

Together in Powering the Future

CD213 - FREEDOM OF ASSOCIATION AND COLLECTIVE
BARGAINING POLICY

V3

TOGETHER IN POWERING THE FUTURE

The world of energy is changing and we are too. We're harnessing our 20+ years of experience in traditional energy markets and pushing forward our boundaries to enter a new era supporting the full energy mix and technology sectors. Visuna are here to power forward together into a brighter, cleaner and more reliable future.

At Visuna, we are on a journey with you in the energy transition. We are here to offer support in moving into sustainable markets at such an exciting time for energy and IT sectors.

Transformation is happening rapidly, and at Visuna we pride ourselves on our dedication to supporting companies in their energy innovation goals. As a leading recruitment company, we provide [global workforce solutions](#) in energy & tech. We serve as a transparent & reliable strategic partner to connect our world-class talent to you.

Our Mission & Values

Visuna's mission is to deliver maximum value to our clients and enabling opportunity insight. By providing an honest, flexible and proactive service, we find the right solutions for both our candidates and clients.

It has been consistently important to us to provide the best service to our clients and key strategic partners over the years. At Visuna we believe we owe confidence and loyalty to those that we work with. We provide a friendly and sincere service to those we meet along the way.

It is important to us to provide a down to earth, no nonsense, and sincere foundation for interactions with the energy & tech communities. Visuna stand as a passionate and proactive organisation on the world stage. We stand together moving into powering the energy transition to a greener world overall via renewable energy sources.



Growth

We thrive on evolving and pushing our boundaries



Reliability

We honour our commitment to finding the right solution



Agility

We are proactive and flexible in challenging circumstances



People

We believe that together we can make a difference by showing care and being respectful



Honesty

We are straightforward and build our reputation on trust

Introduction

Visuna Ltd is committed to fully complying with all governmental and international laws, rules, and regulations which are applicable to our business; this extends to protecting our employee and contractor's rights as detailed by the International Labour Organisation (ILO). Freedom of Association is a human right that is at the core of ILO values which in turn Visuna seeks to promote through our business practices as detailed in our Ethics, Modern Slavery & Human Trafficking and Equality & Diversity Policies.

With respect to Freedom of Association, Visuna believe that it is the right of contractors and employees to form and join organisations of their own choosing and that the ability to do so without fear of reprisal is an integral part of a free and open society. Independent employers' and workers' organisations provide clear partners for collective bargaining and social dialogue. Visuna will promote these rights with our business partners and will seek to mitigate and prevent adverse impacts upon our employee and contractor's rights where they are directly linked to our business or service.

All personnel are responsible for reading this document and for ensuring that they comply with the policy requirements. Visuna will not tolerate any wrongdoing or impropriety at any time and will take the appropriate measures and act quickly where the policy may be breached.

Scope

This policy encompasses Visuna's Code of Conduct and applies to all directors, management, employees, contractors and consultants of Visuna.

Visuna Management commitment to Freedom of Association and Collective Bargaining

- To recognise worker groups and activities and to engage in good faith the collective bargaining process that the group(s) seeks to achieve.
- To freely allow our employee and contractors to meet, form and/or join any groups including trade unions and employer groups (worker groups) which will in good faith represent the interests of the party members.
- To freely allow our employee and contractors to elect representatives of the above groups
- To engage with group representatives at the appropriate level of management with regards to issues within the workplace or other appropriate issues.

- To afford facilities to the worker groups in order to enable them to carry out their functions and duties unimpaired by Visuna management or service delivery.
- Assist workers groups in their investigations and relevant processes when it is perceived that a breach of policy occurs.
- To develop business processes, policies and guidelines to support this policy.
- To ensure that the grievance mechanism which will address breaches of this policy is available as with other grievance issues and will operate efficiently and effectively to address any issue reported in good faith.

Governance and Review

Should an employee be in any doubt about a relevant course of action, require clarification or want to report a potential breach of Visuna's Freedom of Association and Collective Bargaining Policy, they should report directly to their line manager or group representative or the company Quality and Compliance Manager. The matter will then be dealt with as quickly and efficiently as possible.

This policy will be held by The Quality and Compliance Manager on behalf of the Visuna board and will be reviewed annually to ensure that it remains relevant.

Change Table

Version	Date	Description	Approved by
3	27 May 2025	<ul style="list-style-type: none"> • New format applied • Reference to OC removed and replaced with Visuna • Duplicate document CD004h removed and marked as obsolete • Included annual review statement as per government policy guidance 	K Walker