

## Freedom of Association and Collective Bargaining Policy

### Purpose

This Policy defines the commitment of Pico Technology to employees' right to engage in collective bargaining and have freedom of association. The HR Manager has ultimate responsibility for the implementation of this Policy, alongside the Board of Directors, with full power to delegate as they deem appropriate.

### Scope

This Policy applies to all Pico UK employees, including any third parties acting for and on behalf of the company.

### Freedom of Association

At present, Pico employees are not unionised and do not engage in collective bargaining. This is due both to the nature of our business and the diversity of skills and roles among our employees.

However, Pico commits to respect and protect the right of all employees to freedom of association, collective bargaining, the right to organize and to engage in workers' representation.

Pico respects the right of employees to engage in collective bargaining with respect to matters such as: Health and safety, remuneration, working hours, training and career development, work-time flexibility, life-long learning, stress management and equal opportunities.

Pico abides by all applicable national laws relating to the recognition of trade unions. No prior authorization is necessary for any employee or employees to join any trade union. No employee will suffer victimisation, discrimination, or any other ill-treatment due to their decision to engage or not engage in workers' representation.