



Showpiece Design Limited, Tithe Barn Home Farm, Sulham Lane, Pangbourne, Berkshire, RG8 8DT

INDUSTRIAL RELATIONS POLICY STATEMENT

Introduction

Industrial Relations refers to the working relationship between company management and its employees or 'workers'.

In many instances, these employees will be represented by industrial bodies recognised as unions. Industrial Relations Policy is tied synonymously with the organisations Human Resource policies including its Equal Opportunities, Training and Development policies.

Individually and collectively, these policies underline the Company's commitment to providing maintaining and continuously improving an environment of co-operative and productive industrial relations.

Our Commitment

An effective working environment is built on the foundations of excellent communication between all staff regardless of role, responsibility or status. We will work to ensure every employee understands the aims and objectives of the Company and the importance of each and every individual in contributing to the success of achieving its goals and performance.

We recognise the contributions made by each of its employees to the ongoing success of the organisation. Each employee is encouraged to be responsible for their own performance and actions and help to improve the performance of those around them.

When the Company succeeds – everyone contributes and everyone is subsequently rewarded.

Staff skills and training requirements are reviewed periodically. Each review will consist of an assessment of the individual's capabilities and any areas where additional training, development or coaching may be necessary and subsequently agreed.

Each assessment is based on the individuals own role and responsibility within the organisation so to acknowledge the diversity of the working environment and each employee's individual responsibility on contributing toward the Company's performance.

All staff are provided with support for training and development empowering them to pursue and achieve their goals.

The goals of both the Company and the individual are not pursued at the compromise of safety or quality. The integrity of our company is maintained first and foremost.

We will monitor and adapt to any changes in the legal rights of its employees through government legislation. Employment conditions will be revised where necessary to ensure current legislation is always adhered to.

We have no objection to individuals belonging to trade organisations such as trade unions (TUCs). The Company will always actively seek to work alongside unions where necessary.

Signature:

Date: 24th January 2017

Name: Deanne White

Position: Director

Version Control

Issue	Description	Change Date	Made By	Approved	Approval date
1.0	Policy Statement			Yes	24/01/2017
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