



**FREEDOM OF  
ASSOCIATION &  
COLLECTIVE BARGAINING**

**Policy No.:** HRP/FA&CB/04/00  
**Implementation Date:** 01/03/2022  
Revision Date: N.A.  
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**Exemed Pharmaceuticals** aspires to be a preferred employer in industry and supports human rights and the individual rights of its employees, including an employee's right to associate themselves with a labor union if they so choose.

Employees join the work at their own free will. We recognize and respect the right of employees to exercise their lawful right to free association and collective bargaining.

**POLICY STATEMENT:**

Management shall not act in any way which is or could reasonably be perceived to be anti-union.

This includes refraining from making derisive comments about unions, publishing or posting pamphlets, letters, posters or any other communication which should be interpreted as criticism of the unions or advises employees to vote "no" against the union.

However, we believe that employees should be able to make an informed choice and therefore management may provide balanced information to assist its employees in making that choice.

Further guidance as to 'what is' and 'is not acceptable' can be given by your Human resource Department.

Intimidation or harassment of employees or any other unlawful activity is strictly prohibited.

**MANAGEMENT OBLIGATIONS:**

If a factory manager becomes aware of union organizing activity at our facility, this will be notified to the HR Head who will support such activities and will be responsible for coordination company communications and to ensure compliance with this policy.

**POLICY ENDS**

*Pranav D. Patel*  
**PRANAV PATEL**  
**MANAGING DIRECTOR**

**Date:**