




Code of Conduct

1. BUSINESS INTEGRITY





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Conduct business with honesty, integrity and in compliance with laws and regulations
 Menjalankan perniagaan dengan jujur , penuh integriti dan mematuhi undang-undang dan peraturan
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Comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices
 Mematuhi undang-undang berkaitan rasuah, penipuan dan apa-apa amalan perniagaan lain yang dilarang.
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Production operations should not contribute to destruction of resources and income base of marginalized populations.
 Operasi pengeluaran tidak boleh menyumbang kepada kemusnahan sumber dan asas pendapatan bagi penduduk terpinggir

2. LABOUR STANDARDS

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Respect, protect and remedy Human Rights
 Menghormati, melindungi dan memulihkan Hak Asasi Manusia
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No forced labour, no involuntary labour, no human trafficking and no slavery
 Tiada buruh paksa, tiada buruh sukarela, tiada penyeludupan manusia dan tidak ada perhambaan
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No child labour
 Tiada buruh kanak-kanak
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Workers have freedom of association and are allowed to participate in collective bargaining
 Pekerja mempunyai kebebasan untuk berpersatuan dan dibenarkan untuk mengambil bahagian dalam perundingan kolektif
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Wages and social benefits shall meet standards set by Malaysian Labour Law
 Upah dan faedah sosial hendaklah memenuhi standard yang ditetapkan oleh Undang-undang Buruh Malaysia

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Working hours and breaks shall comply with Malaysian Labour Law
 Waktu bekerja dan rehat hendaklah mematuhi Undang-undang Buruh Malaysia
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No discrimination based on ethnic background, religion, age, disability, gender, pregnancy status or political affiliations
 Tiada diskriminasi berdasarkan latar belakang etnik, agama, umur, kecacatan, jantina, kehamilan atau fahaman politik
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No physical, mental or verbal abuse or intimidation. No sexual harassment
 Tiada penderaan atau ugutan fizikal, mental atau lisan. Tiada gangguan seksual
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No harsh disciplinary practices and non-retaliation on reporting of grievances and confidential concerns
 Tiada amalan disiplin yang keras dan tidak mengambil tindakan balas terhadap laporan melibatkan rungutan dan maklumat sulit.

3. OCCUPATIONAL HEALTH AND SAFETY

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Working environment shall be safe and hygienic
 Persekitaran kerja hendaklah selamat dan bersih
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Access to toilet facilities and drinking water shall be provided
 Akses kepada kemudahan tandas dan air minuman hendaklah disediakan
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Workers shall receive regular health and safety training
 Para pekerja akan menerima latihan kesihatan dan keselamatan yang lebih kerap
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Accommodations, where provided, shall be clean, safe and properly ventilated and equipped with toilet facilities and clean water supplies
 Penginapan yang disediakan, hendaklah bersih, selamat dengan sistem pengudaraan yang baik dan dilengkapi dengan kemudahan tandas dan bekalan air bersih

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