



## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

**Policy Number:** HR/FACB/2025/01

**Prepared By:** Human Resources Department

**Approved By:** Managing Director

**Version:** 1.0

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### 1. Purpose

This policy affirms KSH Automotive Pvt Ltd's commitment to uphold the **right of all employees to freely associate**, form or join trade unions, and engage in **collective bargaining**, in accordance with national laws and international standards.

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### 2. Scope

This policy applies to:

- All full-time, part-time, temporary, and contract employees
- All company locations, business units, and operations
- All supervisors, contractors, and third-party personnel involved in workforce management

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### 3. Policy Statement

KSH Automotive Pvt Ltd respects and supports:

- The **right of employees to form and join trade unions** of their choice
- The **right to collectively bargain** through employee representatives
- The **freedom to refrain** from such activities
- Engagement in **constructive dialogue** with worker representatives to promote fair and productive labor relations

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### 4. Guiding Principles



Address: Plot No.11C, Industrial Park, Site – A, Ammavaripalli Village, Penukonda Mandal, Anantapur, Andhra Pradesh, India-515164

Email: [govind@saehani.com](mailto:govind@saehani.com)

CIN -U28999AP2017FTC107297, Tel: +91-9133442003

## 4.1 Freedom of Association

- Employees may freely associate for the promotion and protection of their interests without fear of retaliation or discrimination.
- Management shall not interfere with the formation, operation, or administration of any worker association or union.
- No employee shall be forced to join or refrain from joining any group or union.

## 4.2 Collective Bargaining

- The company recognizes unions or representatives duly elected or nominated by employees as per applicable laws.
- Bargaining shall be conducted in **good faith**, with mutual respect, and aimed at resolving workplace issues constructively.
- Collective agreements shall be honored and implemented as per agreed terms.

## 4.3 Non-Retaliation

- Any retaliation against employees for engaging in lawful association or collective activities is strictly prohibited.
- Complaints of retaliation or interference will be addressed promptly, confidentially, and seriously.

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## 5. Legal Framework & International Commitments

This policy is aligned with:

- **The Trade Unions Act, 1926**
- **The Industrial Disputes Act, 1947**
- **ILO Convention No. 87** – Freedom of Association
- **ILO Convention No. 98** – Right to Organize and Collective Bargaining
- **UN Global Compact Principle 3** – Uphold freedom of association and recognize the right to collective bargaining

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## 6. Implementation Measures



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- HR shall ensure employee awareness of this right during induction and via regular communications.
- Management shall engage with union representatives or worker committees when raised by the workforce.
- In the absence of formal unions, employees may form **Worker Welfare Committees** in line with local legal provisions.

## 7. Roles and Responsibilities

Stakeholder	Responsibility
HR Department	Policy awareness, supporting dialogue, monitoring violations
Line Managers	Respecting employee rights, escalating concerns to HR
Employees	Exercising rights responsibly and within legal boundaries
Worker Representatives	Engaging constructively with management on behalf of employees

## 8. Grievance Redressal

Employees may report violations or concerns regarding this policy to:

- Human Resources Department
- Whistleblower Hotline or Email: **ethics@kshauto.com**

All reports will be handled confidentially and without reprisal.

## 9. Training and Awareness

- Training on this policy will be provided to all employees and managers annually.
- Company-wide posters and digital materials will reinforce the right to freedom of association and collective bargaining.

## 10. Monitoring & Review

- The HR team will monitor adherence to this policy during compliance audits and employee feedback sessions.



# KSH Automotive Pvt. Ltd.

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- The policy will be reviewed **annually** or upon changes in applicable labor laws.

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## 11. Declaration

All employees and contractors must acknowledge this policy and agree to comply during onboarding and through annual declarations.

A handwritten signature in black ink, appearing to be 'J. Kim', is written over a light gray dotted grid background.

**Mr. Yongsung Kim**  
**Managing Director**

