

Attachment 7

H1.2 Labour Rights/Standards (for e.g. health and safety, combating child labor, eliminating racism and gender discrimination in hiring policy, fair compensation, recognition of the right to collective bargaining etc.)

Our Labour Rights goals fall under specific categories:

- Recruitment Practice: Checking on supplier's business practices before engaging them.
- Health and safety: Providing medical cover for all staff.
- Equality: HR goal is to employ a fair cross-section in the labour force, with no culture in dominance, no askewness in gender, or other possible characteristics.
- Retention: No coercion to stay, if the employee finds suitable growth.
- Fairness: Our HR mandate is "fair compensation without any discrimination based on gender, region, creed or culture" throughout their career."
- Fair Treatment: Market rate wages, wages paid on time, decent living conditions, annual leave, travel tickets once a year, benefits.
- Growth: Fair growth is encouraged through a specially formulated programme at all levels "Skills Enhancement Programme" giving an opportunity to grow in HIAB.
- Gender Equality: Being signatories of Women Empowerment Principles WEPs (APP3) we abide and fulfill all expected principles.