
What is the FOA Annex?

The ACT Türkiye Freedom of Association (FOA) Annex is an annex to the [ACT Memorandum of Understanding \(MoU\)](#) between [ACT member brands](#) and the Global Trade Union Federation [IndustriALL Global Union](#). ACT aims to achieve living wages for workers through collective bargaining at industry level, freedom of association and responsible purchasing practises.

The respect for Freedom of Association - the right of workers and employers to form and join organisations of their own choosing - is fundamental to an enabling environment for industry-wide collective bargaining. Freedom of Association is a universal, international right of workers. As such, it is a core commitment for ACT members and is outlined in the agreement with IndustriALL Global Union in the ACT Memorandum of Understanding (MoU).

The ACT member brands sourcing from Türkiye and IndustriALL Global Union and its Turkish affiliates have agreed an Annex to the ACT MoU on respect and exercise of Freedom of Association in Türkiye as a practical way to keep enacting the global FOA commitments outlined in the ACT Memorandum of Understanding (MoU).

The FOA Annex operationalises key aspects of the right to freedom of association and aims to help supply chain units to continue strengthen constructive and predictable relationships with IndustriALL Global Union affiliates. Strong union-employer relationships and accompanied by a clear guideline can help to continue developing mature industrial relations and stability.

What do ACT member brands expect from their business partners in terms of compliance with the FOA Annex?

Workers must be free and able to exercise their right to be unionised and bargain collectively in accordance with ILO Conventions. In this sense, management of supply chain units is expected to comply with the FOA Annex. This includes: treating trade unions fair and respectfully and refrain from all anti-union activities and to remain strictly neutral concerning employee preference to join, remain with, transfer, or abandon their relationship with a union organization.

ACT brand members will work with supply chain units and trade unions to address any issues that may occur in the implementation of the FOA Annex.

Supply chain units working with ACT brand members will be required to comply with the Türkiye FOA Annex from 15 August 2022.

The image shows the letters 'A', 'C', and 'T' in a large, light grey, sans-serif font. The 'A' is on the left, the 'C' is in the middle, and the 'T' is on the right. The letters are partially cut off by the edges of the page.

What happens if there is an allegation that the FOA Annex is not implemented at factory level?

Section 5 of the FOA Annex establishes a grievance handling procedure that outlines the steps to be followed in case of disputes over the implementation of the Annex.

In those situations where a Freedom of Association/Collective Bargaining breach is jointly detected, and after the pertinent investigation and agreed process for the resolution of the case, the following standard remediation activities (or any other action or actions agreed by ACT members involved) will be taken with the participation of ACT Brands, workforce, their representatives, IndustriALL national affiliates and IndustriALL Global Union's representation:

- A. Supply chain units shall be required to ensure that workers shall be able to get correct, full, transparent information about their fundamental rights guaranteed by international and national standards through various tools, including, but not limited to, mass meetings, written announcements, online channels, and others;
- B. Supply chain units shall be required to clearly announce their respect for FOA and workers' free union choice through written documents inside the workplace in a way all the workers can easily access the information.
- C. Training and education sessions shall be organized for workers (if freely elected worker representatives, it will be worker representatives) and company officials about respect of the rights of FOA, CB, and social dialogue.
- D. Remediation and corrective actions shall be monitored and supported by ACT members through objective, efficient and effective methods and tools to verify this.
- E. Unnecessary delays that go against the principle of good faith shall be avoided in the process.