

## Freedom of Association Policy

Makers Construction Ltd adopt an open attitude towards the activities of trade unions and other worker organisations. We respect and do not interfere with the right of workers to form or join a trade union or representative organisation of their own choosing.

Makers Construction Ltd recognise workers' right to bargain collectively, and recognise workers' representatives' access to carry out their representative functions in the workplace and to openly communicate regarding working conditions without fear of discrimination, reprisal, intimidation or harassment.

Signed:



Date:

08.01.2026

Simon Lamb  
Managing Director