



**Rcan Jewellery Co., Ltd.**

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## **Policy on Freedom of Association and Negotiation**

1. The company will respect the rights of employees to gathering independently in the organization they choose without interference or negative consequences. The company must ensure that employees who wish to register or join their chosen organization are not threatened in any form.

2. The company will respect the rights of employees to negotiate together and will adhere to the negotiation in the agreement. The company will participate in negotiations under the law, which is based on the principle of honesty in the negotiation.

3. In case that the law limited the right of freedom to association and negotiation. The company will not obstruct alternatives choices under the Law.

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