**Freedom of Association Policy**

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| **Entity:**  BPTP INTERNATIONAL TRADE CENTRE LIMITED | **Section:**  SOCIAL POLICY | | **Version:** V2 | | **Effective Date:** 15.05.2023 |
| **Subject:** FREEDOM OF ASSOCIATION | | | | | |
| **Policy Owner:**  C-HRO | | **Review Date:**  01.07.2024 | | **Pages:**  1 | |

**APPLICABILITY:** It applies to all projects, including both new construction and existing buildings at BPTP INTERNATIONAL TRADE CENTRE LIMITED

**PURPOSE:** The purpose of the freedom of association policy would be to ensure that all employees have the right to join associations or trade unions without any interference. This policy aims to protect workers' rights, promote collective bargaining, and create a fair and inclusive work environment. By following ILO standards, BPTP demonstrates its commitment to social responsibility and ethical labor practices.

**POLICY OUTLINE:** The International Labour Organization (ILO) defines freedom of association as respecting employers and employee’s freedom to freely form and join organizations of their choice. Forced labor is a violation of human rights and is prohibited by international law. It is important to promote awareness and fight against any form of forced labor to ensure the dignity and well-being of all individuals.

To support this policy, BPTP will:

* BPTP is committed to upholding the rights of its employees to freely associate, join trade unions, or form associations without any interference or discrimination.
* The policy ensures that all employees, regardless of their background, have equal opportunities to exercise their right to freedom of association.
* BPTP recognizes the importance of collective bargaining as a means to negotiate fair employment terms, wages, working conditions, and other relevant matters.
* The policy encourages open communication and active participation from employees, allowing them to voice their opinions, concerns, and suggestions through their chosen associations or unions.
* BPTP is committed to complying with all applicable labor laws and regulations related to freedom of association, trade unions, and collective bargaining.
* BPTP establishes effective mechanisms to address and resolve any disputes or grievances related to freedom of association, ensuring a fair and respectful work environment.

**RESPONSIBILITY:** Everybody involved in our endeavors to manage and oversee Freedom of association policy, including statutory (technical) authorities, subject matter experts, business associates, contractors, clients, occupants, and our own staff.

**AMENDMENTS:** This policy is subject to any changes in the applicable laws, rules and regulations by the management.