Freedom of Association Policy

Approved by the Management

This is a summary version of Probi's internal policy. This document only presents the main objectives of the policy.

Purpose:
Probi Group is committed to ensuring a workplace that respects employees' rights to freedom of association and collective bargaining, fostering open communication and fair treatment in compliance with international standards and laws.

Key Sections:

1. Scope:
Applies to all employees, contractors, suppliers, and business partners across all locations, including the U.S., Sweden, and Singapore.

2. Policy Commitments:

- **Freedom of Association:**
  - Employees can join or form unions or committees without fear of retaliation.
  - Probi will not interfere in lawful employee organization activities.

- **Collective Bargaining:**
  - Recognizes employees' rights to negotiate through representatives.
  - Commits to good-faith negotiations to address workplace issues.

- **Non-Discrimination & Non-Retaliation:**
  - Ensures no retaliation in employment decisions based on exercising association rights.
  - Violations will be investigated, and action will be taken.

- **Compliance:**

- Adheres to local laws and international standards, including ILO conventions and ETI Base Codes.

- **Employee Engagement:**
  - Promotes open dialogue and encourages feedback without reprisal.

3. Implementation and Monitoring:

- Management is responsible for enforcement.

- Regular training through LMS and assessments ensure compliance and awareness.

- Periodic audits identify gaps and corrective actions.

4. Reporting Violations:
Employees can report violations confidentially via HR or Probi's whistleblowing channel without fear of reprisal.

5. Review and Amendments:
The policy is reviewed annually and updated to reflect changes in laws and practices.

This policy reinforces Probi's dedication to maintaining ethical workplace practices, protecting employee rights, and fostering constructive communication.