



Policy on Freedom of Association

Philosophy

Supack Industries Pvt. Ltd. believes all employees are important stakeholders in the enterprise and it is imperative to build a culture of mutual trust and respect, interdependence and meaningful engagement. This approach helps in building, strengthening and sustaining harmonious employee relations across the organisation.

Policy

To respect the dignity of the individual and the freedom of employees to lawfully organise themselves into interest groups, independent of supervision by the management;

To ensure that employees are not discriminated against for exercising this freedom in a lawful manner and consistent with Supack's core values.

Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner. The implementation of the policy is the responsibility of the unit's human resources.

Monitoring & Audit:

Periodic assessment is conducted. The human resources department undertakes random checks of records annually.

SUPACK INDUSTRIES PVT. LTD.



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