

POLICY ON "NO FORCED LABOUR" OR "COMPULSORY LABOUR"

In order to ensure that there is no forced labor in its employment has formulated the following principles as a guiding factor to value and protect the interests of the working community.

PRINCIPLES

1. The Management will not use forced labour, Prison labour, indentured labour or bonded labour in any aspects of production or procurement process;
2. The Management will not bind workers to employment as a condition of fulfilling a debt to a third party or to an employer;
3. No Labour will be forced to work by the management as a requirement of the sentence and without compensation;
4. Workers will be compensated for their work directly through cash payment equivalent to the work performed;
5. The company shall ensure that all precautionary measures are taken not to purchase any components produced by a forced labour;
6. Employment conditions shall be those which the worker has voluntarily agreed at the time of entry;
7. Contract workers should not be liable for training cost if they leave before their period of their contractual obligations;

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8. Workers employed shall retain their original educational certificates, passports, identity papers, travel documents or any other personal legal documents with them. The management obtain the copies of the same for their record purposes.
9. The employer shall not deduct any recruitment fees from the workers;
10. The management shall establish a written set of instructions for all subcontractors establishing the prohibition of forced labour and actively verifies compliance;
11. All workers shall present themselves voluntarily. No workers are imprisoned or locked in the work place / factory;
12. No restrictions shall be imposed obstructing the employees right to leave the factory at the end of the shift or to terminate employment; and,
13. Exit points shall not be locked or any doors leading to exit point are used to prevent employees from exiting.

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