



Symphony Limited

Freedom of Association Policy

I. PURPOSE

Symphony Limited (the “Company”) respects the fundamental right of freedom of association for all employees. This right is enshrined in international human rights declarations and allows individuals to join or form groups to collectively express, promote, and defend their interests.

The Company believes that a respectful and open environment where employees feel empowered to voice their concerns is essential for a healthy and productive workplace. This policy demonstrates the Company’s commitment to fostering such an environment.

II. POLICY STATEMENT

The Company is committed to upholding the following principles:

1. **Right to Associate Freely:**

All employees have the right to join or form a labour union or other worker association of their choosing, without fear of discrimination, retaliation, or interference.

2. **Right to Activities:**

Employees and their associations have the right to conduct lawful activities in pursuit of their common interests.

3. **Transparency and Communication:**

The Company will maintain open communication channels with any employee association that may form.

III. COMPANY RESPONSIBILITIES

- ✓ Not to discriminate against employees based on their decision to join or not join an association.
- ✓ Not to interfere with the formation or legitimate activities of employee associations.
- ✓ To engage in good faith negotiations with any recognized employee association.
- ✓ To provide reasonable time and resources to employee association representatives to carry out their duties.

IV. EMPLOYEE RESPONSIBILITIES

- ✓ To exercise their right to association in a responsible and lawful manner.
- ✓ Association activities should not disrupt normal business operations or infringe on the rights of other employees.
- ✓ Employees who choose not to join an association have the right to do so without pressure or harassment.

V. DISCLAIMER

This policy is intended to comply with relevant local and national laws regarding freedom of association. In the event of any conflict, applicable laws will take precedence.

VI. REVIEW OF THIS POLICY

The Company will regularly review and update this policy as needed to ensure it remains aligned with best practices and legal requirements.
