

# Practising Partnership!



PARTNERSHIPS IN PRACTICE

## Freedom of Association & Right to Collective Bargaining Policy

We, Tega Industries Limited, are committed to respect the rights of employees on 'Freedom of Association and Collective Bargaining' on their behalf with the company.

We believe and support the rights of employees that they are free to join any worker organization of their choice, without any negative consequence or retaliation from the company.

We will ensure that representative(s) of worker/ representative(s) from union, who is engaged in organizing worker's are not subjected to discrimination, harassment, intimidation or retaliation in any form and such representative(s) will be allowed to meet other workers at the workplace.

We also committed to comply with the Local, National and all other applicable laws, regulations, .prevailing industry standards and other requirements relating to freedom of association and right to collective bargaining, to which our company subscribes.

We will show our utmost regard to the applicable international instruments relating to freedom of association and right to collective bargaining, as listed in 'Normative Elements and Their Interpretation' in the SA 8000:2014 International Standard.

We will communicate this policy by various effective ways within the company as well as among the interested parties.

**Date: June 5, 2024**

  
**Ma**  
**(Director - Operations)**  
**Tega Industries Ltd.**