

Statement of compliance with Employment and Business Legislation

I/We, the undersigned hereby state that in conducting our business, we fully adhere to Irish laws, acts, statutes, regulations and codes of practices in relation to employment and business. It is our understanding that Ireland is a signatory of all ILO conventions and UN human rights conventions and that these are enshrined in Irish law¹.

In our dealings regarding employing, contracting and/or engaging people for undertaking any work, we have never been suspected of, accused of, investigated for or convicted for any wrongdoings in relation to and Irish legislation² relating to employment or business with regards to treatment of staff, contractors or workers or disregard for any of their rights.

We hereby state that:

- We do not engage in child labour or slave labour
- We believe in equal opportunities when employing or engaging staff, contractors or workers
- We do not tolerate discrimination with regards to gender, race, sexuality, age or disability.
- Decisions regarding employment or contracts are based on the qualifications and ability to undertake the tasks required
- Employment opportunities, contracts or projects (and associated wages or remunerations) are advertised, followed by interviews or negotiations and agreement
- Staff are free to join a workers union and avail of union guidance with regards to pay bargaining³
- Grievances will be dealt with promptly and fairly in accordance with Irish Code of Practice on Grievance and Disciplinary Procedures
- We do not engage in or tolerate bribery in accordance with The Criminal Justice (Corruption Offences) Act 2018
- We are tax compliant

Signed:	
Name:	
Title/Role:	
Date:	

Signed:	
Name:	
Title/Role:	
Date:	

¹ Ireland has been a member of the International Labour Organization since 1923.

Ireland has ratified the core UN human rights treaties and a wide range of other international human rights instruments.

² <https://www.citizensinformation.ie/en/employment/employment-rights-and-conditions/employment-rights-and-duties/employment-laws-in-ireland/>

³ <https://www.ictu.ie/publications/private-sector-pay-guidance-2024>