



# Social Dialogue Commitment and Framework

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## 1. Purpose

As a major contributor to the global trailer market, TIP Group supports the transition towards a more prosperous, sustainable, and resilient transport sector. It is our vision to be the trusted partner for our customers, delivering connected solutions and powering sustainable supply chains.

This entails considering the environmental, social and governance impacts in every decision that we make. The success of TIP Group's business comes from the accomplishments and well-being of its employees. The goal is to build a workplace culture that fosters leaders and allows every person to thrive, contribute and grow.

This culture relies on the fundamental values of trust, mutual respect, and dialogue. This Commitment reflects TIP Group's commitments to promote consensus and democratic involvement among the main stakeholders in the workplace. It provides a frame of reference to build sustainable collective relationships, including all types of negotiation, consultation, and information exchange between, or among, representatives of governments, employers and workers, on issues of common interest related to economic and social policies. The Social Dialogue Commitment & Framework is aligned with the TIP 2025 Agenda and TIP's ESG Goals.

Our goal is to promote inclusive and sustainable economic growth, full and productive employment, and decent work for all. In addition, we promote peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable, and inclusive institutions at all levels.



## 2. Scope

This Commitment is relevant to all of TIP Group's employees worldwide. The Group will always comply with applicable laws and collective labour agreements that are in force across the regions we operate in.



### 3. Commitments

TIP Group is committed to:

- Respect, promote and fulfil the four fundamental rights in the eight International Labour Organization (ILO) core conventions as set out in the Declaration on Fundamental Principles and Rights at Work.  
This includes:
  - Freedom of association and effective recognition of the right to collective bargaining.
  - Elimination of all forms of forced or obligatory labour.
  - Effective abolition of child labour.
  - Elimination of discrimination in employment and occupation.
- Align with relevant ILO conventions related to the specific issues covered in this Commitment.
- Promote social dialogue beyond legal and regulatory requirements based on the social charter, which defines the principles, rules, and obligations related to social dialogue.
- Consider its employees as an important and highly valued resource to be cared for, empowered and rewarded.
- Respect the right of every employee to establish and join organizations of their own preference and engage in constructive negotiations.
- Consider trade unions, where applicable, as constructive role players in the organization.
- Establish structures through the organisation to proactively engage trade unions and employees, where applicable, with a view to create and strengthen constructive relationships. The competitive advantage of TIP Group depends on its ability to harness and optimise the human capital within the organisation.
- Implement and maintain non-discriminatory employee practices and internationally recognised employment standards and best practices. This includes but is not limited to providing competitive wages and benefits that allow TIP Group employees to cover their needs according to local standards of living as well as offering working time that takes into account a safe workplace and healthy work-life balance.
- Implement formal communication channels, systems and grievance mechanisms across all TIP Group operations which are legitimate, accessible, available in the local language of each location in which it operates and explained to employees as efficiently as possible - predictable, equitable, transparent, rights compatible and a source of continuous learning.
- Hold regular required meetings with the different local employees' representative bodies, to maintain a climate of trust and social cohesion.



- Continuously develop the capacity of the various players to effectively manage employee relations and to provide applicable training programmes where needed, including the application of processes, policies, and procedures.
- Monitor and assess the effective application of this Commitment when needed.



## 4. Implementation

Each subsidiary and joint venture shall:

- Respect employees' rights to freedom of association and collective bargaining
- Develop and maintain a collaborative working relationship with employee unions.
- Follow and adhere to local legislative and collective bargaining framework of the countries in which it operates in accordance with applicable ILO conventions, our values, and global standards.
- Adhere to all applicable labour laws and regulations during the collective bargaining process and unionization process.
- Recognize associates' right to freedom of association and collective bargaining. Authorized and properly executed collective bargaining agreement for the term of the agreement.
- Agreements are specific to subsidiaries/Joint ventures and countries and adjusted to the local legislation and the applicable collective labour agreements.
- Establish structures through the organisation where applicable to engage trade unions and employees.
- Implement and maintain non-discriminatory employee practices and internationally recognised employment standards.
- Set formal communication to all employees and employees' representatives through the implementation of communication channels and regular interactions
- TIP Group will monitor and assess the application of the Group's Social Dialogue Commitment.



## 5. ESG Governance

The combined responsibility of this Commitment lies under the Chief Human Resources Officer with secondary owner of the Chief Legal Officer.





## 6. Collective Bargaining Agreements and Works Councils

General terms agreed between employer and employees are laid down in collective bargaining agreements applicable due to industry, geography etc. Or in Works Council agreements and/or in Employee Handbooks.

All Collective Labor agreements, handbooks are available for employees on SharePoint. Works Council documents and agreements that are not confidential and relevant for employees are also available on SharePoint.



## 7. Procedural

### 7.1. Primary Owner

Chief Human Resource Officer is the Primary Owner of the TIP Social dialogue Commitment and Framework.

### 7.2. Secondary Owner

The Legal Counsel is the Secondary Owner of the TIP Social dialogue Commitment and Framework.

### 7.3. Periodic Review

The Primary and Secondary owners are responsible for reviewing this Commitment at least once every three years. Any such report shall include an assessment of any significant compliance issues and recommendations for any changes.

### 7.4. Revision History

Version	Date	Changes
1.0	June 2022	Initial version of document