Freedom of Association

P F Cusack (Tool Supplies) Ltd are commited to ensuring that our products are sourced from companies within our supply chain that manufacture goods using acceptable working conditions meeting the requirements of the ETI base code and with our professional Conduct and Ethics Statement in which the (2) Freedom of association and the right to collective bargaining are respected.

2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively

2.2 The employer adopts an open attitude towards the activities of trade unions and their organizational activities

2.3 Workers’ representatives are not discriminated against and have access to carry out their representative functions in the workplace

2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder, the development of parallel means for independent and free association and bargaining.

As a company we respect the right of employees to be represented by unions and their representatives and/or staff council representatives without fear of reprisal, and encourage employees to approach their representatives with any issues they may have with the majority of our suppliers within the UK having either employee representatives or union representation which allows employees to take any grievances they might have to their management.

We recognise that our audits do not fully tell the whole story when we look at all of the aspects of the business and on our journey to ethical trading and have come to realise that our audits can only be a grab sample taken over a short period of time and can be misleading in their content when addressing our expectations for our supply chain. But we continue to work with our suppliers to ensure that their workers have a voice be it through a trade union, staff council or collective bargaining. By appointing an overseas representative we have been able to implement a number of changes in our supply chain and this has enabled us to drive continuous improvement.

We remain committed to working with external stakeholders to help us aid and understand our supply chain workers and their experiences so that we can continually improve their conditions in line with the ETI base code.