



FREEDOM OF ASSOCIATION POLICY

The purpose

The purpose of the Freedom of Association Policy (referred to hereafter as the "Policy") is to enforce the commitment of the Evaco Group and its business units to recognize the right of workers and employers to form and join organizations of their own choosing is an integral part of a free and open society.

The Scope

This policy applies to all the employees of the Evaco Group and its business units, and the term "employee" refers to employees, temporary employees and directors. This policy applies while in employment with and/or being appointed by the Company.

Definitions

Trade Union

Trade Unions are organisations made up of members (a membership-based organisation) and their membership must be made up mainly of workers. One of a trade union's main aims is to protect and advance the interests of its members in the workplace. Most trade unions are independent of any employer.

Collective Bargaining

Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

Accountabilities

- **Management**

The Group Head of HR has the responsibility to oversee compliance with this Policy by the Management and HR Teams.

Any member of Management (Group CEO, Country CEO, Cluster COO, COO, Executive Director, Group Head of Department, General Manager, Head of Business Unit, Head of Department, Senior Manager and Manager) has the responsibility to adhere to the present policy and ensure compliance by their teams.

- **Employees**

The current policy applies to all employees. Each employee has the responsibility to report occurrences which are in contradiction with the present Policy through the following channels. You may contact:

- Your direct supervisor
- Your HR Representative
- A member of the Whistleblowing committee of the Evaco Group *
- Transparency Mauritius *

* Please refer to the Code of Ethics and to the Whistleblowing Policy.

Implementation of the Policy

With a view of implementing the present policy harmoniously, Management commits itself to:

- Recognize and respect the basic right of employees to join and form a trade union, to associate freely to bargain collectively.



- Respect and support the rights of employees to participate or not in trade unions without fear of pressure, retaliation or intimidation.
- Establish and maintain healthy industrial relations with any trade union chosen by employees.
- Provide the opportunity to employees who are not joining a trade union, to express themselves freely on matters of concern to them.
- Strive to provide competitive salaries and benefits, as well as a work life balance to the best of its ability.
- Not influence in any way in the election of trade unions or employees' representatives.
- Not discriminate a trade union and/or employees' representative in view of the latter's status as such.

AMENDMENTS

Management reserves the right to amend the present policy without prior notice.

FAILURE TO COMPLY

All employees should be aware that a failure to comply with the above policies, including any arrangements which are put in place under it, will be investigated and may lead to disciplinary action being taken.