

UNION ACTIVITY POLICY

Campbell & Kennedy Ltd respects the workforce and the choice of any individual employee to decide to join a recognised Union body or not. The company itself operates out with a recognised Union environment but, via our policies, procedures and staff handbooks ensure that staff well-being and welfare is placed at the heart of our business operations.

Campbell & Kennedy Ltd will not, positively or negatively, discriminate against any employee on the basis of Union membership nor such representation at any meeting should it be required/appropriate.

Appointed, or self-appointed, Union 'Shop Stewards' are not recognised within the company.

Soliciting for Union membership(s) is not accepted within **Campbell & Kennedy Ltd**.

Campbell & Kennedy Ltd does not engage in collective bargaining.

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