

accessed. The participants will be obliged to behave in an orderly and lawful manner while using such facilities and will not in any way disrupt any business operations.

- 3.5 All participants in the picket who enter and leave the premises for the purpose of accessing the abovementioned facilities may be searched. Those who unreasonably refuse to be searched shall not be granted access to the facilities.

4. CONDUCT OF PICKETERS /EMPLOYER

Picketing shall be subject to the following:

- 4.1 Placards and banners may be carried and chanting, singing, as well as dancing may take place, provided that this does not infringe any law, intimidate any person or interfere with the company's business operations.
- 4.2 It shall be confined to areas demarcated for such.
- 4.3 Picketers shall not, whether on or off company premises:
- 4.3.1 Disrupt or attempt to disrupt ongoing operations of the company, nor hinder, harm or intimidate non-striking employees, other employees or persons associated with the company.
- 4.3.2 Hinder or damage any company property or machinery or vehicles or that of any supplier or customer of the company.
- 4.3.3 Hinder or harm or interfere with any vehicle entering or leaving the company's premises or in any other way going about the lawful business of the company on any public or private road.
- 4.3.4 Hinder, harm, threaten, intimidate or interfere with supplies to customers and neighbours of the company.
- 4.3.5 Consume, or be in possession of, or be intoxicated by alcohol or other forms of drugs. No intoxicated employee or employee suspected of being intoxicated shall be given access to the premises of the company or operating site.
- 4.3.6 Carry or be in possession of any form of weapon or potential weapon whilst picketing.
- 4.3.7 Commit any action that may be unlawful, including but not limited to any action which is, or may be perceived to be violent.
- 4.4 All picketing employees shall, at all times, be subject to the disciplinary procedures, rules and policy of the company.
- 4.5 Picketers may be addressed by Union Officials.