



Freedom of Association

Action plan

Addressing the topic of freedom of association is a key 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 include freedom of association as a requirement for suppliers in our code of conduct and sustainable purchasing practice. (Until End of 2023)
2. Participation in MSI's to support actively collective bargaining (Until End of 20232)
3. Consultation with unions to understand Obstacles of the freedom of association with a special focus on barriers faced by women. (Until End of 20232)
4. We educate our suppliers in high-risk supply chains on the topic of freedom of association. (Until End of 2024)
5. We implement trainings in consultation of unions and local stakeholders in three high risk supply chains for workers in order to educate workers regarding their right of association with a special focus on barriers faced by women. (Until End of 2024)