

POLICY ON FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

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Uflex believes that communicating with employees helps us in building a positive environment where employees are listened freely. We communicate with all our team members with openness, transparency and in good faith with intent to discuss and communicate in a fair, open and factual manner and reaching to a solution.

We have created multiple ECFs (Employee Communication Forums) across our businesses wherein two way open communication is done in a structured manner on a set regular intervals. We have created different employee committees to improve the processes, work methodologies and improvement in the work place to carry out activities which are positive in sense and beneficial to employees without any hindrance. Uflex believes that employees involved in such activity are actually role player in initiating the positive change for their own working lives and that will bring a positive impact collectively.

We keep communicating with our workforce on issues of working conditions, health and safety and thus ensure to abide by the principles of International Labour Organization and thus remain law abiding competitive company.

By promoting this aspect of employee's human right we abide to the international standards as enshrined in Universal Declaration of Human Rights. More so we believe that abiding by this policy is an important aspect to build upon culture of trust and respect within our business.