MEDICERAM SDN BHD

NO FEE RECRUITMENT POLICY

Mediceram Sdn Bhd is committed to fair and ethical recruitment practices for foreign operators. We believe in providing equal employment opportunities to all individuals without imposing any fees or charges on the recruitment process. This policy outlines our commitment to conducting recruitment processes free of charge for foreign operators.

Policy:

1. **No Fees Charged**: Mediceram Sdn Bhd does not charge any fees or expenses to foreign operators for their recruitment, placement, or any related services. This includes but is not limited to fees for application processing, interviews, medical examinations, or administrative costs.
2. **Transparency**: We are committed to maintaining transparency throughout the recruitment process. Any costs associated with recruitment, such as travel expenses or documentation fees, will be borne solely by Mediceram Sdn Bhd. These costs will be clearly communicated to foreign operators during the recruitment process.
3. **Prohibited Practices**: Mediceram Sdn Bhd strictly prohibits any form of fee charging, debt bondage, or coercion related to the recruitment of foreign operators. We do not tolerate any actions that exploit or financially burden foreign operators seeking employment opportunities with our company.
4. **Compliance**: This policy aligns with all applicable laws and regulations governing recruitment practices, including but not limited to local labor laws, international conventions, and ethical recruitment standards. Mediceram Sdn Bhd is committed to upholding the highest standards of integrity and fairness in all recruitment activities.

Dr. Charles Chang
Managing Director