

Non-Forced Labour Policy

1. The company will not participate in or support forced labor, including binding, bonded, or involuntary labor, as defined in the 29th meeting of the International Labor Organization Convention.
2. The company will ensure that all employees work in voluntary situations, by:
 - 1) Not limit the freedom to move or the movement of employees in the workplace in an inappropriate area.
 - 2) Not confiscate or hold employee's documents, such as ID card, work permit.
 - 3) Not recruit employees by fraudulent means or require employees to pay all or some money, property or fees for recruit personnel. If the employee is paid, it must be reimbursed.
 - 4) Not suspend any part of the salary, benefits or property of employees to force employees to continue their work, unless the suspension of wages or benefits is imposed by labor law.
 - 5) No measures to prevent employees from terminating, after the notification is made at the appropriate time required by law.
3. The company will not engage in or support human trafficking or fraudulent recruitment by any means and/or binding employees to work, by communicating this requirement clearly to the recruiter, agent or service provider that employees work for, and have to review their relationship and to resolve the negative impact on human rights.