NOBEL SYNTHETIC POLYMER SDN BHD
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FOREIGN WORKERS RECRUITMRNT

Nobel Synthetic Polymer Sdn Bhd ("Nobel" or "the Company") shall recruit foreign workers through legal and authorised channels and such recruitment must be in line with the quota approved by the Government of Malaysia and Countries of Origin. Nobel is committed to equal treatment of workers without any discrimination in employment, including hiring, compensation, training, disciplinary action and termination, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination, in line with its internal policies, applicable national laws and regulations.

"No Recruitment Fee" Policy

Nobel is practices a "No Recruitment Fee" policy in recruiting its foreign workers. Nobel covers the official cost of recruiting foreign workers. No recruitment fee, including any fees incurred to them at any stage of the recruitment process, whether by us, our agents or their sub-agents in receiving and sending countries will be charged to them.

Passport handling

Nobel shall ensure that foreign workers have free access to their personal identification documents, such as passports, at all times. A centralized, secure facility for the safekeeping of the workers' personal identification documents such as their passports shall be made available and accessible 24 hours to all foreign workers, once they arrived at the operation site. The workers shall have the option of either keeping their documents by themselves or in the safety boxes provided.

Freedom of movement

Nobel recognises and respects foreign workers' right to freedom of movement and shall not place any restrictions in this regard especially outside of working hours. There are five and half working days in a week.