



Freedom of Association (FOA) Policy

1. Purpose

This policy ensures that all employees of the Company have the right to freely associate, join, or form labor unions, works councils, or employee associations of their choice without any discrimination, retaliation, or interference.

2. Scope

This policy applies to all employees of the Company, including permanent, probationary, contractual, and temporary staff.

3. Policy Statement

- The Company fully respects the right of employees to freedom of association and collective bargaining, in line with national labor laws and ILO Conventions (87 & 98).
- Employees are free to:
 - Join or not join any legally recognized union or association.
 - Form associations or committees to represent their interests.
 - Participate in lawful collective bargaining activities.
- No employee shall face discrimination, harassment, or retaliation for union membership, participation in lawful union activities, or for representing fellow employees.

4. Company Commitments

- Maintain an open and constructive dialogue with recognized employee associations or unions.
- Provide fair opportunities for employee representatives to carry out their functions.
- Ensure that workplace policies and practices do not restrict employees' rights to associate.
- Resolve disputes through negotiation, mediation, or legal frameworks as applicable.

5. Employee Responsibilities

- Respect the rights of fellow employees, regardless of their decision to join or not join an association.
- Conduct association activities in compliance with company rules, workplace discipline, and legal requirements.
- Ensure that association activities do not disrupt business operations.

6. Non-Retaliation Clause

Any form of intimidation, threat, discrimination, or retaliation against employees exercising their right to freedom of association is strictly prohibited. Such violations will be subject to disciplinary action.



7. Grievance Mechanism

Employees who believe their rights under this policy have been violated may raise concerns through the HR grievance redressal process or directly to senior management.



Prepared By



Approved By