

1. Purpose

The purpose of this policy is to affirm the Company's commitment to uphold employees' rights to freedom of association and collective bargaining, in compliance with applicable laws, international standards, and ethical business practices.

2. Scope

This policy applies to:

- All employees (permanent, temporary, contract workers, trainees)
- All departments and operations

3. Policy Statement

The Company recognizes and respects the rights of all employees to:

- Participate in collective bargaining
- Elect worker representatives freely
- Engage in lawful worker activities without fear

The Company shall ensure that no employee is subjected to discrimination, harassment, or retaliation for exercising these rights.

4. Legal Compliance

The Company complies with applicable laws including:

- Trade Unions Act, 1926
- Industrial Disputes Act, 1947
- Code on Industrial Relations, 2020

The Company also aligns with international standards such as:

- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Organize and Collective Bargaining)

5. Key Principles

5.1 Non-Interference

The Company shall not interfere with the formation or operation of worker organizations.

5.2 Non-Discrimination

No employee shall face:

- termination
- demotion
- harassment

due to union membership or participation.

5.3 Worker Representation

Where unions are not present, the Company shall facilitate:

- Worker committees

- Employee representatives

to ensure communication and participation.

5.4 Collective Bargaining

The Company shall engage in good faith negotiations with recognized employee representatives.

6. Grievance Mechanism

The Company provides a transparent grievance mechanism allowing employees to:

- raise concerns freely
- report violations confidentially
- receive timely resolution

No retaliation will be tolerated against any employee raising concerns.

7. Responsibilities

Management

- Ensure compliance with FOA rights
- Promote a respectful work environment

HR Department

- Facilitate communication between employees and management
- Ensure no retaliation or discrimination

Employees

- Respect organizational rules while exercising rights
- Engage in lawful and peaceful activities

8. Monitoring & Review

- Periodic internal audits
- Employee feedback surveys
- Compliance reviews

The policy shall be reviewed 3 years once or as required.

9. Non-Compliance

Any violation of this policy will lead to disciplinary action as per company rules and applicable laws.

10. Approval

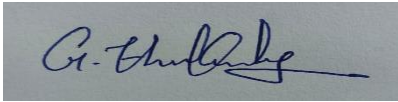
This policy is approved by top management and is effective from the date of issue.

FREEDOM OF ASSOCIATION (FOA) POLICY

Doc. No. : KVMG/ESG/HR/16

Rev. No. : 00

Date : 25.08.2025

Prepared by	Approved by
	
ESG Coordinator	Director / MD