



COLOR PRESS PAKISTAN PRIVATE LIMITED
FREEDOM OF ASSOCIATION POLICY

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- The Company respects the rights of employees to form and join union of their choice or to reform work council.
- In COLOR PRESS PAKISTAN workers union members are selected through referendum in their respective departments and Union president and general secretary are selected by referendum in workers union members. Workers union referendum / elections frequency is defined and communicated to workers. Names of selected Union president, general secretary and other union members are communicated to management and they can't be replaced and terminated from their union or respective posts until unless they left the job or terminated from job.
- The company supports, respect and appreciate the activities of workers union and the activities they performed within organization regarding workers issues and related matters without any restrictions.
- The company ensures that no discrimination is made against any person in regard to employment, promotion, and condition of employment or working condition on the ground that such person is or is not, a member or officer of a trade union.
- No person is induced to refrain from becoming or to cease to be a member or officer of a union, conferring or offering to confer any advantage on any person.
- If required company takes some kind of charges for union related works, proper record keeping of these charges must be made on wage slips and paid to the union with written agreements
- In COLOR PRESS PAKISTAN there is a Union registered with government legal body for trade unions and have a specific registration no. Other than that registered union, no other internal or external workers unions are allowed nor supported by the management.
- if it is a legal or regulatory requirement to avoid making worker union, then workers are provided alternate channels to communicate their problems and issues to the top management through complaints / suggestion box and a confidential contact no. It's a policy of COLOR PRESS PAKISTAN that the names of complainant remain hidden.