



INFINITE POSSIBILITIES. ONE FAMILY.

Responsible Leader: VP
Compliance

Responsible Associate: HR
Policy Team

Last Updated: 6/14/24

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

Purpose: The purpose of this policy is to establish Rich's commitment to upholding the rights of associates to freely associate and to engage in collective bargaining

Scope: Rich Products Corporation, along with its affiliates and subsidiaries, must comply with applicable laws protecting the rights of workers to freely associate

Definitions:

Freedom of Association - the right guaranteed under the ILO Conventions, to join with others either in personal relationships or as part of a group usually having a common viewpoint or purpose and often exercising the right to assemble and to free speech

Collective Bargaining - negotiation of wages and other conditions of employment by an organized body of employees

Labor Union - an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions

The International Labour Organization (the "ILO") - An agency established in 1919 that brings together governments, employers and workers of 187 Member States to set labor standards, develop policies and devise programs promoting decent work for all peoples

- *ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (C87)* - establishes the right of workers to join workers' groups of their own choosing, without previous authorization or interference, and for those groups to freely organize
- *Right to Organise and Collective Bargaining Convention, 1949 (C98)* - prohibits any anti-union discrimination or other forms of interference with workers organizing.

Policy Statement: Rich's recognizes and respects the right of our associates and the employees of our suppliers to lawful freedom of association and the right to collective bargaining without interference, retaliation, harassment, intimidation, penalty or discrimination. Where true independent freedom of association is not in place, we encourage alternative forms of worker representation.

Responsibilities: Rich's will

- Comply with all applicable laws, regulations and collective bargaining agreements
- Cooperate in good faith with the Labor Unions that our associates lawfully choose to represent them
- Allow associates to freely elect representation of their choice
- Recognize associate representatives and engage in good faith collective bargaining processes with them
- Ensure that grievance mechanisms, including the Global Ethics Hotline (1-800-461-9330) are available for receiving and addressing complaints of violations of this policy
- Advise our third-party suppliers and service providers of this policy and require them

to adopt principles that align with the ILO C87 and C98.

Review and Monitoring: This policy is implemented by Human Resources and site leadership. The Chief Human Resources Officer and the Vice President of Compliance have responsibility for overseeing company-wide compliance with this policy. Failure to comply with this policy may lead to disciplinary action up to, and including, termination.