COMPANY NAME recognizes freedom of association as a human right consisting of the power to join and form groups, associations, or organizations with lawful objectives, as well as withdraw from them. The company allows its employees to exercise this free right, without coercion to belong, stop belonging or participate in associations for lawful purposes. This is without prejudice to their work functions in any way.

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| ***Name***  General Manager  Date: DD/MM/YYYY |  |