

# **Freedom of Association Policy**

## **Purpose and Scope**

San Miguel Food and Beverage, Inc. and its food subsidiaries (hereinafter collectively referred to as “San Miguel Foods” or the “Company”) is aligned with San Miguel Corporation in its commitment to upholding the right of employees to freedom of association as guaranteed under the Philippine Constitution, as well as statutory and regulatory provisions.

This Policy applies to all employees of San Miguel Foods to ensure that all activities pertaining to the exercise of the right of freedom of association are in accord with the aforementioned guarantees.

## **Freedom of Association**

San Miguel Foods recognizes the right of its employees to freely associate with others, including forming and joining organizations or associations of their choice, without fear of discrimination, retaliation, or undue interference from the Company.

San Miguel Foods recognizes that its employees are vested with the right to choose to participate in external organizations or associations of their choice provided such participation and involvement does not conflict with the Company’s organizational values, mission, or legal obligations.

San Miguel Foods remains non-partisan and its employees are free to engage in political and advocacy related activities in their own time and using their own resources. The views of employees on issues and matters affecting these activities are their own and not representative of the Company.

## **Compliance with Laws**

San Miguel Foods is committed to comply with and uphold all laws and regulations related to freedom of association and labor rights.