



Comoab Research LLC wishes to avoid any relationships with licensees, suppliers operating under any national jurisdiction that does not allow free association of workers and avoid licensees/suppliers prohibiting the free association of workers.

When licensing its intellectual property, **Comoab Research LLC** will by means of license agreement conditions, seek to limit licensing to licensees/suppliers who operate under jurisdiction committed to and abiding by the international labor law standards listed below (references to ILO conventions, NORMLEX Information System on International Labour Standards).

The term 'employer' is used to refer to licensee, supplier or their subcontractor covered under the terms of any licensing or sub-licensing agreement. The term 'worker' refers to any individual who performs work directly for a licensee, a supplier or their subcontractor covered under the terms of the licence agreement.

Freedom of Association and Collective bargaining

- C. 087** Freedom of Association and Protection of the right to Organize Convention
- C. 098** Right to organize and Collective Bargaining Convention
- C. 154** Collective Bargaining
- C. 135** Workers Representatives Convention
- R. 135** Minimum Wage Fixing Recommendation
- R. 143** Workers' Representatives Recommendation

All workers, without exception or distinction, have the right to join or form a trade union of their own choosing and to bargain collectively. The employer shall respect trade union rights and remain strictly neutral regarding workers' right to organize. Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under national law, this excludes the employer of using **Comoab Research LLC** intellectual property.

Discrimination, diversity and equality

- C. 100** Equal Remuneration Convention
- C. 111** Discrimination (Employment and Occupation) Convention
- C. 159** Vocational Rehabilitation and Employment (Disabled Persons) Convention
- R. 090** Equal Remuneration Recommendation
- R. 111** Discrimination (Employment and Occupation) Recommendation
- R. 168** Vocational Rehabilitation and Employment (Disabled Persons) Recommendation

Every worker is treated with respect and dignity at all times. No worker shall be subject to humiliating or corporal punishment or subject to physical, sexual, psychological or verbal harassment or abuse. There is no discrimination in hiring, compensation, access to training, promotion, termination of contract or retirement on the grounds of gender or sexual orientation, race, colour, age, pregnancy, religion, political opinion, nationality, ethnic origin, migratory status, disease or disability. There is a grievance mechanism in place enabling employees to put forward complaints without risk of retaliation.

With this commitment **Comoab Research LLC** emphasize their commitment to strive for equality between woman and men at work and gender equality when it comes to recruitment, career development; training and equal pay for equal work.

Gert Hartmans, Comoab Research LLC, 12 April 2023

(Thanks to H&M for example text, but please do not use the excuse of 'restricted under national law' to circumvent ILO conventions)