

**Stelrad Group PLC
Social Dialogue Statement**

Social Dialogue

Social dialogue is a process whereby representatives of employers and employees, come together to discuss and negotiate issues related to work and employment. This can include topics such as wages, working hours, benefits, health and safety, and training.

Social dialogue in the EU

European social dialogue refers to discussions, consultations, negotiations, and joint actions involving organisations representing the two sides of industry (employers and employees).

Under Article 151 Treaty on the Functioning of the European Union (TFEU,) the promotion of dialogue between management and labour is recognised as a common objective of the EU and the Member States. The aim of social dialogue is to improve European governance through the involvement of the social partners in decision-making and implementation.

Social Dialogue in Stelrad

Stelrad is committed to engaging in ongoing dialogue with its employees to ensure that all employees have a voice in the workplace and that their interests are represented.

Our Principles

Our approach is based on the following principles:

- **Participation:** All stakeholders have a meaningful opportunity to participate in social dialogue. This includes employers, employees, and their representatives.
- **Good faith:** All parties involved in social dialogue act in good faith. This means that they are willing to listen to each other's concerns, to collaborate and to negotiate in a fair and reasonable manner.
- **Confidentiality:** Social dialogue is conducted in a confidential manner. This means that the information shared during the process is not disclosed to the public without the consent of all parties involved.

Our Process

Social dialogue involves a process of open discussion, consultation, negotiation and the exchange of information and opinions between employers and employees.

Social dialogue takes place at a variety of levels, from the workplace to the national level. It can be formal or informal, and it can be structured or unstructured.

- **Collective bargaining:** This is a formal process of negotiation between employers and unions. The goal of collective bargaining is to reach an agreement on wages, benefits, and working conditions.
- **Tripartite consultation:** This is a process of consultation between employers, unions, and governments. Tripartite consultation is often used to discuss and develop policies related to work and employment.
- **Workplace cooperation:** This is a more informal process of cooperation between employers and employees. Workplace cooperation can involve things like joint problem-solving, information-sharing, and training.

Benefits

There are many benefits to engaging in social dialogue:

- **Improved communication:** Social dialogue can help to improve communication between employers and employees, leading to a better understanding of each other's needs and concerns.
- **Increased trust:** Social dialogue can help to increase trust between employers and employees, leading to a cooperative and productive workplace environment.

- Better decision-making: Social dialogue can help to improve decision-making by bringing together different perspectives, leading to informed and effective decisions.
- Increased productivity: Social dialogue can help to increase productivity by collectively identifying improvements, leading to an efficient and productive workplace.
- Improved working conditions: Social dialogue can help to improve working conditions by collaborating on issues such as wages, benefits, and safety.

Statement review

The document will be reviewed and approved every two years.

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Version control

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