
Industrial Relations and Trade Union Membership Policy

January 2026 v2

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Policy brief & purpose

Danny Sullivan Group Limited and its subsidiaries (Danny Sullivan & Sons Ltd, Diamond Construction & Engineering Recruitment Limited, and Danny Sullivan Group Academy Limited) have set out in this policy rules around Industrial Relations and Trade Union Membership.

Scope

This policy is applicable to all employees of the Company.

It does not apply to agency workers, agents, consultants, self-employed contractors, volunteers or interns unless otherwise specified in their contracts.

This policy does not form part of your contractual terms and conditions of employment, and the Company reserves the right to amend this policy at any time.

General Principles

This policy sets out the organisation's approach to managing industrial relations in a fair, lawful, and constructive manner. The aim is to promote positive working relationships between management, employees, and any recognised trade unions, in accordance with UK employment law.

The Company is committed to:

- Maintaining open, honest, and respectful communication
- Treating all employees and representatives fairly and without discrimination
- Consulting meaningfully on workplace changes
- Resolving issues at the earliest possible stage
- Avoiding industrial disputes wherever reasonably possible

Trade Union Recognition and Representations

Whilst the Company does not formally recognise a Trade Union; It is your choice as to whether you wish to belong to a trade union; and employees will not be at any disadvantaged based on their decision to join a Trade Union or not as. This is one way in which you will be able to make your views known on matters affecting staff within the Company.

Consultation and Communication

The Company will ensure that where appropriate, it will consult with employees, and or their representations on matters that may include (but not limited to):

- Changes to Terms and Conditions
- Organisational restructures
- Redundancy Situations
- Health and Safety Issues.

In addition, the unions can provide personal representation for you if you experience difficulties at work via their accredited representative system. They can act as your nominated representative to any formal disciplinary or grievance meeting.

Managing Employee Relations issues

Concerns and dispute should be raised and managed using:

- The Company Grievance Procedure
- The Company Whistleblowing Procedures
- The Company Disciplinary procedure (where applicable)

Industrial Action, Mediation and Dispute Resolution

The Company recognises employee's statutory rights relating to industrial actions. All efforts will be made to resolve matters via other methods, such as mediation (internal or external) before employees consider industrial action.

Where Industrial Action is considered: It should be as a last resort, that all reasonable steps have been taken to resolve disputes via dialogue and mediation

Action must comply with UK legal requirements.



Russell Deards
General Counsel & Company Secretary
January 2026