

# APPROACH TO LABOUR STANDARDS

Version 2.0 (02/2020)

Document Owner: Director of HR

Effective from date: 04/2020

Review date: 02/2021



Mears prides itself on having employment policies that are fair for all. It works hard to ensure these policies translate into everyday best practice in the management of people. This is supported by Mears Group Plc successful accreditation to Investors in People.

All employees are encouraged to have the opportunity through a variety of communication channels, to engage with managers and senior executives in the business, to provide feedback, either in a positive or negative situation.

**Formal Employee feedback channels:**

- Annual Employee engagement survey – Say What You See
- Grievance procedure
- Whistleblowing policy

The Company recognises that occasionally employees may have grievances relating to their employment.

In this respect, the Company encourages free communication between employees and their Managers, to ensure that questions and problems arising during the course of employment can be aired and, where possible, resolved quickly and to the satisfaction of all concerned.

Employees are actively encouraged to raise any concerns in an informal manor to strive for resolution, through the line management framework. In the event employees do not feel they have satisfactory resolution, the company has a fully inclusive grievance policy to ensure a formal resolution is achieved as quickly as possible, to address the concern raised by the employee.

Mears Group Plc takes full investigations to grievances, whistle blowing, and employment ET cases raised, and values lessons learned to support policy and process development. The primary responsibility to review outcomes and further recommendations to the Mears Group Plc Board is HR Director.

We have a number of informal recognition agreements with trade unions across a number of our sites. Where these exist, we work to proactively work together for the good of the workforce. Whilst we respect the individual's right to belong to a trade union, whether by individual or collective arrangements we strive to provide a consistent high standard of employee relations.

Mears firmly and strongly believes this approach assists in mitigating risk, continuous improvements and fully supports compliance to labour standards.

Senior Board Members are notified formally on any non-compliance.

**Jo Fry**

Group HR Director