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CORPORATE POLICY ON FREEDOM OF TRADE UNION ASSOCIATION

Within the framework of the commitment undertaken by ICOM S.r.l. to implement and certify a Corporate Social Responsibility Management System in compliance with the international SA 8000 standard, it is of fundamental importance to reaffirm workers' right to freely choose to join the trade union organizations they prefer and, where they deem it appropriate, to promote forms of collective bargaining at company level.

Recognizing the full autonomy of ICOM's workers in decisions concerning freedom of association and collective bargaining, the following are some of the rights that employees may exercise in this regard.

Freedom of association

For ICOM, freedom of association means guaranteeing all employees and workers the right to join trade union organizations. This does not, of course, imply that employees are obliged to join a union; rather, the objective is to clearly and unequivocally inform workers of the existence of their right to freely associate with a trade union organization and to carry out trade union activities, as this is a protected right.

Collective bargaining

Collective bargaining refers to a process or activity that leads to a collective agreement. Collective bargaining is a voluntary action aimed at determining working terms and conditions and regulating relationships between employees, workers, and their representative organizations. The principle underlying collective bargaining must be that of "good faith." Only through transparent and constructive negotiation can agreements be reached that satisfy both parties and help maintain a harmonious and productive working environment.

To fully implement these principles, ICOM undertakes, in the workplace, to:

- Guarantee all workers the freedom to form and join trade unions and organizations of their choice;
- Ensure that any trade union membership is not taken into account with regard to hiring, evaluations, promotions, transfers, or dismissals;
- Provide support to workers' representatives in carrying out their duties, for example by allowing the circulation of materials related to organizational activities, permitting public display of information, and granting paid time off to attend assemblies, meetings, and events organized by trade unions and selected organizations.

In the event that a collective bargaining forum is established, ICOM undertakes to:

- Recognize representative organizations;
- Use collective bargaining as an opportunity to address issues such as working and employment conditions, as well as relations between employer and employees;
- Seek solutions to, or the prevention of, certain issues while taking workers' interests into account;
- Provide the necessary information to initiate fair and balanced negotiations;
- Balance relations with the most influential trade union representatives in order to ensure the sustainability of smaller organizations.

This policy is made available to anyone who requests it.

Lanciano, 31/03/2025


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