



## Freedom of Association and Right to Collective Bargaining

At Bestpac UK Limited, we are committed to upholding the principles of freedom of association and the right to collective bargaining for all individuals and groups associated with our organisation . We recognise the importance of these fundamental rights and are dedicated to ensuring they are respected and protected in all our activities.

### **Policy Statement:**

Bestpac UK Limited respects and upholds the right of all employees, contractors, partners, and stakeholders to freely associate, join, or form associations, unions, or other collective organisations of their choice, as recognised by international labour standards and applicable laws.

Bestpac UK Limited will not interfere with, obstruct, or discriminate against individuals or groups exercising their right to freedom of association.

We encourage open communication and engagement between employees, stakeholders, and management, fostering an environment that supports collaboration and the expression of different viewpoints.

Bestpac UK Limited recognises the right to collective bargaining as a means for employees, contractors, or their representatives to negotiate and protect their interests. We will engage in good faith negotiations and discussions with duly elected or chosen representatives.

We commit to providing a conducive environment for collective bargaining, where all parties have the opportunity to express their concerns, negotiate terms and conditions, and reach mutually acceptable agreements.

Bestpac UK Limited will ensure that this policy is widely communicated and accessible to all employees, contractors, partners, and stakeholders.

We will provide training and awareness programs to ensure that all individuals associated with our organisation understand their rights and responsibilities concerning freedom of association and the right to collective bargaining.

Any violations or complaints related to this policy will be promptly investigated, and appropriate corrective actions will be taken.

Bestpac UK Limited is committed to reviewing and updating our external stakeholder documentation to explicitly include statements regarding our support for freedom of association and the right to collective bargaining. We will ensure that these principles are articulated and emphasized in all relevant documents.

At Bestpac UK Limited, we firmly believe that respecting freedom of association and the right to collective bargaining is not just a legal obligation but a moral imperative. We are dedicated to maintaining a workplace and external relationships that uphold these principles, fostering a culture of fairness, collaboration, and respect for the rights of all our stakeholders.

This policy reflects our commitment to these fundamental human rights and serves as a guideline for all our actions and interactions within and outside the organisation .

Mark Sears

Chief Executive Officer

Reviewed and approved: 22nd July 2025

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