



Phillips Joinery Limited

Joinery Manufacturers

Airfield Industrial Estate, Ashbourne, Derbyshire, DE6 1HA

Telephone: 01335 343614 Fax: 01335 300674

Web: www.phillipsjoinery.co.uk

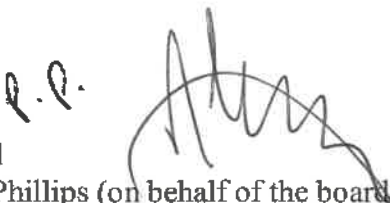
Email: andy.phillips@phillipsjoinery.co.uk

Freedom of Association & Collective Bargaining Policy Statement

Phillips Joinery Ltd is committed to ensuring the highest standards within the supply chain, including clients, workers, contractors, and suppliers and to continuously work to further improve. We will only work with reputable suppliers and manufacturers who are committed to working towards compliance with the conditions set out in this code. A process of self-evaluation, independent audit and training is in place to ensure that continuous improvement is made

Our commitment:

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- Phillips Joinery Ltd has an open attitude towards the activities of trade unions.
- Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

Signed 
MPC Phillips (on behalf of the board of directors)

Date: March 2025



Directors: M. P. C. Phillips (Managing) A. N. Phillips B.A.(Hons) H. Stubbs Company Secretary: A. N. Phillips B.A.(Hons)

Company No. 2629911 Registered in England