



## JK PAPER LTD

### **Policy on Freedom of Association & Collective Bargaining**

Company allows its employees the freedom of association and respects their right for collective bargaining. This policy empowers the employees and gives them collective voice in order to foster dialogue between workers and managers for organizational development.

- While inducting employees everyone is appraised about his/her rights and duties in organization.
- Company encourages workers to become part of various available forums under Industrial Dispute Act and Factories Act.
- Company believes in immediate redressal of grievances therefore grievance redressal mechanism is in place to take care of grievances of employees.
- Company is settling industrial disputes through bipartite discussion.
- Company always honour and allow govt. officials to conduct free and fair election for recognizing union through secret ballot under the Verification of Membership and Recognition of Trade Union Rules, 1994 as a sole bargaining agent.
- Company facilitates contractors to enter in to a common agreement for contractor workers with the bargaining union for contractor workers.
- Company facilitates free and fair election of office bearers of different unions and provides them office with necessary facilities in the company/colony premise.
- Union leaders/worker representative are given awareness training on matters related to collective bargaining and trade unions and freedom of associations.
- Management never favours any union or a group in order to discourage collective bargaining process.

**A. S. MEHTA**

**Date: 20/10/2021**

**PRESIDENT AND DIRECTOR**