

	<h2>Freedom of Association Policy</h2>		Policy	Page: 1/1
			Edition: 1	
			Date: October 11, 2022	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo012	

Introduction

Freedom of association is a human right that is at the core of ILO values. It is enshrined in the ILO Constitution, the ILO Declaration of Philadelphia and the ILO Declaration on Fundamental Principles and Rights at Work (1998); and it is proclaimed in the Universal Declaration of Human Rights.

Freedom of association entails respect for the right of employers and workers in a company to freely and voluntarily establish and join organizations of their own choice.

Statement

Beesline International S.A.L. recognizes the fundamental rights of freedom of association and collective bargaining. (based on the ILO Declaration on Fundamental Principles and Rights at Work)

Beesline people, without distinction whatsoever, shall have the right to join organizations of their own choosing without previous authorization.

Beesline shall refrain from any interference which would restrict or impede this right.

Implementation of this Policy

Beesline International S.A.L. will ensure that this policy is widely disseminated to all relevant persons. It will be included in the staff handbook. All new team members must be trained on the content of this policy as part of their induction into the company. Reminding trainings are repeated yearly for all teams. It is the responsibility of every manager to ensure that all his/her team member are aware of the policy.