

# FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

## POLICY BRIEF & PURPOSE & SCOPE

- i. The Company is committed to providing freedom of association for all our employees in line with the International Labour Organization (ILO) Core Conventions.
- ii. The freedom of association shall be instituted according to and within the Trade Union Act 1959, Industrial Relations Act 1967 and Immigration Act 1956/63 of Malaysia.
- iii. Where the right to freedom of association and collective bargaining are restricted under the law, The Company will allow its Employees to choose their representatives freely.
- iv. TG respect freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our Employees. The Company will not refuse any genuine opportunity to collectively bargain with Employees who want to do so.
- v. Employees, without distinction, have the right to join or form trade unions of their own choosing without prior authorization, and to bargain collectively. The Company will refrain from any activity that is likely to discourage Employees from exercising their union rights. Any union membership will not lead to disciplinary measures or punitive actions.
- vi. Trade unions have access to the company premises. TG will not interfere with the organizing of activities of Employees, Employees representatives, or representatives of trade unions. Employees representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- vii. The purpose of this policy is to ensure that Employees of The Company are provided with an environment which is free from unlawful discrimination, harassment or victimization and that we are implementing the Company's commitment to equal opportunities, freedom of association and collective bargaining at all times.
- viii. The management, supervisors and individuals of The Company, professionally involved in administration activities, undertakes the responsibility for implementing this Freedom of Association Policy. This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.

## ACTIONS AND IMPLEMENTATION

To ensure the effective implementation of this policy, TG will:

- i. Communicate and brief this policy to our employees from time to time and during the new employees' orientation.
- ii. Policy is included in the Employee Handbook and display at premises employees' corner.
- iii. Ensure that a grievance mechanism is available for receiving and addressing complaints of violations of this policy and is communicated to all employees.