

360 Recruitment – Freedom of Association Policy

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360 Recruitment Ltd promotes a responsible employment environment and ensures compliance with the provisions of the law regarding the terms of employment of its employees and of other workers employed on its premises. 360 Recruitment also respects and adheres to universal principles and norms that protect human rights in employment, as specified in the UN Global Compact (UNGC) and in the declarations of the International Labour Organisation (ILO), including, among other matters, with respect to the freedom of association and the freedom to conduct collective negotiations. As part of this approach, 360 Recruitment applies the following principles and work methods, to uphold the principle of freedom of association:

360 Recruitment welcome any/all employees forming an employee forum across all sites 360 Recruitment operate on. Under these circumstances.

- 360 Recruitment employees who are members of a Union, maintain fair and transparent collective labour relations, in full cooperation with the employee forum of 360 Recruitment.
- 360 Recruitment recognises its employees' right to unionize and conduct collective bargaining. The collective agreement in place at 360 Recruitment applies to most employees of 360 Recruitment, excluding those employed under personal contracts.
- The work of 360 Recruitment's board of management with the employee forum follows a pattern of continual dialogue (updates, feedback, and consultations) and partnership in all key actions and processes in the everyday life of 360 Recruitment. The employee forum is a strategic partner and a key stakeholder of 360 Recruitment; its mission includes the protection of each employee's rights and obligations.