

## Freedom of Association Policy

### Introduction

The A.P. Gilfoyle group has never, and will never interfere, inhibit, or otherwise hinder an employee's ability to form or engage with a collective-bargaining organization, sometimes referred to as a "union".

We are committed to promoting an open and inclusive workplace where all employees feel more engaged and inspired to achieve their maximum potential.

### What is an "Employee"

"Employee" means any individual classified as a permanent or temporary employee by the group. This definition is solely for the purpose of this policy and does not modify or supersede any definition of "employee" established under an applicable collective bargaining agreement.

### Freedom of Association

The A.P. Gilfoyle group affirms its support for the United Nations Universal Declaration of Human Rights, as further explained in our Human Rights Policy (accessible at <https://apgilfoyle.com/disclosures>), including the rights to freedom of association and collective bargaining. This policy is grounded in the following core International Labour Organization ("ILO") Conventions:

- **ILO Convention 87:** Protects workers' right to form and join trade unions of their choice.
- **ILO Convention 98:** Safeguards workers' right to bargain collectively and prohibits employer interference.
- **ILO Convention 135:** Prohibits discrimination against worker representatives and affirms their right to access the workplace for representational duties.

The group encourages open dialogue between employees and management concerning fair wages, adequate benefits, and the maintenance of safe, equitable working conditions. We recognize and respect the right of employees to collectively bargain over issues such as health and safety, compensation, working hours, training, and career development.