



Premier Road Carriers Limited
Freedom of association Policy

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Freedom of association Policy

Context

Human Rights include the freedom to associate. It does, however, have some distinguishing characteristics that need the creation of a special policy for this Freedom.

Description:

Individual freedom of association can be defined as the right of individuals to join with others in order to collectively express, promote, pursue, and/or defend common interests. Individuals and organization of individuals are both entitled to freedom of association. It includes the freedom for individuals to join or leave any organization or association on their own terms. It enables the organization to take collective action in pursuit of its members' mutual interests. It enables organisations to accept or deny membership based on predefined criteria.

Duties & Restrictions

Individuals and PRCL have a duty to ensure that their intentions are neither subversive or criminal, and that they are aligned with the PRCL's corporate interests. If the organisation has grounds to believe that certain of the objectives or actions of any individual or Organisation under this Policy are contrary to good governance or are illegal under the laws of the land, it may impose particular limits on such objectives or acts.

Policy

The PRCL respects the rights of all individuals employed or linked with the Organisation through business activities to free association and collective bargaining rights without interference or discrimination.

The PRCL's authorised representatives will work in good faith with any bodies that its employees or associates select to represent them, such as unions, work councils, and similar bodies.

The Organization will empower employees to freely elect or select representatives to engage in dialogue with Management.

To the greatest extent possible, the Organisation will provide facilities that allow representatives of employee bodies to carry out their duties within the confines of prescribed organisational work processes.

The organisation will identify, detail, and provide platforms for employees or their representatives to debate work processes, working conditions, and employee health and safety issues with management.

The organisation will establish a Grievance process that will allow employees to anonymously raise issues listed in above.

PRCL HR will periodically examine the rights and freedoms inherent in this policy, and compliance will be reported to the Board of Directors of PRCL.

Document Management Information

Version No.	Version date	Author	Reviewed By	Approved By	Changes
0.0	01.08.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Draft
1.0	12.09.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Initial Document