



Freedom of Association Policy

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. We respect the right of all employees to freedom of association and the right to collective bargaining without interference and free from discrimination.

To this end, Kenmare will:

- Comply with all applicable laws, regulations and collective bargaining agreements.
- Co-operate in good faith with the bodies that our employees collectively choose to represent them (such as trade unions or work councils) within the appropriate national legal frameworks.
- Allow employees to freely elect representatives of their choice.
- Provide facilities to employees' representatives to enable them to carry out their functions promptly and efficiently, in such a way that does not impair the efficient operation of Kenmare's facilities.
- Facilitate employee representatives to consult with management regarding workplace processes through participation in employee forums and cooperation committees.
- Recognise employee representatives and engage in good faith collective bargaining processes with them.
- Ensure that a grievance mechanism, including an independent whistleblowing hotline, is available for receiving and addressing complaints of violations of this policy.

This policy is publicly available to Kenmare's employees and to our other stakeholders.

Kenmare will ensure that all employees understand this Freedom of Association Policy. We will also ensure that third-party service providers (including contractors and suppliers) are aware of our Freedom of Association Policy and we will ask them to adopt similar principles in their activities.

The Freedom of Association Policy is implemented by members of the Executive Committee and site leadership. The Sustainability Committee, and more widely the Board of Directors, has responsibility for overseeing company-wide compliance to this Policy.

Effective date: 3 December 2019

Document revision control

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1	All pages	First version	3 December 2019