

FREEDOM OF ASSOCIATION POLICY

Insync Recruitment Ltd is committed to creating an ethical workplace, both in terms of how we treat our employees, and how our employees treat our customers and clients.

We are committed to creating an ethical workplace, maintaining good industrial relations, communications and dialogue and ensuring that all colleagues are treated fairly and equally, in principle and practice.

In doing so, we ensure compliance with laws that ensure freedom of association and the right to engage in collective bargaining.

Insync recruitment Ltd encompasses both an individual's right to join or leave groups voluntarily, the right of the group to take collective action to pursue the interests of its members, and the right of an association to accept or decline membership based on certain criteria.

Our Policy and approach is applied in accordance with relevant labour laws and legislation, including the Human Rights Act 1998 and International Labour Organisation (ILO) Conventions.

David Allden

Nick Fletcher