

# Social Dialogue Policy

Approved by: **Guy Wakeley**

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## Contents

Introduction.....3

    Scope.....3

    Aim.....3

    Objectives are to:.....3

    Our Values provide the guiding principles:.....4

Social Dialogue Framework:.....4

    Communication Channels:.....4

    Employee Representatives:.....4

    Regular Forums:.....4

    Conflict Resolution:.....4

    Training and Awareness:.....4

Monitoring and Evaluation:.....5

    Regular Assessments:.....5

    Key Performance Indicators (KPIs):.....5

    Reporting.....5





## Introduction

Reconomy is an international circular economy specialist that combines technology, skills and incredible people to build sustainability 'loops' that create circular opportunities for business. We do this through a tech enabled, people-powered approach that helps our customers better manage their resources, reduce waste, optimise their supply chains, and contribute in a meaningful way towards the circular economy.

It's not just about doing good; it's about doing good business for others as well as ourselves. That means combining ethical and sustainable practices, with sound future-proofed business strategies.

## Scope

This policy applies across Reconomy, to all our business brands.

## Aim

At Reconomy, our people are the core of our business, and we are committed to enabling an inclusive business environment. This Social Dialogue Policy aims to promote effective communication and collaboration between management, employees, and stakeholders, enabling all voices to be heard and respected. By prioritising social dialogue, we strive to create a positive and engaging work environment that facilitates innovation, productivity, and mutual growth.

## Objectives are to:

- Encourage open and transparent communication channels between management, employees and stakeholders.
- Establish mechanisms for effective social dialogue to address and resolve workplace issues promptly and fairly.
- Promote diversity, equity, and inclusion in all aspects of social dialogue, ensuring the participation of all individuals, regardless of their background or position.
- Enhance employee engagement, satisfaction, and overall well-being through meaningful participation in decision-making processes.
- Continuously improve the social dialogue framework through regular assessments, feedback, and adaptation to evolving needs and best practices.



## Our Values provide the guiding principles:

- **Respect:** We harness the power of diversity and inclusion in our business, trust those we work with, and value everyone's contribution. Our culture values diverse perspectives, and treat everyone with dignity and fairness
- **Integrity:** We operate with honesty, transparency and fairness in all we do, meaning we promote open and honest communication, sharing relevant information with employees and stakeholders to facilitate informed dialogue.
- **Agility:** We encourage collaborative problem-solving, seeking input from all parties involved to develop mutually beneficial solutions.
- **Responsibility:** We hold ourselves accountable for the commitments made during the social dialogue process and ensure timely implementation of agreed-upon actions.
- **Excellence:** We strive for ongoing improvement by regularly assessing the effectiveness of our social dialogue initiatives and adapting them accordingly.

## Social Dialogue Framework:

### Communication Channels:

- Establish clear and accessible communication channels, including forums, digital platforms, suggestion boxes, regular meetings, and newsletters.
- Encourage two-way communication to facilitate dialogue, active listening, and the exchange of ideas and concerns.

### Employee Representatives:

- Facilitate the formation of representative bodies, to voice employee perspectives and concerns.
- Provide training and support to employees to enable them to effectively engage in social dialogue.

### Regular Forums:

- Conduct regular forums, town hall meetings, or focus groups to discuss business performance, important workplace issues, policies, and initiatives.
- Encourage participation from employees at all levels and promote an open atmosphere for sharing feedback and suggestions.

### Conflict Resolution:

- Establish a clear procedure for conflict resolution, ensuring that all workplace conflicts are addressed promptly, fairly, and confidentially.
- Offer mediation and arbitration services to facilitate resolution when conflicts arise between parties.

### Training and Awareness:

- Educate employees and management about the importance of social dialogue, effective communication, and conflict resolution skills.
- Raise awareness about the policy and its implementation through regular communication, workshops, and feedback sessions.





## Monitoring and Evaluation:

### Regular Assessments:

- Conduct regular assessments and surveys to evaluate the effectiveness of social dialogue initiatives and identify areas for improvement.
- Collect feedback from employees, employee representatives, and stakeholders to measure the impact of the policy and make necessary adjustments.

### Key Performance Indicators (KPIs):

- Define KPIs to monitor the progress of social dialogue initiatives, such as employee engagement levels and resolution time for conflicts.

## Reporting

- Reconomy will report and update on progress in our publicly available Annual Sustainability Report.

By implementing the Social Dialogue Policy, Reconomy aims to create a collaborative and inclusive workplace where all stakeholders can contribute to the company's success. Through open communication, respect, and effective conflict resolution, we strive to build strong relationships, promote employee well-being, and achieve sustainable business growth. Together, we can create a better future for our employees, communities, and the environment.

Signature:

Name: Guy Wakeley  
 Position: Chief Executive Officer  
 Date: 25<sup>th</sup> July 2024

