	<h1 style="text-align: center;">Policy on Freedom of Association</h1> <h2 style="text-align: center;">Policies</h2>		<p>Document Number:</p> <p style="text-align: center;">2P-LEG-16.07</p>
	<p>Department:</p> <p style="text-align: center;">Legal</p>	<p>Effective Date:</p> <p style="text-align: center;">January 23, 2020</p>	<p>Revision No</p> <p style="text-align: center;">0</p>

Objective

The objective of this policy is to inform all the employees of F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. of their Constitutionally mandated Right on Freedom of Association and how to exercise the same.

In recognition of one of the fundamental rights of workers, F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. recognizes the importance of realization of Freedom of Association between and among its employees. It is a policy of the Company to freely allow employees to form unions or organizations of their choice between and among themselves and bargain collectively, without any form of external intimidation, influence, or harassment.

Scope

The scope of this policy is all the current and future employees of F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc.


Policies

1. F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. shall not prohibit its employees from freely forming or joining associations or groups of their choice. It shall not enact or create any rule or policy which will hinder the exercise of the right to freedom of association nor it shall be the basis of employment.
2. In the event any group of employees form and join an organization, the Company shall ensure that it shall give proper recognition subject to the requirements of the Labor Code of the Philippines. The company assures that it shall not institute procedures to abolish the organization.

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3. F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. commits itself to cooperate in union-instituted events and activities where its cooperation shall be required by law.
4. F2 Logistics Philippines, Inc. & F2 Global Logistics, Inc. assures that membership or non-membership to any organization shall not be the basis of any punishment, promotion, demotion, or decision in any proceeding within the Company.

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