

Bell and Bain Freedom of Association & Worker Representation Statement

1. Purpose

Bell & Bain Ltd is committed to respecting and supporting the rights of employees to freedom of association and collective representation in accordance with applicable legislation, recognised labour standards and the company's commitment to ethical labour practices.

This Statement supports Bell & Bain's commitment to fair treatment, employee engagement, worker participation, equality, diversity and inclusion, and responsible employment practices.

2. Scope

This Statement applies to:

- All Bell & Bain employees
- Agency workers
- Employee representatives
- Trade union representatives where applicable
- Managers and supervisors

3. Our Commitment

Bell & Bain is committed to ensuring that employees are free to:

- Join or not join a trade union of their choosing
- Participate in lawful trade union activities
- Elect employee representatives
- Engage in collective consultation processes
- Raise workplace concerns and suggestions
- Participate in worker engagement activities

The company will not discriminate against, disadvantage or treat employees unfavourably because of exercising these rights. Bell & Bain is committed to maintaining an open, respectful and collaborative workplace where employee views are valued and encouraged.

4. Worker Consultation and Participation

Bell & Bain recognises the importance of effective communication and employee involvement at all levels of the organisation.

Employee participation is encouraged through:

- Employee Representatives
- Health & Safety Representatives
- Health & Safety Committee meetings
- Team meetings
- Individual meetings with management
- Employee feedback mechanisms
- Grievance and Whistleblowing arrangements
- Ongoing consultation and engagement activities

These arrangements help ensure employees have opportunities to contribute to workplace decisions, raise concerns and support continual improvement initiatives.

5. Collective Representation

Bell & Bain has a longstanding history of constructive industrial relations and supports the principles of freedom of association and collective bargaining.

The company has historically operated in accordance with industry agreements developed through employer and worker representation bodies within the printing sector. As a member of **Print Scotland**, Bell & Bain continues to support the principles of fair employment, employee consultation, skills development and responsible labour practices promoted throughout the industry.

While only a small proportion of employees currently choose union membership, Bell & Bain fully respects the right of employees to join or not join a trade union and remains committed to meaningful employee consultation through recognised employee representatives, Health & Safety Representatives, worker engagement activities and established communication channels.

Where employees choose to be represented by a recognised trade union or employee representative body, Bell & Bain will engage constructively, respectfully and in good faith in accordance with applicable legal requirements and recognised labour standards.

6. Respectful Working Environment

Bell & Bain is committed to providing a workplace where all employees are treated with dignity, fairness and respect.

Employment decisions are based upon:

- Skills
- Qualifications
- Competence
- Experience
- Business requirements

without discrimination.

These commitments are supported through Bell & Bain's:

- Equality, Diversity & Inclusion Policy
- Dignity at Work Policy
- Human Rights, Ethical Labour & Worker Protection Policy
- Modern Slavery Statement
- Corporate Responsibility & Sustainability Statement

7. Monitoring and Continual Improvement

Bell & Bain recognises that effective employee engagement and worker participation contribute significantly to organisational performance, employee wellbeing and continual improvement.

Performance may be monitored through:

- Employee feedback
- Worker consultation activities
- Health & Safety Committee meetings
- Employee Representative meetings
- Internal audits
- Management Reviews
- Corrective Action processes
- Employee development and wellbeing initiatives

Opportunities for improvement shall be considered through Bell & Bain's continual improvement framework.

8. Related Documents

- Human Rights, Ethical Labour & Worker Protection Policy
- Employee Representative Procedure
- Worker Voice Policy
- Equality, Diversity & Inclusion Policy
- Dignity at Work Policy
- Modern Slavery Statement
- Whistleblowing Procedure
- Corporate Responsibility & Sustainability Statement

9. Review and Accountability

This Statement shall be reviewed annually and updated where necessary to reflect changes in legislation, recognised labour standards, organisational requirements and best practice.

Responsibility for oversight of this Statement rests with the Directors of Bell & Bain Ltd.

Approved: Stephen Docherty
Chairman

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