



Freedom of Association

Action plan

Addressing the topic of freedom of association is an element of our human rights strategy to provide protection against discrimination or even harassment. For this purpose, we have committed to publish an action plan with time-bound measures to promote freedom of association:

1. We will include freedom of association as a requirement for suppliers in our code of conduct and sustainable purchasing practice. (until end of 2023)
2. We will participate in MSI's to support actively collective bargaining (until end of 2023)
3. We will initiate consultations with unions to understand obstacles of the freedom of association with a special focus on barriers faced by women. (until end of 2023)
4. We will raise the awareness of our suppliers in selected high-risk supply chains on the topic of freedom of association. (until end of 2024)
5. We will implement trainings in consultation with unions and local stakeholders in three high-risk supply chains for workers in order to train workers regarding their right of association with a special focus on barriers faced by women. (Until End of 2024)