

	Accord Synergy Ltd	Eff. Date	28-02-2017
		Rev. No.	
	Freedom of Association Policy	Issue No.	
		Doc No.	

At Accord Synergy, all employees are important and are considered as stakeholders in the enterprise. It is important to build a culture of interdependence, mutual trust and respect. Our approach helps in building as well as strengthening a harmonious relation across the organisation.

Policy

1. To respect the dignity of all employees and give them the freedom to lawfully organise themselves into interest groups, independent of supervision by the management.
2. To make sure that the employees are not discriminated against for exercising this freedom in a lawful manner.
3. Freedom of association should be communicated to all employees in an appropriate and meaningful manner.
4. To make sure that compliance with the Policy is regularly monitored and evaluated by the management.

Company values

1. Peacefulness
2. Freedom of Association
3. Freedom of Speech
4. Freedom of Religion
5. Equality under Law
6. Equality of gender
7. Equality of Opportunity
8. Equality of individuals.

