

Policy Review Frequency: AS UPDATED

Social Dialogue Policy

(in line with ISO 26000 – Guidance on Social Responsibility)

1. Purpose

This policy sets out Colorman's commitment to open, transparent, and constructive social dialogue with employees, management, stakeholders, and the wider community. As an Irish-based lithographic printing company, we recognise that effective communication and engagement are essential to promoting decent work conditions, strengthening workplace relations, and enhancing social responsibility in line with **ISO 26000** guidance.

2. Scope

This policy applies to all employees, contractors, and management, and extends to engagement with trade unions, representative groups, industry bodies, customers, and the community.

3. Guiding Principles (aligned with ISO 26000)

- **Respect for Stakeholder Interests:** We will recognise, listen to, and respond to the interests of employees, customers, suppliers, and community stakeholders.
- **Human Rights and Labour Practices:** We will uphold the rights of workers to organise, bargain collectively, and engage in dialogue free from discrimination or retaliation.
- **Transparency and Accountability:** We will provide clear, accurate, and accessible information on matters that affect employees and stakeholders.
- **Continuous Improvement:** Social dialogue outcomes will be reviewed regularly to strengthen trust, workplace practices, and sustainability.

4. Forms of Social Dialogue

We commit to supporting a variety of dialogue mechanisms, including but not limited to:

- **Formal dialogue:** Joint consultative committees, staff forums, and meetings with trade unions or employee representatives.
- **Informal dialogue:** Open-door policies, suggestion boxes, and regular team meetings.
- **Digital dialogue:**
 - **Internal:** Email, intranet updates, and employee surveys.

- **External:** LinkedIn and our company website will be used to share updates on employee engagement, sustainability initiatives, and community involvement.

5. Reporting and Communication

- **Internal Reporting:** Updates on dialogue outcomes, agreed actions, and progress will be reported to employees through staff bulletins, meetings, or intranet postings.
- **External Reporting:**
 - **LinkedIn:** Used to share non-confidential updates on social initiatives, sustainability practices, and employee engagement stories.
 - **Company Website:** A dedicated section on corporate social responsibility (CSR) will provide periodic updates, including key outcomes of social dialogue.
- **ISO 26000 Alignment:** Reporting will demonstrate how our practices align with ISO 26000's core subjects, particularly Labour Practices, Human Rights, and Community Involvement.

6. Responsibilities

- **Management:** Ensure structures exist to support meaningful dialogue and follow through on commitments.
- **Employees and Representatives:** Engage respectfully and constructively in dialogue processes.
- **Directors:** Facilitate dialogue, document outcomes, and publish updates where appropriate.

7. Review and Monitoring

This policy will be reviewed annually in consultation with employee representatives to ensure it remains effective, relevant, and aligned with ISO 26000 guidance and evolving best practices.

Authorisation by:

Andrew Dunne



Director of Compliance

See header

Printed Name

Signature

Title

Date