

Challenge-trg Group

This policy is relevant to all employees of Challenge Group Holdings Limited and its subsidiaries and/or Challenge-trg Group Holdings Limited and its subsidiaries (together, the 'Group' or 'Challenge-trg')

Challenge-trg Group – Freedom of Association Policy

Freedom of assembly and association is recognised under the Community Charter of the Fundamental Social Rights of Worker of 1989, which defines the context of 'Freedom of association and collective bargaining' as one where:

Employers and workers of the European Community shall have the right of association, in order to constitute professional organisations or trade unions of their choice for the defence of their economic and social interests.

Everyone has the right to freedom of peaceful assembly and to freedom of association at all levels, in particular in political, trade union and civic matters, which implies the right of everyone to form and to join trade unions for the protection of his or her interests.

Freedom of association enables workers to voice their opinions free of interference by the employer or government. Collective bargaining provides a means of reaching agreement on behalf of a firm's workers that can be universally applied. "The entity" respects and supports the rights of employees to freedom of association and collective bargaining.

"The entity" is firmly committed to creating strong business growth, which is not achieved at the expense of the environment, quality of life or social equity.

The objective of the policy is to set out the ways in which "the entity" will:

- facilitate freedom of association and collective bargaining
- allow and provide for employee representation
- ensure that freedom of association and collective bargaining take place without discrimination.

This policy encourages the development and implementation of responsible business practice.