



Siat
Nigeria

Freedom of Association Policy

SNL respects and supports the rights of all workers to freedom of association.

This forms part of the company's commitment to dialogue based industrial relations in which workers may express their opinions without fear of reprisal. The company supports collective agreements as fair and balanced mechanism for reaching consensus relations between the company and its workforce.

The company implements clauses that give substance to the statement by undertaking:

- To comply with both national laws and international instruments and standards on freedom of association and collective bargaining and more particularly:
 - The International Declaration of Human Rights;
 - ILO Convention 87 (1948) Freedom of Association and Protection of Right to Organize;
 - ILO Convention 98 (1949) Right to Organize and Collective Bargaining;
 - ILO Convention 011 (1921) Right of Association (agriculture);
 - Trade Union act of the Republic of Nigeria, of 1973, amended in 2005.
- To allow all workers, without distinction to form and / or join any workers association of their choosing.
- To recognize worker's association in accordance with Labour Laws as partners for the purpose of collective bargaining.
- Where rights to freedom of association and collective bargaining are restricted under law, to facilitate and not to hinder the development of parallel means for the independent and free association and bargaining including the facilitation of free choice by workers to elect their own workplace representatives.
- To allow workers representatives to conduct their activities, including meetings with their members without interference.
- Not to tolerate intimidation, reprisal or discrimination of any kind against union members or representatives or those advocating membership of a union.

SNL shall monitor the application of the policy throughout the company's operations to identify areas in which the rights to exercise freedom of association may be at risk and to take action to support these rights.



Signed: Felix Nwabuko

SNL Managing Director

Date: 30/08/2017