



## Freedom of Association and Collective Bargaining Procedure

We at Samnomi Oil and Gas Global Limited provide opportunities for workmen of the company to organize themselves into associations of their choice with a view to safeguard and protect their interests in service by means of freedom of association and collective bargaining and by having the right and facilities for access to their fellow workers in compliance with International labour standards and national labour laws/regulations.

### Obligations

- Every employee is required to respect the rights of their colleagues to freedom of association and collective bargaining.
- Management and supervisors are responsible for ensuring that employees are not intimidated, coerced, or discriminated against for exercising their rights to freedom of association and collective bargaining.
- The Human Resources department shall always be responsible for providing guidance and support to employees and management on matters related to freedom of association and collective bargaining.

### Rules and Ethics

- **Freedom of Association** – Samnomi Oil and Gas Global Limited respects the right of employees to organise and join trade unions, or other organizations of their choice, without fear of intimidation, coercion, or discrimination.
- **Collective Bargaining** - The company recognises the right of employees to engage in collective bargaining with management, through their chosen representatives, to negotiate terms and conditions of employment.
- **Non-Discrimination** - Samnomi Oil and Gas Global Limited will not discriminate against employees who exercise their rights to freedom of association and collective bargaining.
- **Transparency** – The company will ensure that all employees are informed about their rights to freedom of association and collective bargaining.

## Procedures

- **Recognition of Trade Unions** - Samnomi Oil and Gas Global Limited will recognize trade unions that are registered and certified by the relevant authorities.
- **Collective Bargaining Process** - Samnomi Oil and Gas Global Limited will engage in collective bargaining with recognized trade unions, through a process that is fair, transparent, and respectful.
- **Employee Participation** - Samnomi Oil and Gas Global Limited will ensure that employees are able to participate in collective bargaining, either directly or through their chosen representatives.
- **Grievance Mechanism** – The existing grievance mechanism of Samnomi Oil and Gas Global Limited will always be implemented to address any concerns or complaints related to freedom of association and collective bargaining.

## Monitoring and Review

**Regular Review** - Samnomi Oil and Gas Global Limited will review this procedure regularly to ensure that it is consistently effective and compliant with relevant laws and regulations.

**Monitoring Compliance** - Samnomi Oil and Gas Global Limited will monitor compliance with this procedure and take corrective action as appropriate

**Date:** January 4, 2024



**Chief, Engr Samson Kevwe Anomi**

Chief Executive Officer

SAMNOMI Oil and Gas Global Limited