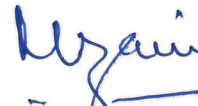


## Freedom of Association and Collective Bargaining Policy

The Andhra Paper Limited have the policy for freedom of association and the right to collective bargaining based on the Company commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such practices.

- ❖ The Andhra Paper Limited shall respect freedom of association and the effective right to collective bargaining.
- ❖ Workers/employees join the Company on their own choice
- ❖ The Andhra Paper Limited respects the full freedom of workers to draw up their constitutions and rules.
- ❖ The Andhra Paper Limited respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- ❖ The Andhra Paper Limited negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

Date: 25/06/2022



MUKESH JAIN

OCCUPIER & DIRECTOR COMMERCIAL