



TRADE UNION POLICIES

PGR Innovations recognize the right of all employees and individuals to become members of recognized trade unions. The company will permit any such member the time off work to participate and/or attend in union meetings and activities.

The company continues to support the industry norm for sub-letting the labour element of its construction activities to approved labour suppliers who have been vetted in accordance with the companies supply chain requirements. We will ensure that, as far as is reasonable practical, our labour supply chain partners will maintain similar rights afforded to their employees.

Should an individual have a grievance this must be dealt with initially in accordance with the company's grievance procedures. This does not affect the employees right's to have his case represented to the company by the union on his behalf.

It is incumbent on all line management at PGR to be flexible and understanding of our employee's needs and aspirations and any individuals we may interact with from time to time. Should an individual have a problem with the company or its servants, however minor, this should be addressed immediately to avoid possible escalations. All issues should be reported to the company secretary for guidance and approval of actions taken.

Geoffrey Houldridge
Director