

EXCELSIOR LAND LTD DECLARATION OF ANTI-BLACKLISTING POLICY

In accordance with Section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRA), Excelsior Land Ltd (ELL) hereby confirms that it does not rely on blacklisting in respect of any employment decisions.

Law & Regulation: Employment Relations Act 1999 (Blacklists) Regulations 2010

Excelsior Land respects the rule of law in all our dealings and has as a minimum standard compliance with all law and regulation to which our businesses are subject.

Consequences:

Failure to comply with the law will place ELL and its personnel at risk and result in potentially significant legal, financial, reputational and personal consequences

Training Programmes:

ELL develops training and compliance programmes on many subjects for its personnel, including Blacklisting. This ensures compliance with relevant legal issues. All employees selected for inclusion must attend a training session periodically when called upon to do so by the company.

In Summary:

The owner's and Directors of ELL personally conduct interviews for new recruits on payroll and the selection and award of Contracts to Sub-Contractors. The Director's will therefore maintain this policy and thus ensure full compliance with the Employment Relations Act (Blacklists) Regulations 2010.

ELL is a values-led organisation and we take real pride in our work.

In particular, we take our commitment to transparency, openness, and safety extremely seriously. ELL is not anti-union and has never been part of any anti-union conspiracy. The company has never engaged a Private Investigating Service or Database Agency to check on building workers or trade union and political affiliations.

The company does not condone or engage in blacklisting.

Print name: Eoin O'Cearbhaill

Signature:



Position: Owner/Managing Director

Print Name: Katie O'Cearbhaill

Signed:



Position: Owner/Director

Policy Review Date: 01/10/23