FREEDOM OF ASSOCIATION POLICY

Commitment

Pickstock Telford Limited recognises and respects the right of all employees to freely associate in accordance with applicable laws and international standards, including the right to join or not join lawful organisations of their own choosing. No employee shall suffer discrimination, harassment, intimidation, or retaliation as a result of exercising these rights.

Application

- Employees are free to form, join, or not join lawful associations in line with national legislation.
- Pickstock Telford Ltd UK Ltd does not require employees to participate in any association, nor does it discourage employees from exercising their lawful rights.
- We do not maintain or participate in any active trade unions or collective bargaining arrangements.

Employee Representation

To support open communication and representation, Pickstock Telford Ltd has established an Employee Voice Engagement Forum.

- Representatives are freely elected by employees from across departments.
- The forum provides a structured channel for employees to raise concerns, contribute ideas, and participate in discussions on workplace matters.
- The company commits to listening to feedback raised through the forum and responding in a timely and constructive manner.

Non-Retaliation

Pickstock Telford Ltd prohibits any form of discrimination or retaliation against employees for:

- Exercising their lawful rights of freedom of association,
- Serving as employee representatives, or
- Raising concerns through the engagement forum or any other legitimate means.

Review

This policy will be reviewed annually to ensure alignment with applicable legal requirements, SEDEX standards, and best practices

Signed on behalf of the Directors:



Name and Position: Nick Young, General Manager

Date: 16 June 2026