1.0 PURPOSE

Team Printers is committed to conducting business in a manner that respects human rights and upholds the highest standards of labour practices throughout our supply chain. This policy outlines our expectations for suppliers regarding labour practices and human rights and establishes the framework for ensuring compliance.

2.0 SCOPE

This policy applies to all suppliers, subcontractors, and other business partners involved in the procurement process for Team Printers. It covers all aspects of the supply chain, including but not limited to the manufacturing, production, and distribution of goods and services.

3.0 REFERENCES

3.1 Handbook

3.2 Vendor/General Social Compliance Assessment Questionnaire

3.3 Compliance Obligation Procedure

4.0 APPENDICES

Nil

5.0 APPLICABLE FORM

5.1 Applicable lab test report (industrial effluent, air emission and etc.)

5.2 Noise Exposure Monitoring Report (Area Noise and Boundaries Noise)

6.0 DEFINITION

6.1 Nil

MASTER DOCUMENT

7.0 PROCEDURES

Policy Statement

Respecting Human Rights:
Ensuring that our business operations and supply chain do not infringe upon the fundamental human rights of workers, as outlined in the Universal Declaration of Human Rights and other relevant international standards.

Promoting Labor Standards:
Adhering to international labor standards, including those set forth by the International Labour Organization (ILO), as well as local labor laws and regulations.

Transparency and Accountability:
Providing clear expectations to suppliers, disclosing labor and human rights performance, and being accountable for our actions.

MASTER DOCUMENT

Supplier Responsibilities

Suppliers must:

Comply with all applicable laws, regulations, and international labor standards.

- Provide safe and healthy working conditions.
- Pay fair wages and benefits in accordance with local laws and industry standards.
- Respect freedom of association and the right to collective bargaining.
- Prohibit forced labor, child labor, and human trafficking.
- Eliminate discrimination in employment and occupation.
- Implement measures to protect workers' health and safety.

Monitoring and Enforcement

Team Printers will implement a robust monitoring and enforcement system to ensure supplier compliance with this policy. This includes:

- Regular audits and assessments of suppliers.
- Corrective action plans for suppliers found in violation of this policy.
- Suspension or termination of business relationships with suppliers who fail to meet our standards.
- Collaboration with industry peers, NGOs, and other stakeholders to address systemic labor and human rights issues.
- Reporting on labor and human rights performance.

By implementing this procurement policy, Team Printers demonstrates its commitment to ethical business practices and contributes to the protection of human rights throughout the supply chain.

8.0 RECORDS

All records specified in clause 5 of this document shall be kept and retained in accordance to the Control of Quality Records (MR-03).

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