

### 1.0 Policy Statement

Okomu Oil Palm Company (OOPC) respects and supports the rights of all categories of workers to freedom of association.

This is part of the company's commitment to dialogue-based industrial relations in which workers may express their opinions without fear of reprisal. The company supports collective agreements as a fair and balanced mechanism for reaching consensus governing relations between the company and its workforce.

### 2.0 Scope

This policy applies to all employees, including staff, contract (including third party contract workers), transmigrant and migrant workers of OOPC.

### 3.0 Definitions

Freedom: the ability to be open or outspoken.

Association: an organized group of people who have the same interest.

### 4.0 Guidelines

The company implements clauses that give substances to statement by undertaking:

- To comply with both national laws and international instruments and standards on freedom of association and collective bargain and more particularly:  
*ILO Convention 87 (1948) Freedom of Association and Protection of Rights to Organize*  
*ILO Convention 98 (1949) Right to Organize and Collective Bargaining*  
*ILO Convention 011 (1921) Right to Association (Agriculture).*
- To allow all workers, including transmigrant and migrant workers, without distinction, to confirm and /or join trade unions of their own choosing.
- To recognize workers unions in accordance with labour laws as partners for the purpose of collective bargaining.
- To encourage Migrant/foreign worker to join union.
- Where rights to freedom of association and collective bargaining for Migrant/foreign workers are restricted under law, OOPC encourages parallel means for independent and free association and bargaining for the workers.
- To not interfere with the formation of registered unions/ labour organizations or associations, or other freely elected representatives for all workers including migrant, transmigrant and contract workers.
- To allow the union/labour organizations or association or union representatives to conduct their activities, including meetings with and of their members, without interference.
- Not to tolerate intimidation, reprisal or discrimination of any kind against union members or representatives or those advocating membership of a union.

HRD shall monitor the application of the policy throughout the company's operations, to identify areas in which the rights to excess freedom of association may be at risk to take action to support these rights.

### 2.0 Record of Approval

Task	Name/signature	Job title	Date
Approved by	Dr. Graham Hefer	Managing Director	21 MAY 2021

