
FREEDOM OF

ASSOCIATION

& COLLECTIVE

BARGAINING

POLICY

HALLENSTEIN
GLASSON HOLDINGS
LIMITED

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING POLICY

UPDATED JULY 2023

Hallenstein Glassons Group publicly commits to recognising the right of employees to freedom of association and the right to collective bargaining.

POLICY APPLICATION

All suppliers shall recognise the right of employees to:

- form or join a trade union.
- to organise a trade union
- the right to collective bargaining
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Where independent trade unions are restricted under law, the supplier shall recognise the rights of employees to:

- form or join a worker organisation.
- stand or be nominated for representation in democratic worker elections.
- the right to collective bargaining

The supplier shall not interfere in anyway with:

- the establishment of a union or worker organisation group
- the functioning or administration of the worker organisation
- collective bargaining

COMPANY MONITORING

- Monitoring if the factory is unionised.
- Is there a collective bargaining agreement in place.
- If not unionised, is there an alternative worker representation organisation in place.
- Is there a system in place for proper dialogue between workers and employers.
- Is there any evidence of intimidation or discrimination to the rights of FOA and right to collective bargaining.
- Does the factory have a functioning grievance mechanism.
- Are workers trained in how to use the grievance mechanism.
- Does the factory management recognise, evaluate, and act upon workers concerns.
- Are works trained in their rights and entitlements.

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If a factory was found to be discriminating against the right to FOA and collective bargaining, Hallenstein Glassons Group will open dialogue with the factory management to discuss the incident and encourage training and education around FOA and collective bargaining. Hallenstein Glassons may suspend or terminate business with the supplier if positive change and actions are not implemented.

COMPANY STRATEGY TO FURTHER PROMOTE FOA

- Our external audit partner, Qualspec SgT, audits factories on our behalf to ensure our suppliers follow our Code of Conduct in relation to FOA. Qualspec audits meet the highest professional standards, using ISO 19011 principles to determine ESC framework compliance.
- All our supplier factories sign an HGH Code of Conduct and, in doing so, commit to providing a working Grievance Mechanism. If a worker in our factory base wants to contact our brands directly to raise a grievance, they can contact our head office via the HGH QR posters in our supplier factories. We have had the posters translated into the national language of each country.
- Independent grievance mechanism - QIMA hotline, offering workers confidential voice to discuss problems in the workplace.

THE FOLLOWING POLICIES AND PROCEDURES TO SUPPORT OUR WORKING PRACTICES:

1. Code of Conduct
2. FOA and Collective Bargaining Policy
3. Responsible Sourcing Manual
4. Buyer Responsible Purchasing Practices
5. Functioning Grievance Mechanism
6. Onboarding
7. Auditing
8. Bi-annual Labour Risk Assessment of our Supply Chain