Damien Treanor (*Financial Director*)