

AVI-TECH ELECTRONICS LIMITED

Labour & Human Rights Policy

Avi-Tech recognises the responsibility to respect and protect the rights of our employees. As such, we are committed to, and have adopted the following guidelines through continual improvement to conduct our business with uncompromising integrity and to promote labour and human rights:-

Freely-Chosen Employment

Never permit forced, bonded or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons. All work will be voluntary and employees shall be free to leave upon reasonable notice.

Young Employees

Comply with applicable local rules and regulations not to employ persons who are below the minimum legal age and support the use of legitimate workplace learning programmes.

Working Hours

Comply with applicable rules and regulations and the relevant industry practice governing the hours of work for our employees.

Wages and Benefits

Comply with applicable rules and regulations and the relevant industry practice governing wages, overtime and legally mandated benefits.

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Humane Treatment

Not to engage in nor support the use of corporal punishment, mental or physical coercion or verbal abuse. Prohibit and comply with laws prohibiting acts of sexual harassment, abuse or threats in the workplace.

Non- Discrimination

Prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status and maintain a discrimination-free work environment.

Freedom of Association

Respect the rights of employees to organise labour unions in accordance with local laws and established practice, if desired. Encourage employees to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

Ethical Business Conduct

Comply with the Business Ethics practices which require our business to be conducted with honesty and reflect high ethical standards that are the basis for achieving our goals.

Health, Safety and Environmental:

Comply with Health, Safety and Environmental policies and procedures.



Lim Eng Hong
Chief Executive Officer
20 February 2019