

KERNEL

The policy of freedom of association and unions



Kyiv, January 2021

Policy Objectives



- ✓ Formation of general principles of freedom of association and association and protection of employees' rights, and guarantees of social justice
- ✓ Existence of transparent system management of interaction with associations and unions
- ✓ Formation of trust and loyalty of stakeholders to the Company as a stable and reliable partner, socially responsible business and employer
- ✓ Creation an atmosphere of responsible employment and ensuring compliance with labor legislation

Basic principles and methods of work for compliance with the principle of freedom of association:



- ✓ Kernel adheres to the universal principles and norms that protect human rights in the field of employment, set out in the UN Global Compact and the declarations of the International Labor Organization, in particular, on freedom of association and freedom of collective bargaining:
- ✓ Recognition by the Company and support of the right of employees to unite in trade unions, appointment of a commissioner from the labor collective and conducting collective bargaining
- ✓ Support of fair and transparent collective labor relations in cooperation with the trade union of employees / representative of the Company's labor collective
- ✓ Reliability, transparency and openness of information about the activities of Kernel enterprises

The concept of freedom of associations and tasks



- ☑ Trade unions have been established at the Company's enterprises, which operate on the basis of a charter accessible to all employees or are authorized by the labor collective.
- ☑ Kernel's interaction with the trade union or the representative of the labor collective operates on the basis of constant dialogue (inquiries, feedback, meetings) and partnership in all key actions and processes of the Company.
- ☑ The trade union / labor representative is a strategic partner. Its mission is to protect the rights and responsibilities of each employee

Relationship management system



- ☑ The company creates all the necessary conditions to ensure the activities of trade unions / commissioners from the workforce: provides free use of the necessary premises for work and storage of documentation, furniture, means of communication and office equipment, the ability to place information in places accessible to all employees
- ☑ During the implementation of activities on the territory the Company pledges to take measures to ensure fair treatment of employees in the manner prescribed by applicable law and best international practice.
- ☑ Any form of corruption, fraud or theft during the organization of the process of interaction with trade unions is not allowed.

Summary



- ✓ The policy is subject to update changes in current legislation whenever necessary, but at least once every three years
- ✓ The collective agreement is concluded on the basis of the current legislation, the obligations accepted by the parties for the purpose of regulation of industrial, labor and social and economic relations and coordination of interests of employees, owners or the parties authorized by them.
- ✓ Freedom of association is one of the fundamental human rights that guarantees that every employee can freely organize, form and participate in associations and unions.
- ✓ **Process owner:** Head of Personnel Department
- ✓ **Policy Developer:** Head of Compliance

- ✓ Unacceptable actions are according to the Policy of Conflict of Interest Management and Counteraction to Fraud and Corruption

- ✓ **Related documents:**
 - HR Policy
 - Corporate Code
 - Corporate social responsibility and sustainable development policy
 - External and internal communications policy
 - Conflict of interest management policy and anti-fraud and corruption
 - Occupational health and safety, industrial, technical and transport safety policy