



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

Background:

Oman Aluminium Processing Industries SPC (hereinafter referred to as “**OAPIL**” or “**The Company**”) strives to create an ethical workplace, both in terms of how the company treats its employees and workers/workers, and how employees and workers of the company treat customers. The company endeavors to provide its employees and workers with a positive work environment by drawing inspirations from the International Standards such as International Labour Organization (ILO Declaration on Fundamental Principles and Rights at Work), Universal Declaration of Human Rights etc. to respect employees and workers’ right to freedom of association and collective bargaining without any interference and discrimination.

The Company shall comply with all applicable laws and regulations in this regard. The Company recognizes the right of its employees and workers to the Freedom of Association and Assembly, as applicable.

Purpose:

This Policy shall act as a guiding tool for the Company to have a positive social impact and uphold human rights across all its business operations while maximizing stakeholder satisfaction.

Scope:

The Policy is applicable to all employees and recognized workers of the Company across all its operations. The identified contractors have primary responsibility and obligation to comply with all applicable worker/labor related policies and laws. Under our contract with the contractors, we endeavor to have appropriate terms binding such contractors to comply with obligations as mandated by worker/labor related policies and laws.

Definitions:

Freedom of association: The right of employees and workers to freely form and join Workers Organizations such as trade unions, worker associations and worker councils or committees, as recognized by the Company, to put forth their expectations and interests.

Collective Bargaining: It is a process of dialogue between workers’ representatives and employers to establish terms of work, labor relations etc.

Adherence:

The Company shall, if applicable, endeavor to:



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- Not restrict the right of employees and workers to associate freely in trade unions and associations of their choice, as recognized by the Company without interference or negative consequences.
 - Lay out a process for hiring, termination, performance review that is unbiased and nondiscriminatory.
 - Formulate a grievance mechanism portal through which employees and workers would be allowed to raise any concerns or disputes.

Training and Communication:

- The Company will ensure that all employees and identified workers are aware of the Policy.
- The Policy shall be easily accessible on the Company's website.

Policy monitoring and review:

The Policy may be reviewed annually by the Company to incorporate any modifications/improvements as and when required.

A handwritten signature in black ink, appearing to read 'A. Arora', is written over a light blue rectangular background.