HIGH TENSILE FASTNUTS (I) PVT. LTD.
PUNE

FREEDOM OF ASSOCIATION POLICY

High Tensile Fastnuts (India) Pvt Ltd IS COMMITTED TO PROTECTING THE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING by the following inputs adhered across the organization,

Freedom of Association is the fundamental right of all employees to form, join, or exit worker organizations, trade unions, or employee councils of their own choosing without fear of retaliation, discrimination, or intimidation.

The company maintains a stance of strict **management neutrality** during any union or association organizing efforts. No manager or supervisor shall directly or indirectly interfere with, influence, or obstruct an employee's legal choice to organize.

Collective Bargaining is recognized as a legitimate mechanism for social dialogue. High Tensile Fastnuts (India) Pvt Ltd pledges to engage in good faith negotiations with freely elected employee representatives regarding employment conditions, wages, safety, and welfare.

No employee shall face **discrimination, harassment, or adverse employment action**—including termination, demotion, or unfavorable transfer—based on their union membership, alignment, or legitimate workplace advocacy activities.

Where the right to freedom of association and collective bargaining is restricted under national laws, the company will facilitate **alternative pathways for independent and free association** and bargaining, ensuring open dialogue channels remain accessible to all workers.

Director sign :	Doc no. - QSM-C/12
Date : 01/ 04 / 2026	Rev. No. 00 Date : 01.04.2026