

**SAPO 011 - FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY**

- In our facility, Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The Management adopts an open attitude towards the activities of trade unions and their organizational activities.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Our facility has recognized Works Committee which is parallel means for independent and free association and bargaining.
- It is ensured that Hiring, promotion, transfers and other employment arrangements will not be affected by a worker's involvement or affiliation with a union or Works Committee.
- Workers, including worker representatives, will not be harassed, abused or disciplined for union / Works Committee activity.
- Workers are allowed to form and join organizations and negotiate collectively with management, where there is no union.
- Our facility is supportive of workers' rights to freedom of association and collective bargaining
- Our facility permits to conduct regular worker feedback meetings to discuss issues and feedback
- Worker representative is democratically elected by the employees.

  
Director & COO  
