



Industrial Relations Policy

T.I. Protective Coatings are interested in promoting good Industrial relations with all their clients.

Working with Clients

We believe that co-operation with Clients and their staff can facilitate the development of an excellent service that will exceed the Clients requirements and consequently be commercially successful. We believe that such relationships are constructive when they are considered as partnerships, which utilise the combined resources and efforts in achieving client requirements.

T.I. Protective Coatings recognise that clients may sometimes have concerns with using supplied labour without compromising safety and quality standards. T.I. Protective Coatings understand these concerns and operate systems for selection and vetting of labour to ensure that the skills and qualification of candidates meet or exceed client requirements.

Client Unions

T.I. Protective Coatings are tasked to talk with the Client union as requested and agreed.

T.I. Protective Coatings is a non-union company, however, we encourages employers and trade unions to take a positive and constructive approach to industrial relations. T.I. Protective Coatings support the introduction and use of consultation and negotiation procedures to resolve disputes that may arise.

Should an industrial dispute occur, T.I. Protective Coatings shall refrain from any form of industrial action whilst promoting good industrial relations practice for the maintenance of industrial peace.

General

The industrial relations policy is operated and maintained to compliment associated active policies for Health & Safety, equal opportunities, quality and compliance with employment legislation.

The policy is reviewed by top management at least annually, with due consideration taken of legislation, practical experience and new developments in Industrial Relations thinking.

A handwritten signature in black ink, appearing to read 'G. Moor', with a horizontal line underneath.

Graham Moor

Managing Director

9th May 2008