



Connecting Hearts ...
Spreading Smiles

SHIVAM INFOCOM PRIVATE LIMITED

AN ISO 9001 & OHSAS 18001 CERTIFIED COMPANY

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Freedom of Association Policy

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Purpose

This Policy defines the commitment of Shivam Infocom Private Limited to employees' right to engage in freedom of association. The Shivam Infocom Private Limited Board of Directors has ultimate responsibility for the implementation of this Policy, with full power to delegate as they deem appropriate.

Scope

This Policy applies to all Shivam Infocom Private Limited employees, including any third parties acting for and on behalf of the company, wherever they are located.

Freedom of Association

At present, Shivam Infocom Private Limited employees are not unionized and do not engage in collective bargaining. This is due both to the nature of our business and to the diversity of skills and roles among our personnel. To the best of my knowledge, no Shivam Infocom Private Limited employee is a member of any trade union.

However, Shivam Infocom Private Limited commits to respect and protect the right of all employees to freedom of association, collective bargaining, and the right to organize and to engage in workers' representation.

Shivam Infocom Private Limited respects the right of employees to have Freedom of Association with collective bargaining in respect to matters such as: Health and safety, remuneration, working hours, training and career development, work-time flexibility, life-long learning, stress management and equal opportunities.

Shivam Infocom Private Limited abides by all applicable national laws relating to the recognition of trade unions. Prior information is necessary for any employee or employees to join any trade union. No employee will suffer victimization, discrimination, or any other ill-treatment due to their decision to engage or not engage in workers' representation. Shivam Infocom Private Limited is open to recognition of a trade union or unions if a substantial number of eligible employees choose to join a union or unions.

