

Freedom of Association and Collective Bargaining Policy

Huriah Hemp CIC

As a social enterprise, Huriah Hemp CIC (Huriah) supports the rights of all employees to freedom of association and collective bargaining. Huriah is committed to upholding any need for employees expressing an opinion without fear of reprisal. Huriah values and supports collective bargaining as a balanced and just mechanism to reach agreements between a company and its workforce.

To exercise the above statement Huriah will ensure to maintain the following:

1. To adhere to national law as well as, international standards on freedom of association and collective bargaining.
2. To allow all workers to freely form and/or join trade unions of their own choosing.
3. To acknowledge unions as partners for the purpose of collective bargaining.
4. In the event rights to freedom of association and collective bargaining are restricted under law, Huriah will create efforts in facilitating the growth of workers unions and not hinder its employees rights. This can include facilitating workers to elect their own workplace representatives.
5. To allow union representatives to conduct their activities, including meetings with and of their members, without interference.
6. Not to tolerate intimidation, reprisal or discrimination of any kind against union members or representatives or those advocating membership of a union.
7. An undertaking to monitor the application of the policy throughout the company's operations, to identify areas in which the right to exercise freedom of association may be at risk and to take action to support these rights.