



Policy for Freedom of Association and right to collective bargaining

Rowlinson Garden Products Ltd recognises the freedom for anyone in its employment to associate with each other or to be a member of or form a trade union.

The right to vote in secret is absolute and should not be restricted in any manner. Everyone shall have the right to freedom of expression.

Workplace Rights:

Everyone shall have the right to freedom of association with others, including the right to form and join trade unions. Rowlinson Garden Products Ltd believes that Freedom of Association also means that no one should be compelled to provide financial support to associations or causes which are inconsistent with their personal beliefs.

The right to vote in secret is absolute and should not be restricted in any manner. When consistent with local law, everyone shall have the right to vote for representatives in genuine elections which shall be held by secret ballot, guaranteeing the free expression of the will of the electors.

Everyone shall have the right to freedom of expression. This right shall include freedom to seek, receive and impart information and ideas of all kinds, either orally or in writing, or through any other media of their choice, and the freedom to hold opinions without interference.

Everyone shall have the right to obtain or impart information necessary to make an informed choice, a necessary corollary to the rights of freedom of association and secret ballot elections for representatives. Where necessary, Medium to large Business will ensure that

- employees have the information necessary to make a fully informed choice on the important issue of representation and;
- that no party will unlawfully prevent the dissemination or expression of any views on representation.

Everyone shall have the right to protection against interference with their privacy, family, home or correspondence, or attacks on their reputation, and no one shall be subjected to such interference or attack.

Everyone shall have the right to their property. No one shall be deprived of their property, or the right to exercise control of their property, whether real, tangible, or intangible.

Responsibilities:

The exercise of the rights provided for in this Policy carries with it special duties and responsibilities by those claiming such rights for themselves or on behalf of others. Therefore, the exercise of these rights may therefore be subject to the following parameters:

Recognizing that the workplace is for work, these rights must be exercised in a manner that does not interfere with the safe and efficient performance of work by those persons on working time.

Such responsibilities as are necessary for the purpose of securing due recognition and respect for the rights and freedoms of others.

Such responsibilities as are necessary to prevent conduct or statements the primary purpose of which is to damage the reputations of others.

Rowlinson Garden Products Ltd will not tolerate conduct by any person or organization that seeks to intimidate, harass, or coerce employees in the exercise of these rights.

Signed: *C. D. Firth*

Name: Mr. C. D. Firth

Date: 8th March 2022