
JOB MATCHA

FREEDOM OF ASSOCIATION

Policy Statement

The Company is committed to upholding the right of all employees to freedom of association and collective bargaining, as enshrined in international labor standards and UK law. This policy outlines the company's commitment to these principles and its procedures for ensuring that employees can exercise their rights without fear of reprisal.

What is Freedom of Association?

Freedom of association is the right of workers to form and join trade unions of their choice and to bargain collectively. It also includes the right to strike, subject to national laws and regulations.

Company Commitment

The Company will:

- **Respect Employee Rights:** Respect the rights of employees to join or not join a trade union.
- **Avoid Interference:** Refrain from interfering in the formation, functioning, or administration of trade unions.
- **Promote Collective Bargaining:** Encourage good faith bargaining between the company and employee representatives.
- **Provide Facilities:** Provide appropriate facilities for trade union representatives to carry out their duties.
- **Avoid Anti-Union Discrimination:** Ensure that no employee is discriminated against because of their trade union membership or activities.
- **Comply with Law:** Adhere to all relevant UK employment laws and regulations, including those relating to trade union rights.

Procedures for Handling Trade Union Matters

1. **Recognition of Trade Unions:** The company will recognize a trade union as the representative of its employees in accordance with UK law and established procedures.
2. **Collective Bargaining:** The company will engage in good faith collective bargaining with recognized trade unions on matters of mutual interest, such as wages, hours of work, and working conditions.
3. **Grievance Procedures:** The company will have a fair and transparent grievance procedure for employees to raise concerns related to trade union matters.
4. **Dispute Resolution:** The company will seek to resolve disputes with trade unions through negotiation and, if necessary, through mediation or arbitration.

Employee Rights

Employees have the right to:

- Join or not join a trade union.
- Participate in trade union activities.
- Be represented by a trade union in negotiations with the company.
- Take collective action, such as strikes, in accordance with legal procedures.

Amendments to this policy

This policy is non-contractual and may be amended from time-to-time in line with changes to legislation and best practice.