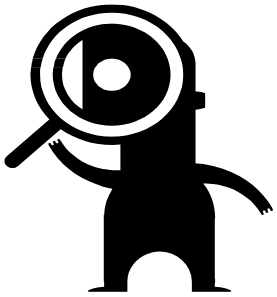
1.4 OUR CULTURE

The Employer's culture is built on basic values, and we believe, emphasise and inspire:

a) WE MAKE ETHICAL DECISIONS



- Talk to colleagues, your manager, or other members of management to get help making the right decision.
- Use your good judgment,
- Supporting decision-making model to work through situations where the right course of action isn't clear.
- Additionally, managers and team leader must provide proper guidance to employees and take appropriate action to prevent, detect, and respond to misconduct



b) WE COOPERATE WITH INVESTIGATIONS

- Cooperate with all internal investigations and audits.
- Tell the whole truth when responding to an investigation or audit.
- Never alter or destroy records in response to an investigation or audit, or when an investigation or audit is anticipated.
- Do not discuss an investigation with anyone, unless instructed to do so by the investigators.

c) WE HONOUR HUMAN RIGHTS



- Support and respect the protection of human rights and ensure that our suppliers do the same.
- Ensure that child labor, prison or forced labor, and physical punishment are never permitted in any of our operation or our partners.
- Understand that we recognize the right of employees to organize in labor unions is accordance with local laws.

d) WE PROMOTE AND PROVIDE A HARASSMENT-FREE ENVIRONMENT



- Do not behave in a disrespectful, hostile, violent, intimidating, threatening, or harassing manner.
- Encourage a harassment-free work environment.
- Refuse to accept or tolerate sexual harassment including unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature.



e) WE TREAT OTHERS WITH RESPECT

- Be open and honest with one another.
- Do not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, disability, age, covered veteran status, or any other characteristic protected by law.
- Embrace the diversity of all members of our team.