Declaration of Compliance of Team Printers Supplier CoC

This is a declaration of compliance to the policy in accordance with the Team Printers Supplier Code of Conduct.

[Aims]
For the members in the supplier chain, it does not only include your own company, but also include your materials suppliers. You must make a management on the supplier chain about all the society issue that may occur.

[Team Printers Supplier CoC]

1. Laws and Regulations
Shall comply with all applicable legislation, bylaws, and regulations of the countries and regions in which business is operated. Shall also demand that all your suppliers, subcontractors, and contractors complywith legislation, bylaws, regulations, and our supplier Code of Conduct.

2. Child Labour
There shall be no use of, or support of use of a child who is not yet the older of either age 15 or the age at where a child is allowed to be used in that country. For individuals who have not yet reached the age of 18 or who are at or above the age at which it is legally permitted to use or employ them, education shall be given priority where there are compulsory education laws, and they shall not be placed in a situation where they would be subjected to physical or mental health or developments risks or danger.

3. Forced Labour
The use and employment process shall not be forced or be complicit in force that is against a employees' will by means of violence, intimidation, restraint, mental or physical means or of unjustly limiting their freedom of conduct.

4. Working Hours
Shall comply with legislation relating to working hours, breaks and holidays and other industry standards. Overtime work must be voluntary and should not be demanded regularly. In terms of work exceeding statutory working hours, a determinate overtime allowance shall be paid.

5. Wages and Benefits Package
Shall comply with legislation on national wages and benefits. Wages and various benefits shall be paid and deducted in accordance with the relevant legislation and records shall be kept. Wages shall be in excess of the amount required to meet employees' basic needs. The paid wages shall include overtime allowances and shall be described in a manner comprehensible to employees.

6. Abuse and Harassment
Shall not engage in, have any involvement in or be complicit in any punishment of employees, use of mental or physical force or use of abusive language. Shall not permit any acts of harassment including gestures, language, or physical contact in any workplace within the business activity.

7. Discrimination
Shall not discriminate or be complicit in employment discrimination relating to recruitment, wages, promotion, training, termination, or retirement on the grounds of race, nationality, ethnicity, gender, age, origin, religion, academic background, physical or mental disability, sexual orientation or gender identity. All decisions pertaining to employment shall be based on criteria relating to the ability to accomplish the required task.

8. Freedom of Association and the Right to Collective Bargaining

Shall respect employees' right to organize, join and manage a labour union chosen by the employees themselves, and for the employees' representative to enter collective bargaining with the company.Where there are legal and regulatory restrictions imposed on the right to freedom of association and collective bargaining, shall establish as an alternative measure, a complaint handling system where management and employee representatives can take their concerns and to respond in good faith.

9. Health and Safety

Shall provide employees with a safe and healthy working environment compliant with applicable legislation, in addition to providing effective steps to prevent disease including accidents, injuries and emotional issues relating to potential health and safety. Shall apply similar health and safety standards to dormitories and cafeterias provided to employees.

10. Environment

It shall not be sufficient to only comply with all legislation relating to the environment of the nation and the region in which manufacturing is being undertaken, instead maximum consideration shall be given to the environment. There shall be confirmation that the raw materials and the products used conform to the legislation of the nation and region from which they are obtained, that international treaties and protocols are being applied and that the environmental policies specified by Team Printers are satisfied.

11. Business Transactions

Shall comply with the laws relating to the country of origin of final product and its components and of business transactions of the exporting country and region.

12. Integrity and Transparency

Shall never be involved in unethical actions such as bribery, falsification, manipulation or concealment of records, evidence, or testimony in any business activity. Information relating to business activities shall be correctly disclosed in accordance with the applicable regulations and standard business practices.

13. Engagement

Shall integrate the requested content of Team Printers's suppliers Code of Conduct into their own company or their own organisation's management system, and work throughout the entire organization to resolve social issuesoccurring throughout the whole supply chain.

Date: 20/4/2024

Factory Name: Toyochem Specialty Chemical

Address: 10 Jalan Pengapit (15/19)
Section15,40000,
Shah Alam,Selangor,
Malaysia

Person In Charge: Robin Loke