

Freedom of Association Policy

Version – 1.0



FREEDOM OF
ASSOCIATION
POLICY





Freedom of Association Policy

1. Introduction

Runwal Group is committed to upholding the fundamental human rights of all employees. This policy affirms our commitment to the principle of freedom of association and the right to collective bargaining, ensuring that all employees can freely exercise these rights without fear of retaliation or discrimination.

2. Purpose

The purpose of this policy is to establish guidelines that protect and promote the freedom of association and the right to collective bargaining within [Organization Name]. This policy aims to:

- Support employees in their right to form, join, or refrain from joining labor unions or other lawful organizations of their choice.
- Ensure that employees can engage in collective bargaining through representatives of their own choosing.
- Promote a workplace environment that respects these rights and fosters open communication between management and employees.

3. Scope

This policy applies to all employees, contractors, and representatives of Runwal Group at all locations worldwide.

4. Policy Statement

Runwal Group is committed to the following principles:

A. Freedom of Association:

- Employees have the right to freely and voluntarily form, join, or refrain from joining labor unions or other employee organizations of their choice.
- Employees have the right to participate in lawful activities related to these organizations without interference, discrimination, harassment, or retaliation.

B. Right to Collective Bargaining:

- Employees have the right to collectively bargain through representatives of their own choosing.
- Runwal Group will engage in good faith with employee representatives and will make reasonable efforts to reach mutually acceptable agreements on employment terms and conditions.

C. Non-Discrimination:

- No employee will be subjected to discrimination, harassment, or any form of retaliation for exercising their rights to freedom of association and collective bargaining.
- Employment decisions, including hiring, promotion, and compensation, will be made without regard to an employee's union membership or participation in union activities.

5. Responsibilities

A. Management Responsibilities:

- Ensure that all employees are aware of their rights under this policy.
- Foster a workplace environment that respects and supports freedom of association and collective bargaining.
- Engage in constructive dialogue with employee representatives and labor unions.

B. Employee Responsibilities:

- Respect the rights of fellow employees to freely choose whether or not to participate in labor unions or other employee organizations.
- Participate in union and collective bargaining activities in a lawful and respectful manner.

6. Procedures

A. Communication:

- Runwal Group will communicate this policy to all employees through the employee handbook, intranet, and other appropriate channels.
- Training sessions will be provided to ensure that employees and managers understand their rights and responsibilities under this policy.

B. Reporting and Resolution:

- Employees who believe their rights under this policy have been violated are encouraged to report their concerns to their immediate supervisor, the HR department, or through the company's confidential reporting mechanism.
- Runwal Group will promptly investigate all reports of violations and take appropriate corrective action.

C. Monitoring and Review:

- The HR department will monitor compliance with this policy and report any issues to senior management.
- This policy will be reviewed annually and updated as necessary to ensure continued alignment with best practices and legal requirements.

Runwal Group is dedicated to creating a fair and respectful workplace where all employees can freely exercise their rights to freedom of association and collective bargaining. This policy reflects our commitment to uphold these fundamental rights and foster a positive and cooperative work environment.