CHILLON
TRADING LIMITED

Name of Company: CHILLON TRADING LIMITED.

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Policy Statement on Freedom of Association and Collective Bargaining, Non-Discrimination, and Discipline and Grievance Procedures

1. Freedom of Association and Collective Bargaining

a. CHILLON TRADING LIMITED respects the right of all workers to associate freely in workers' organisations of their choice, without interference, harassment, or negative consequences, in alignment with the ILO Declaration on Fundamental Principles and Rights at Work (1998).

b. Workers seeking to form, join, or participate in a workers' organisation of their own choosing, including participation in a legal strike, shall not be subject to any form of harassment, penalty, or retaliation.

c. CHILLON TRADING LIMITED respects the right of workers to collective bargaining and shall adhere to any collective bargaining agreements in place, participating in such processes in good faith, subject to applicable law.

d. Where local legislation restricts the right to freedom of association and collective bargaining, CHILLON TRADING LIMITED shall not obstruct any alternative means permitted under applicable law, nor seek to influence or control such mechanisms.

2. Non-Discrimination

a. CHILLON TRADING LIMITED bases all employment relationships on the principles of equal opportunity and fair treatment. Discrimination, for the purposes of this policy, means any distinction, exclusion, or preference that has the effect of nullifying or impairing equality of opportunity or treatment in employment.

b. CHILLON TRADING LIMITED does not practise or condone any form of discrimination in hiring, continued employment, remuneration, overtime, access to training, professional development, promotion, termination, or retirement, on the basis of race, colour, ethnicity, caste, national origin, religion, disability, genetic information, gender, sexual orientation, union membership or participation in a legal strike, political affiliation, marital status, parental or pregnancy status, physical appearance, HIV status, migrant status, age, or any other personal characteristic unrelated to the inherent requirements of the work.

c. Any reported incident of discrimination will be treated as a serious violation of this Business Policy and will be investigated and addressed accordingly.

d. Individuals who are "Fit for Work" shall be given equal opportunities and shall not be discriminated against on the basis of factors unrelated to their ability to perform the job.

e. CHILLON TRADING LIMITED shall ensure that workers with life-threatening or chronic illnesses are not treated differently from other workers and will continue to employ such personnel for as long as they remain physically and mentally fit to carry out their normal job responsibilities, in a manner free of stigma or discrimination.

f. CHILLON TRADING LIMITED shall periodically review employment data and practices to identify and remediate any potential wage or opportunity disparity that disadvantages any category of worker, and shall ensure comparable wages for work of equal value.

3. Diversity, Equity and Inclusivity

a. CHILLON TRADING LIMITED is committed to promoting worker diversity, equity, and inclusivity at all levels of the organisation and across all functions, including recruitment, professional development, mobility, and equitable employment conditions.

b. CHILLON TRADING LIMITED shall provide training to workers that promotes a culture of diversity, equity, and inclusivity, and shall periodically review the effectiveness of this commitment and its supporting processes.

4. Discipline, Harassment, and Grievance Procedures

a. CHILLON TRADING LIMITED shall not use corporal punishment under any circumstances and shall ensure that workers are not subjected to harsh or degrading treatment, sexual or physical harassment, or any other form of mental or physical coercion, abuse, or intimidation, whether directly or indirectly, including during disciplinary actions.

b. Managers and relevant personnel shall be trained to recognise signs of violence and harassment and to understand applicable laws and Company policy on appropriate worker treatment.

c. CHILLON TRADING LIMITED shall clearly and actively communicate its disciplinary process and standards of conduct, apply these consistently to all management and staff, and maintain records of disciplinary actions taken, with confidentiality and anonymity protected as appropriate.

d. CHILLON TRADING LIMITED encourages all personnel to voice concerns promptly where they have a genuine reason to believe that a policy, entity operation, or practice is, or is likely to be, in violation of any law, regulation, or internal Company rule or policy, including this Business Policy.

e. All workers, including new workers at the time of recruitment, shall be made aware of the Company's complaints and grievance mechanism. Workers, acting individually or together with other workers, are free to submit grievances through this mechanism without suffering any penalty or retaliation, and may involve a workers' representative in the process if requested.

f. CHILLON TRADING LIMITED assures all personnel who come forward in good faith to report concerns that they will be treated fairly and respectfully. While all reasonable efforts will be made to protect the confidentiality and anonymity of individuals raising concerns, any form of retaliation against such individuals, provided they have not themselves been involved in the violation reported, will not be tolerated.

g. The grievance mechanism does not waive or preclude an individual's or group's right to have the same grievance addressed through other available external mechanisms, including administrative, judicial, or other non-judicial remedies.

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