



Trade Unions & Recognition Policy

Purpose of this Policy

The Company is committed to maintaining positive, transparent, and constructive working relationships with all employees. This policy outlines employees' rights relating to trade union membership and activity and explains how the Company complies with the updated statutory recognition procedures and industrial action framework in place from April 2026. It also clarifies how we work with trade unions where they are recognised and how employees can expect to be treated if they choose to join or participate in trade union activities.

Commitment to Employee Rights

The Company fully supports every employee's legal right to:

- Join a trade union of their choice or choose not to join one.
- Participate in lawful trade union activities, including attending meetings, voting in ballots, and seeking union advice.
- Be free from any detriment, disadvantage, or unfair treatment because of trade union membership or participation.

No employee will be treated less favourably, denied opportunities, or subjected to any form of retaliation for exercising these rights.

Statutory Changes from April 2026

From April 2026, the statutory framework governing union recognition and industrial action has been simplified and modernised. These updates are designed to make recognition processes clearer and more efficient, while ensuring ongoing compliance with UK employment law.

The Company's procedures have been updated to reflect:

- Revised statutory recognition processes, including simplified steps for determining whether a union should be formally recognised for collective bargaining.
- Updated industrial action requirements, ensuring clarity around lawful ballots, notice periods, and employee protections.
- Clearer expectations for employer cooperation in matters involving trade unions.

These updates ensure our processes remain compliant, fair, and aligned with national employment legislation.

Union Recognition within the Company

Where a trade union seeks recognition, the Company will:

- Engage constructively and transparently with the union.
- Follow the simplified statutory recognition procedures introduced in 2026.
- Provide relevant information as required under legislation.
- Respect the outcome of any formal recognition process, whether voluntary or determined through statutory mechanisms.



If a trade union is recognised, the Company will work in partnership with union representatives on matters such as pay, terms and conditions, consultation, and workplace change.

Employee Participation in Trade Union Activities

Employees may take part in lawful trade union activities, provided this is done:

- Outside working hours, or
- During working hours where agreed in advance or permitted under a collective agreement.

Activities may include:

- Attending union meetings
- Voting in union ballots
- Speaking with union officials
- Standing for union representative roles

The Company will not prevent employees from taking part in these activities and will not subject any employee to detriment for doing so.

Working with Union Representatives

Where a union is recognised, the Company will:

- Provide reasonable paid time for union representatives to carry out their duties.
- Permit reasonable unpaid time for trade union activities.
- Support a constructive partnership approach to employee relations.
- Consult with union representatives on matters affecting the workforce, in accordance with statutory and contractual obligations.

Industrial Action

The Company acknowledges employees' rights under the revised industrial action framework. Where industrial action is legally organised:

- Employees will not face disciplinary action for participating.
- Pay arrangements will be managed in accordance with legislation and Company policy.
- The Company will continue to communicate clearly with employees throughout the process.

Protection from Detriment

Employees must not be:

- Dismissed
- Selected for redundancy
- Denied promotion or development
- Subjected to disciplinary action
- Harassed, pressured, or intimidated

because they are a trade union member, choose not to be a member, or take part in lawful union activities.



Any concerns about unfair treatment should be reported through the Company's grievance procedure.

Signed on behalf of the Reflex Group Ltd.



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Last Reviewed: March 2026

Next Review: March 2027

