

Freedom of Association & Collective Bargaining Policy  
Company Name: KP The Garden Landscaper INC

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Our Commitment to Freedom of Association and Collective Bargaining:

At KP The Garden Landscaper INC, we recognize and respect the fundamental rights of all our employees to freedom of association and collective bargaining, as outlined in international labor standards and applicable Canadian labor laws. We are committed to fostering an environment where employees can freely express their views, join or form organizations of their own choosing, and engage in collective bargaining without fear of reprisal, intimidation, or interference.

Management Approach and Measures in Place:

- \* Respect for Rights: We acknowledge and respect the right of our employees to decide whether or not to join or form a trade union or other employee representative organizations.
- \* Non-Interference: Management will not interfere with, restrain, or coerce employees in the exercise of their rights to organize or bargain collectively.
- \* Open Communication: We maintain open channels of communication between management and employees to discuss workplace matters, ensuring that employee voices are heard and considered.
- \* No Discrimination: There will be no discrimination, intimidation, or retaliation against any employee for exercising their right to freedom of association or collective bargaining.
- \* Compliance with Law: KP The Garden Landscaper INC is committed to complying with all relevant federal and provincial legislation regarding freedom of association and collective bargaining rights.

This policy reflects our dedication to upholding core labor rights and fostering a fair and respectful workplace at KP The Garden Landscaper INC.