

## **POLICY ON FREEDOM TO JOIN ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING**

- All personnel have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the company. The company shall respect this right, and shall effectively inform personnel that they are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them, or retaliation, from the company. The company shall not in any way interfere with the establishment, functioning, or administration of such workers' organizations or collective bargaining.
- In order to ensure the right to freedom of association and prevention of collective bargaining, the company allow workers to freely elect their own representatives.
- The company ensures that representatives of workers and any personnel engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation for reason of their being members of a union or participating in trade union activities, and that such representatives have access to their members in the work place.
- ***Wilhelm Textiles India Pvt. Ltd. shall abide Indian Trade Union Act 1926 Sec, 2(b) and Industrial Disputes Act 1947 for freedom of association. At present company is not having any trade union***