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APPROVED
by the Board of Directors
of the Company on 30 April 2020


Chairman of the Board of Directors

GLOBALTRANS INVESTMENT PLC

Freedom of Association Policy

OVERVIEW

Globaltrans Investments PLC (the “Company” and together with its consolidated subsidiaries “Globaltrans” or the “Group”) is committed to respecting employees’ right of freedom of association and collective bargaining, in each case without interference and free from discrimination. Globaltrans adheres to such principles as set out in ILO Conventions C.87 (Freedom of Association and Protection of the Right to Organise Convention) and C.98 (Right to Organise and Collective Bargaining Convention).

Globaltrans complies with all applicable laws, regulations and collective bargaining agreements.

RESPONSIBILITIES

Globaltrans is committed to:

- allowing employees to elect worker representatives which they choose;
- allowing worker representatives to consult with management regarding workplace processes;
- recognising worker representatives and engaging in good faith collective bargaining processes with them.

This Policy will be communicated to personnel by being available on the Company corporate website (www.globaltrans.com) and also in local languages on the internal networks of the subsidiaries of the Group. To ensure the effective implementation of this policy, Globaltrans will implement regulations as needed and ensure that a grievance mechanism as described in Globaltrans’ Whistleblowing Policy is available for receiving and addressing complaints of violations of this policy and is communicated to all relevant stakeholders.

The CEO of the Company will be responsible for the effective implementation of this policy.