



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY



**V.K.A. Polymers Private Limited
9/939 Chinna Andan Kovil Street,
Karur-639002
Tamil Nadu, India.**

Document No: HR-POLICY-2020-02FCB

Issue Date: 10 January 2020



Policy Statement:

V.K.A. Polymers Private Limited recognises and upholds its employees' fundamental rights of freedom of association and the right to engage in collective bargaining. This policy lays forth rules and processes to uphold and defend these rights, promoting a supportive and productive workplace where workers are free to unite, form, or join labour unions, and engage in collective bargaining.

Scope:

This policy applies to all employees of V.K.A. Polymers Private Limited, regardless of their position or level within the organization. It is aligned with national and international labour laws, conventions, and standards related to collective bargaining and freedom of association.

1. Freedom of Association:

a. V.K.A. Polymers Private Limited respects employees' freedom to associate with, start, or join labour unions or other employee organisations of their choice.

Employees' right to join or not join these organisations is protected from interference, coercion, discrimination, and retaliation.

c. The business will refrain from taking any steps that limit or obstruct the right of employees to associate freely.

2. Collective Bargaining:

a. V.K.A. Polymers Private Limited acknowledges the value of collective bargaining as a way to handle workplace-related concerns, build mutual understanding, and come to agreements that are advantageous to both the organisation and the employees.

b. To address terms and conditions of employment, such as pay, benefits, working hours, and other pertinent issues, the company will negotiate in good faith with recognised labour unions or employee representatives.

3. Employee Representation:

a. To promote effective communication, consultation, and collaboration between management and employees, V.K.A. Polymers Private Limited



promotes the creation of employee representative bodies, such as work councils or employee committees.

b. V.K.A. Polymers Private Limited will support and promote employee representatives' involvement in decision-making procedures that have an impact on their rights, interests, and working conditions.

4. Non-Retaliation and Non-Discrimination:

a. Retaliation or discrimination against employees who use their right to collective bargaining or freedom of association is absolutely prohibited by V.K.A. Polymers Private Limited.

b. Appropriate action will be taken to address and stop any complaints or reports of discrimination or retaliation after a prompt investigation.

5. Training and Awareness:

a. V.K.A. Polymers Private Limited will offer training and educational programmes to these groups, in order to make sure that staff members, managers, and supervisors are aware of the concepts of collective bargaining and freedom of association,

b. Training will seek to build cooperation and understanding between management and employees, as well as a positive and respectful work environment.

6. Policy Review:

a. All personnel, including managers, supervisors, and employees, are required to abide by this policy. Disciplinary action may be taken in response to violations.

b. This policy will be evaluated on a regular basis to make sure it is in line with best practises, evolving laws, and regulations pertaining to collective bargaining and freedom of association.

10 Jan 2020

Managing Director