

# Worker Welfare Policy

#### **Introduction**

Nine Group International firmly believes in supporting the health, safety, welfare, security, and dignity of each worker within the company. Ethical recruitment and employment practices, safe work practices, as well as safe and healthy living and working conditions are critical elements to our way of delivering work. We recognise that welfare arrangements and quality facilities not only improve workers' health and well-being, but also enhance performance, efficiency, and health and safety compliance.

#### Scope

All the provisions and requirements of this Policy apply to Nine Group International, and all workers are expected to adhere to and implement policies and practices that meet or exceed the worker welfare standards set forth in this Policy.

#### **Objective**

Nine Group's ethos - there is always ways of improving life quality. By this, we will undertake appropriate measures as outlined in this Policy to ensure all workers within the company hold an equal regard for the health, safety, and welfare of themselves and each other.

### <u>Fundamental Principles of Employee Welfare</u>

The following principles shall be carried out:

- The employment and welfare policies and standards of Nine Group employees shall be in line with the requirements set out in the legislation in the country of work.
- Employees shall be provided with information about their human and labour rights and entitlements under the law and this Policy using appropriate methods and language to ensure they understand.
- The dignity of all employees shall be protected and preserved. Inhumane treatment, abuse and humiliating disciplinary action is not permitted.
- Forced, compulsory, bonded, or indentured labour, human trafficking practices, or any other violations of human and labour rights in accord with the work country, international standards, and this Policy, shall not be tolerated.
- Recruitment, selection, and hiring shall be conducted in a fair and ethical manner and without discrimination on the basis of nationality, gender, sexual orientation, pregnancy status, family status, ethnicity, social status, political affirmation, race, or religion.
- All workers shall be provided access to a clean, secure, safe, and healthy working environment.
- Foreign Migrant Workers are provided with written contracts in a language that they understand. Illiterate Foreign Migrant Workers shall have the terms and conditions verbally communicated to them.

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- All employees must be treated equally and fairly, irrespective of their nationality, gender, sexual
  orientation, pregnancy status, family status, ethnicity, social status, political affirmation, race, or
  religion.
- Employees will have unrestricted access to water and toilet facilities at all times.
- Wage payments shall be made as agreed and on time.
- Persons under the age of 16 shall not be employed under Nine Group.
- Employees have the freedom to exercise their in-country legal rights, including raising a grievance, freedom of movement, resignation, freedom of association, or refusing to perform work that poses an unacceptable safety or health risk.
- All employees shall at all times have the freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, and well-being of the worker.
- Senior management shall be engaged and provide leadership and oversight on the implementation of this Policy.
- Contractors, subcontractors, and third parties falling under the coverage of this Policy will bear full responsibility for fulfilling the requirements of this Policy.

### Compliance

Nine Group International will be expected to adhere to the following:

• The relevant laws, including regulations, decrees, orders, guidelines, decisions, or directives issued by the relevant authorities in the country of operation.

Date: July 2021

Approved By: Karl Glazebrook, Director

Signed:

