



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

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TITLE: Freedom of Association and Right to Collective Bargaining Policy

DOC. NO.

RFL/EHS/PR/85

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

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1. Purpose

Raviraj Foils Ltd. is committed to upholding the rights of workers to freely associate and engage in collective bargaining. This policy outlines our approach to ensuring that all workers have the freedom to join labour unions or other associations and to engage in collective bargaining without fear of retaliation, within the bounds of applicable law.

2. Policy Statements

2.1 Respect for Freedom of Association

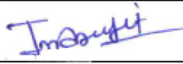
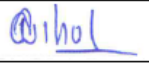
- Respect the rights of workers to form or join labour unions or other associations for collective bargaining, ensuring that this decision is made solely by the worker without any interference.
- Ensure that all workers are informed of their rights under applicable laws and any collective bargaining agreements upon employment.
- Remain neutral during any legitimate unionizing or worker-organizing effort, ensuring that workers can make free and informed decisions.

2.2 Collective Bargaining Rights

- Respect the rights of workers to engage in collective bargaining and participate in these processes in good faith.
- Adhere to any collective bargaining agreements, ensuring that the terms agreed upon are fully implemented within the business.
- Engage with workers' representatives and organizations, providing timely and relevant information needed for meaningful negotiations.

2.3 Autonomy of Labour Unions and Associations

- Respect the autonomy of labour unions and other associations, allowing them to develop their constitutions, elect representatives, and organize their activities without interference.

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b. Recognize the right of these organizations to collectively bargain on behalf of workers, within the bounds of applicable law.

2.4 Alternative Means of Association

a. In countries where freedom of association and collective bargaining are restricted by law, promote alternative means of worker association.

b. Ensure that these alternative means provide a climate free of violence, pressure, fear, and threats, with the participation of freely elected worker representatives in a formalized process.

3. Application

3.1 Scope

a. This policy applies to all facilities operated by Raviraj Foils Ltd.

b. Specific application of this policy will vary depending on the legal context of the country of operation.

3.2 Country-Specific Considerations

a. In countries where freedom of association and collective bargaining are not restricted, the policy statements in sections 2.1, 2.2, and 2.3 apply.

b. In countries where these rights are restricted, section 2.4 applies, ensuring that workers have access to alternative means of association.

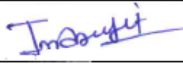
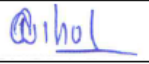
4. Background

4.1 Understanding Freedom of Association

Freedom of association allows workers to freely form or join labour unions or worker organizations without employer interference. This right is fundamental for workers to protect and advance their interests.

4.2 Understanding Collective Bargaining

Collective bargaining is a voluntary process of negotiation between representatives

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of workers and employers, typically concerning terms of employment such as wages, working conditions, and other workplace rights.

5. Implementation Considerations

5.1 Engaging in Good Faith Negotiations

a. Employers must engage in collective bargaining negotiations in good faith, showing a willingness to discuss, compromise, and reach mutually agreed solutions.

5.2 Ensuring Non-Discrimination

a. Workers must not be discriminated against for joining a union or participating in union activities.

b. Anti-union discrimination includes actions such as making employment contingent on giving up union membership or causing prejudice against a worker due to union involvement.

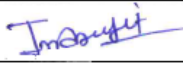
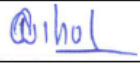
5.3 Supporting Alternative Means of Worker Representation

a. In regions where freedom of association is limited, Raviraj Foils Ltd. will support legal alternative means for workers to associate, such as joint health and safety committees or worker grievance procedures.

6. Resources and Training

6.1 Guidance and References

a. For more guidance on freedom of association and collective bargaining, consult references including the ETI Guidance on Freedom of Association and the UN Global Compact Principle 3.

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7. Revision History:

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1	20/08/2024	First Issue	00	-

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