



POLICY ON FREEDOM OF ASSOCIATION

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INTRODUCTION

The Company commits to respecting employees right to freedom of association and collective bargaining without interference and free from discrimination, as established in the freedom of association and Protection of the Right to Organize Convention, and the Right to Organize and collective Bargaining Convention.

This policy applies to all employees, workers, contract labor, and management across all Company operations and its subsidiary.

FREEDOM OF ASSOCIATION

Freedom of Association can be described as the right of individuals to come together with other individuals in order to collectively express, promote, pursue and / or defend common interests. Freedom of Association applies both to individuals and a collection of individuals as a defined Group. It encompasses the right of individuals to join or leave any group or association voluntarily. It allows the group to take collective action to pursue the common interests of its members. It allows groups to accept or decline membership based on defined criteria.

The Freedom of Association comes along with the duties of individuals and groups to ensure that their objectives are not subversive, criminal and are aligned to the business interests of the Company. The organisation may impose specific restrictions on some of the objectives or actions of any individual or Group under this Policy if it has reason to believe that such actions are contravening good governance or are illegal as per the laws of the land.

POLICY

1. Employees have the right to freely form, join, or participate in trade unions, worker associations, works councils, or similar representative bodies of their choice and to engage in collective bargaining in accordance with applicable laws.
2. The Company strictly prohibits discrimination, blacklisting, intimidation, threats, or retaliation against any employee due to



membership or participation in a trade union or worker organization. Employment opportunities, job assignments, promotions, or allocation of overtime will not be affected by such membership.

3. Employees are free to elect or choose their representatives for dialogue with management. The Company will cooperate in good faith with any bodies that employees choose to represent them, including unions, worker committees, works councils, or similar organizations.
4. The Company will not interfere with, control, or influence the formation, registration, or functioning of workers' organizations, nor favor one workers' organization over another. Employees will be able to exercise their rights to association in an environment free from violence, pressure, threats, or fear.
5. The Company recognizes legally formed worker associations and will engage in constructive dialogue and collective bargaining in good faith and will respect and honor the terms of mutually agreed collective agreements.
6. The Company will provide appropriate platforms and forums for employees or their representatives to discuss workplace issues, work processes, working conditions, and matters relating to employee health and safety. Workers are free to meet and discuss workplace matters.
7. Where feasible, the Company will provide reasonable facilities to employee representatives to carry out their responsibilities within the framework of organizational processes.
8. Employees may communicate suggestions, concerns, or grievances through established mechanisms such as worker representatives, committees, or suggestion boxes. The Company maintains a grievance mechanism that allows employees to raise concerns, including anonymously where appropriate, without fear of retaliation.



9. The Company will promote constructive relations between management and employees through systems such as worker committees, health and safety committees, or similar forums.

REVIEW

This policy will be reviewed periodically to ensure compliance with applicable legal and ethical standards.