

MMP ETHICAL LABOUR PRACTICE

1. Child Labour

No workers under age of 18 years old is engaged or employed in our company. Upon recruiting, all applicants shall provide a government-issued passport, Identity card and/or work permit for verifying age and legality to work respectively.

2. Forced and Compulsory Labour

Workers are not required to pay deposits or recruitment fee to the company. The company shall not lodge passport, identity card and/or work permit belonging to the workers. The company shall not withhold any part of worker's salary and benefits.

3. Health and Safety

Occupational health and Safety of workers shall be of the utmost concern for our company. At minimum, all legal requirements of related laws must be fulfilled. This include to the provision of necessary personal protective equipment at company expenses.

4. Freedom of Association and Right to collective bargaining

MMP respect the rights of workers for freedom of association and collective bargaining. MMP worker committees are elected from workers.

5. Discrimination

MMP shall not allow any behavior indicating harassment, discrimination or bullying. Education and training on the fundamental of human rights shall be conducted for all personnel concerning the supervision of workers and security practice. We have the mechanism and grievance handling in place to ensure fair treatment of workers

6. Disciplinary Practice

MMP shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of workers. Deductions from wages as a disciplinary measure are not allowed.

7. Remuneration

The minimum daily wage shall be fully paid according to Thai law to every worker. Overtime work shall be reimbursed at premium rate and paid leave shall be granted as defined by Thai Law

8. Welfare and benefit

Social security payments are contributed by both workers and company –in accordance with Thai Labour Law – which ensure all workers are eligible for national health care coverage.