

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

The company's Freedom of Association and Collective Bargaining Policy

1. Introduction

The company is committed to upholding the fundamental rights of workers. This policy outlines our unwavering commitment to respecting the rights of workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law. We believe in promoting a collaborative and respectful work environment that values open communication and collective action.

2. Freedom of Association

a. The company recognizes and fully respects the right of workers to form and join trade unions or workers' associations without fear of interference, discrimination, or retaliation. b. We support the freedom of association of workers, ensuring that they can exercise their right to associate for the purpose of protecting their interests and rights.

3. Collective Bargaining

a. We acknowledge and uphold the right of workers to engage in collective bargaining to negotiate terms and conditions of employment. b. The company is committed to engaging in good-faith negotiations with duly elected worker representatives to achieve fair and mutually beneficial agreements.

4. Peaceful Assembly

a. The company recognizes and respects the right of workers to engage in peaceful assembly as a means of expressing their views and concerns. b. We are committed to creating a safe and respectful environment that allows workers to express themselves without fear of reprisal.

5. Compliance with Local Law

a. While we fully support these rights, we shall ensure that the exercise of freedom of association, collective bargaining, and peaceful assembly is carried out in strict conformance with all applicable local laws and regulations.

6. Communication and Awareness

a. The company shall communicate this policy to all employees, contractors, and stakeholders to ensure a clear understanding of our commitment to respecting workers' rights.

7. Reporting and Non-Retaliation

a. Any concerns, complaints, or reports related to the violation of freedom of association, collective bargaining, or peaceful assembly will be promptly and confidentially addressed by appropriate channels within the organization. b. The company strictly prohibits any form of retaliation against individuals who exercise their rights under this policy or report violations thereof.

8. Training and Compliance Monitoring

a. We shall provide relevant training and guidance to employees, contractors, and relevant personnel to ensure understanding and compliance with this policy. b. Regular audits and assessments will be conducted to monitor and ensure adherence to this policy within our operations.

9. Continuous Improvement

a. The company is committed to the ongoing improvement of our practices and policies, reflecting changes in regulations and best practices related to workers' rights and freedom of association. By adhering to this policy, The company reaffirms its dedication to respecting workers' rights, fostering open communication, and promoting a fair and inclusive workplace for all.