

# FREEDOM OF ASSOCIATION SOCIAL DIALOGUE



We respect and support the rights to freedom of association and social dialogue, as part of our willingness to ensure a work environment based on our group values, particularly Respect and Conviviality.

## FREEDOM OF ASSOCIATION

It refers to the right of employees to freely and voluntarily establish organizations and join one of their choosing.

Altrad makes sure that its subsidiaries offer a free and open environment for the exercise of freedom of association rights.

Altrad prohibits any form of discrimination based on union membership.

Altrad allows trade unions when these exist in the company, and other employee representatives, to meet with employees, under certain conditions previously agreed between management and representatives.

*'IN COUNTRIES WHERE FREEDOM OF ASSOCIATIONS AND COLLECTIVE BARGAINING ARE LEGALLY RESTRAINED OR FORBIDDEN, ALTRAD COMPLIES WITH THE LAW AND INSTEAD FAVORS AN OPEN COMMUNICATIONBASED ON WELFARE COMMITTEES'*

## SOCIAL DIALOGUE

It refers to the process through which employers and their organizations can negotiate with employees and their chosen representatives/organizations regarding wages and working conditions.

Altrad recognizes the value of collective bargaining, a key aspect of effective social dialogue.

Altrad ensures that it is a fair and constructive dialogue, based on good faith.

Altrad provides information on its activities and public economic information about its entities to the trade unions present in the company or to other employee representatives, to facilitate the practice of collective bargaining.

Altrad makes sure that its subsidiaries respect the implementation of each collective bargaining agreement.