


Document Number	PC-0902	Prepared By	People & Culture	
Revision Number	02	Date	05/01/2026	

Freedom of Association Policy

Statement of Intent

Errigal recognises and respects the right of all employees to freedom of association and collective representation in accordance with applicable laws and internationally recognised labour standards.

Errigal is committed to fostering a positive working environment where employees can freely express their views, associate with others, and engage in representation without fear of discrimination, intimidation, or retaliation.

Responsibilities


- **Management**
 - Ensure the effective implementation of this policy across the organisation.
 - Promote a workplace culture that respects employee rights.
 - Engage constructively with employee representatives where applicable.
 - Ensure employees understand their rights and responsibilities under this policy.
- **People & Culture**
 - Provide guidance and support on matters relating to employee representation and association.
 - Ensure compliance with relevant employment legislation.
 - Handle concerns and grievances fairly, consistently, and confidentially where possible.
- **Employees**
 - Respect the rights of others regarding freedom of association.
 - Use appropriate channels to raise concerns or participate in representation activities.

Arrangements

Objectives

Errigal aims to:

- Uphold the right of employees to join or not join trade unions or employee organisations of their choice.
- Support employees in participating in lawful union activities and collective representation.
- Facilitate the election of employee representatives where appropriate.
- Ensure employees can raise workplace concerns individually or collectively without fear of discrimination, harassment, intimidation, or retaliation.
- Promote a fair and respectful workplace free from discrimination related to:

Document Number	PC-0902	Prepared By	People & Culture	
Revision Number	02	Date	05/01/2026	

- Trade union membership or non-membership.
- Participation in lawful union activities.
- Acting as an employee representative.
- Participation in collective discussions regarding working conditions.

Errigal will:

- Engage constructively with recognised employee representatives.
- Respect employees' rights to communicate workplace concerns through appropriate channels.
- Provide clear avenues for raising concerns, including:
 - Line managers
 - People & Culture
 - Formal grievance procedures
 - Employee representatives (where applicable)
- Handle all concerns fairly and confidentially where possible.
- Comply with all applicable employment and labour legislation relating to freedom of association and employee representation.

Performance, Monitoring and Review

- This policy will be monitored by management and People & Culture to ensure compliance with legal requirements and organisational standards.
- Any breaches of this policy will be addressed promptly and appropriately.
- The effectiveness of the policy will be reviewed periodically to ensure it remains relevant and aligned with legislative developments and best practice.
- Feedback from employees and representatives will be considered as part of ongoing improvements.

Authorisation


_____ 05/01/2026

Cormac McCloskey & Damien Treanor

Managing Directors (Errigal)


_____ 05/01/2026