

Prohibition of Forced Labor and Child Labor

Muratec Group respects the UN Declaration of Human Rights and the Fundamental Principles and Rights at Work declared by the International Labor Organization (ILO) and the laws of the countries in which we operate.

As standards in our Code of Conduct and Implementation guidance of Code of Conduct, we have specified respect of human rights and the prohibition of discriminatory treatment, prohibition of forced or child labor or other similar practices.

To this end, we comply with the requirements including, but not limited to, attached requirements and enhance our supply chains to comply with our expectations.

1. No levies, placement fees even if allowed by law
2. No fee to workers as defined by RBA*
3. No worker debt related to obtaining or keeping job
4. Fees found to be charged repaid within 90 days
5. Comprehensive employment contracts
6. No changes to the contract or work conditions
7. No holding worker's original identification
8. Secure personal storage provided
9. Voluntary resignation
10. Notice period not longer than one month
11. Workers must have freedom of movement
12. Monitor their labor agents and interview Foreign Migrant Workers
13. Policies and procedures must be in place

*For the RBA, [click here](#) to visit the RBA website.