



Freedom of Association and Collective Bargaining Policy

October 29, 2024

Purpose

This Policy defines the commitment of ENPOINTE to employees' right to engage in collective bargaining and have freedom of association. The ENPOINTE Senior Leadership Team has ultimate responsibility for the implementation of this Policy, with full power to delegate as they deem appropriate.

Scope

This Policy applies to all ENPOINTE employees, including any third parties acting for and on behalf of the company, wherever they are located.

Freedom of Association

At present, ENPOINTE employees are not unionized and do not engage in collective bargaining. This is due both to the nature of our business and to the diversity of skills and roles among our personnel. To the best of ENPOINTE's knowledge, no ENPOINTE employee is a member of any trade union.

However, ENPOINTE commits to respect and protect the right of all employees to freedom of association, collective bargaining, the right to organize and to engage in workers' representation.

ENPOINTE respects the right of employees to engage in collective bargaining with respect to matters such as: Health and safety, remuneration, working hours, training and career development, work-time flexibility, life-long learning, stress management and equal opportunities.

ENPOINTE abides by all applicable national laws relating to the recognition of trade unions. No prior authorization is necessary for any employee or employees to join any trade union. No employee will suffer victimization, discrimination or any other ill-treatment due to their decision to engage or not engage in workers' representation. ENPOINTE is open to recognition of a trade union or unions if a substantial number of eligible employees choose to join a union or unions.