

## FREEDOM OF ASSOCIATION POLICY

**Freedom of Association** means allowing workers to form and join trade unions, worker associations and worker councils or committees of their own choosing. The purpose is to have good two-way communication between management and workers.

**Collective Bargaining** is the way employers and trade union representatives reach agreements on working conditions, wages, overtime, grievance procedures and worker involvement in workplace affairs.

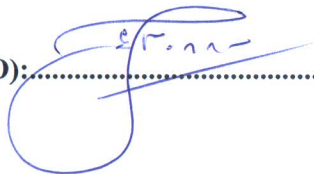
Discouraging workers to form or join an organization of their own choosing is a violation of their rights to freedom of association.

Lalan Rubbers (Pvt) Ltd is committed to respect employees' rights to freedom of association & collective bargaining by;

- Hiring, promotion, transfers and other employment arrangements will not be affected by a worker's involvement or affiliation with a workers council.
- Workers, including worker representatives, will not be harassed, abused or disciplined for association activity.
- Workers are allowed to form a workers council and join organizations and negotiate collectively with management.

This policy should communicate with all employees and training should conduct for employee awareness. As well as where possible company is committed to allow workers to participate in the setting or revision of workplace rules and standards. For rules and procedures to be effective, both management and workers need to agree with them.

Signature (CEO): .....

A handwritten signature in blue ink, appearing to be 'S. Lalan', is written over a dotted line. The signature is stylized and loops back.

Date: 19.06.2018