

FREEDOM OF ASSOCIATION POLICY



- ❖ **Scope:** Effective communication in the workplace is the key to social and environmental compliance. We, at Transrail Lighting Limited, ensure that employees exercise their right to choose the methods by which they may communicate with the management. Transrail Lighting Limited does not seek to promote nor prevent the formation of Employees unions. However, the Labour Standards protect the right of employees to have a voice in the workplace.

Freedom of association is a fundamental human right proclaimed in the Universal Declaration of Human Rights. It ensures that workers and employers can associate to negotiate work relations effectively.

With strong freedom of association practices, Transrail Lighting Limited ensures that employers and employees have an equal voice and that the outcome is fair and equitable

- ❖ **Applicability:** This policy is applicable to the entire organization, our partners, our vendors, suppliers, contractors, or anybody we do business with.

• **Abbreviations:**

- HR - Human Resource
- P&A - Personnel and Administration
- TLL - Transrail Lighting Limited

❖ **Policy Statement:**

1. Transrail Lighting Limited commits to respecting employees' rights to freedom of association and freedom from discrimination. Transrail Lighting Limited also provides the basis for sound labour relations, harmonious and productive industries, and workplaces. Transrail Lighting Limited shall comply with all applicable laws of the land and shall apply domestic as well as international standards. Transrail Lighting Limited shall:

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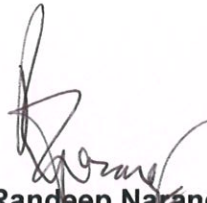
2. Confirm that awareness of and responsibility for compliance with freedom of association.
3. Procedures for hiring, termination and performance review must not be discriminative.
4. Commit to design strategies on how to proactively promote freedom of association.
5. Ensure employees enjoy adequate protection against acts of anti-discrimination in respect of their employment.
6. Subject to legal requirements, all workers through the Sub-contractor's supervisor have the right to join meetings to express their views.
7. Workers shall not be discriminated against for being Highly Skilled/Skilled/Semi-Skilled or Un-skilled to attend the meetings.
8. Workers are made aware of their rights to freedom of association through the subcontractor's Supervisor.

Compliance: Breach of this Policy will not be tolerated and will be liable to be subjected to disciplinary action, which may extend up to suspension and dismissal from service

❖ **Power to Amend:**

1. Any change to the guidelines shall be approved by the Head – Group Corporate HR.
2. The Management shall have the overriding right to withdraw and/or amend the guideline at its discretion as it deems fit from time to time. The decision of the management shall be final and binding.

Date: 01.04.2024


Randeep Narang
Managing Director & CEO

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