

## Freedom of Association Policy for Infront AS and all Associated Companies

### 1. Introduction

Infront AS, hereafter referred to as "the Company," is committed to upholding the fundamental human rights of its employees, including the right to freedom of association, collective bargaining, and the expression of views and opinions.

### 2. Purpose

This policy is designed to:

- Ensure that all employees are aware of their rights to freedom of association.
- Promote a harmonious and inclusive work environment where employees are free to join or refrain from joining associations of their choice.
- Prohibit any form of discrimination or retaliation against employees who choose to exercise their rights related to freedom of association.

### 3. Freedom of Association

The Company recognizes and respects the rights of its employees to:

- Form, join, or participate in labour unions, employee associations, or any other similar organisations.
- Engage in collective bargaining.
- Express their views, opinions, and concerns related to their employment conditions and workplace issues.

### 4. Non-Retaliation

The Company strictly prohibits any form of discrimination, harassment, or retaliation against employees who choose to exercise their rights regarding freedom of association. Employees should feel secure in expressing their views without fear of adverse consequences.

### 5. Responsibilities

**Employees:** Employees are encouraged to exercise their rights related to freedom of association responsibly and in compliance with relevant local laws and regulations.

**Management:** Managers and supervisors should uphold this policy and refrain from engaging in any actions that could be perceived as restricting employees' freedom of association.

**The Company:** Infront commits to maintaining a work environment that fosters freedom of association and collective bargaining. The Company will not interfere with employees' rights to choose whether or not to join or participate in any association or labour union.

### 6. Reporting Concerns

Any employee who believes their rights related to freedom of association have been violated or who experiences discrimination or retaliation for exercising these rights should report the issue to their supervisor, HR, or any other designated channel. The Company is committed to addressing such concerns promptly and discreetly.



### 7. Compliance with Laws and Regulations

The Company will ensure that this policy is in compliance with all applicable laws and regulations regarding freedom of association.

### 8. Review and Revision

This policy will be reviewed periodically and updated as necessary to ensure its continued effectiveness and compliance with evolving legal standards and best practices.

### 9. Conclusion

Infront AS values the diversity of its employees and their right to express their views, join associations, and engage in collective bargaining freely. This policy is a testament to our commitment to a fair and inclusive work environment that respects the rights of all employees.

**Effective from: 10 November 2023**

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**Zlatko Vucetic, CEO Infront Group**

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