

	<p style="text-align: center;">Policy for</p> <p style="text-align: center;">Freedom of Association And Right to Collective Bargaining</p>	Document #	DFL/SA/8.4/1
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The Company shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively.

The company shall in those situation in which the right of freedom of association and collective bargaining for all such personnel.

The company shall ensure that representatives of such personnel are not the subjects of discrimination and that such representatives have access to their members in the workplace.

Reviewed by	
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Approved by	
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