



## QP24 Freedom of Association Policy

H E Stringer Flavours Ltd recognises and respects the rights of all of its employees to freedom of association and the right to collective bargaining. This is a fundamental human right and forms core values for systems and organisations such as the ETI base code and ILO standards.

The company respects a workers right to join or form trade unions of their own choosing and to bargain collectively. No contract, written or verbal, will be put in place that will jeopardize this human right. We also respect the right for any trade union formed to join larger federations or confederations.

The company will openly and respectfully work alongside any trade union, federations or confederations and recognise workers unions as partners for the purpose of collective bargaining.

Representatives of employees will not be discriminated against, and the Company will enable them to carry out their role as representatives of the workplace, in line with UK law and/or under collective agreement on such matters as the facilities they can use and the amount of time they can take off. The company will not partake, organise or place restrictions on elections of any workplace representatives for unions and we recognise the importance of independent representatives.

The Company will facilitate parallel means for independent and free association bargaining where there are restrictions of freedom of association and collective bargaining under law.

The company does not tolerate intimidation, reprisal or discrimination of any kind against union members or its representatives, or those that are advocating membership of a trade union.

We actively promote an open forum for employees to give feedback and contribute ideas for the better working conditions and the practices of the company.