



# FREEDOM OF ASSOCIATION

The promotion of social dialogue is at the heart of OCP Group's strategy, which requires respect for freedom of association and the establishment of social dialogue mechanisms at all levels of the company.

The Group promotes social dialogue beyond legal and regulatory requirements and has implemented a social dialogue charter that aimed at strengthening and structuring the partnership and social commitment relationship between the Group and its social partners. This charter signed, by all the trade unions & OCP management, enables lasting relationships to be maintained between the Group and its social partners. The charter puts in place the very best standards of trade union rights.

Thus, OCP determines, among other things, the prerogatives of the Collective Bargaining Committee, implemented annually via a protocol of agreement. At the end of each Collective Bargaining Committee meeting, the main results and decisions taken are recorded in minutes or protocols of agreement, or where appropriate, non-agreement are signed by the stakeholders. The protocol of agreement concluded within the Collective Bargaining Committee is then published in a joint communiqué addressed to employees.

**ALL GROUP'S EMPLOYEES ARE FREE TO JOIN THE 4 INDEPENDENT TRADE UNIONS WHO ARE THE MOST REPRESENTATIVE WITHIN OCP IN ACCORDANCE WITH OUR SOCIAL POLICY.**



**0**  
Associates strikes



**4**  
Independent Trade unions



**86%**  
of employees represented by an independent union



**100%**  
covered by collective bargaining agreements

