SHINKO CERAMICS (M) SDN BHD

LABOR POLICY

Shinko Ceramics (M) Sdn Bhd are committed in providing conducive working environment for our employees by adopting the following principles:-

Freely Chosen Employment

- Will never use forced, bonded (including debt bondage) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons shall not be used. This includes transporting, harbouring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services.
- All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment with reasonable notice.
- Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment.

Young Workers

- Child labour is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.
- Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

Humane Treatment

- There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.
- Disciplinary policies and procedures in support of these requirements is clearly defined and communicated to workers.

Compliance of Laws and Regulations

We are committed to comply with all laws & regulations regards to wages, working hours, employee benefits and other that related to employment law & other regulation.