

# Freedom of Association and Collective Bargaining Policy

As stated in our Ethical Business Policy, Amtico supports the Ethical Trade Initiative (ETI) base code. This policy goes further by supporting the International Labour Organisation (ILO) conventions which includes freedom of association and collective bargaining.

## What is freedom of association?

Freedom of association is the right of workers to join and form trade unions or organisations of their choosing. Closely linked to this is the right to collective bargaining which allows workers to freely negotiate their working conditions with their employers. These rights apply to all workers, irrespective of race, religion, gender, occupation, nationality, or political opinion.

## Why is it important?

Encouraging and enabling freedom of association has benefits for workers and employees by empowering workers to determine their own needs and priorities and to participate with management in decision making.

## Amtico's responsibilities

The principles of freedom of association and collective bargaining are set out in ILO conventions and are enshrined in the ETI Base code.

Amtico has developed this policy, based on the ETI Standard and ILO conventions, to ensure that all colleagues are treated fairly, honestly and with respect for their basic human rights and dignity.

Colleagues, without exception, have the right to join or form trade unions of their own choosing and to bargain collectively.

Shop stewards are not discriminated against and have the necessary access to carry out their representative functions in the workplace.

The Freedom of Association and Protection of the Right to Organise Convention (No 87), 1948 convention enshrines the right of workers to join a trade union of their choice, the right to independence from government and employer interference and the right for trade unions to elect officials and organise their own affairs.

The Right to organise and Collective Bargaining Convention (No. 98), 1949 Convention provides for protection against anti-union discrimination for protection of workers' and employers organisations against acts of interference by each other, and for measures to promote and encourage collective bargaining.

Effective communication between workers and managers helps to resolve disputes more quickly and avoid conflict situations. Amtico should ensure that suppliers establish formal and informal lines of communication in their workplaces.

The right to organise and bargain collectively allows those workers who so choose to find a common voice and provides a framework through which they can engage with management on their right to receive fair wages, sufficient benefits, and the ability to conduct their work in fair and decent conditions.

Amtico adopts an open attitude towards the activities of trade unions and their organisational activities. One way in which we do this is to support open and productive dialogue between workplace workers and

managers. We seek to help bridge this divide ensuring that freedom of association is respected both in principle and in practice.

Another way that we demonstrate support for these rights is by partnering with trade unions. We work with UNITE to bring about positive communication between workplace workers and workplace management. We believe that collaborative dialogue among workplace management and workers is critical to addressing issues when challenges arise. It also leads to improvements in other aspects of workplace conditions.

Amtico has a responsibility to ensure that the right to freedom of association and the right to collective bargaining are being respected in our supply chains.