

Policy Name	Freedom of Association and Collective Bargaining
Policy Type	Group Policy
Document Number	SKtes-GRPCOM-HUM- 011

1. POLICY STATEMENT

Employees are free to form, choose and join (or not to join) any organized and professional organizations such as trade unions, associations, fraternities, sport clubs, political parties etc. and the freedom to exercise their rights to bargain collectively, without interference, discrimination, retaliation, or harassment.

2. DEFINITIONS

Freedom of Association is the fundamental principle of the ILO. It means the right of workers and employers to freely form or join organizations that promote and defend their interests at work, without interference from one another or the State. The right to organize applies to all workers and employers, including people in the "informal sector," i.e., generally those not working under contracts of employment. This right should be guaranteed by the State, regardless of occupation, sex, color, race, creed, nationality or political opinion.

Collective Bargaining is a voluntary process through which employers (or their organizations), and trade unions (or in their absence, workers' representatives) discuss and negotiate their relations and interaction at the workplace, such as pay and other terms and conditions of work. This process of bargaining aims to reach mutually acceptable collective agreements.

3. POLICY

- 3.1. SK tes respects employees' rights to form and / or to participate (or not to), any professional organizations such as trade unions, associations, fraternities, sport clubs, political parties and to bargain collectively without interference, discrimination, retaliation, or harassment.
- 3.2. Employees have the right to draw up their constitutions and rules, to freely select their representatives, to organize their administration and activities, and to formulate their programs.
- 3.3. Any employees who engage in such activities shall not be dismissed, discriminated, harassed, blacklisted, intimidated, retaliated with any threats and violence, or reassigned to another workplace as a means to discourage unionization or participation in Worker-Management communication activities.



- 3.4. When (any) Collective Bargaining Agreement has been established, both Employer (SK tes) and employees are required to abide in good faith for the duration of that accord.
- 3.5. Employees can express their grievance through the grievance process (whistleblowing hotline), in addition to the / any formal representation that is available / established.