

	OMAX COTSPIN PVT LTD	DOC NO.	OCPL/HR/13
	FREEDOM OF ASSOCIATION POLICY	ISSUE NO/DATE	02/01.02.2020
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**SYNOPSIS: -**

OMAX commits to respecting employees right to freedom of association and collective bargaining without interference and free from discrimination, as established in the freedom of association and Protection of the Right to Organize Convention, and the Right to Organize and collective Bargaining Convention.

**The Indian constitution under Article 19 & 19(1)(c)** provides right to form associations or unions. **The Trade Union Act, 1926** and its amendments provide protection and privileges to the registered trade unions. In the absence of a trade union, the works committee constituted under **the Industrial Disputes Act 1947** is responsible for promoting measures for securing and preserving amity and good relations between the employer and workers.

All personnel shall have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the Organization. The Organization shall respect this right and shall effectively inform personnel that they are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them, or retaliation, from the Organization. The Organization shall not in any way interfere with the establishment, functioning, or administration of such workers' organizations or collective bargaining.

All personnel's have right to freely elect their own representative and being member of union and have access to their member's workplace.

OMAX ensures that representatives of workers and any Personnel engaged in organizing them as part of Trade-Union/association activity are not subjected to discrimination, harassment, intimidation, or retaliation and that such representatives have access to their members in the workplace.

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