

CORE LABOUR STANDARD

JPG is committed to ensuring the rights of all employees including contract, temporary and migrant workers are respected according to local, national and ratified laws and best practices. The Policy are core element and key foundation that will guide JPG through its operations.

Employment of Children & Young Persons

JPG shall not knowingly engage in or support the use of child labour as defined by Malaysia law and will provide adequate support to enable children of its employees to attend and remain in school until no longer a child. JPG shall take appropriate action to prevent the use of such labour in connection with their activities. Children and/or young workers shall not be exposed to situations in or outside of the workplace that are hazardous, unsafe or unhealthy.

Forced and Trafficked Labour

JPG shall not engage in or support the use of forced labour in all our operations and administrations. Forced labour is defined as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily".

Occupational Safety & Health

JPG aims to become a "Zero Fatalities" organisation and shall strive to provide a safe and healthy workplace environment including prevention of incidents, injuries and ill health, improve the effectiveness of the safety and management system, and comply with legislation, regulation and code of practice. JPG will take effective steps to protect our employees from exposure to potential OSH hazards that will likely pose an immediate risk of injury, illness or death. All the information will be communicated to all employees, suppliers, visitors, clients, customers, contractors, stakeholders and other interested parties.

Employment Contract, Remuneration and Working Hours

JPG shall ensure that employees are given in writing, in a language that they understand with the description of the duties, rate of pay, working hours, leave and any other benefits of employment entitled to them.

JPG will comply with all applicable laws and industry standards and defines normal working weeks as not exceeding 45 hours. Under the Employment Act 1955, all employees shall be entitled to at least one day off every seven days working period; and overtime work shall be paid at premium rates as stipulated, and overtime work performed shall not exceed the limitations and/or permissible limit authorised.

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JPG shall honour the agreed remunerations stated in one's contract of service or collective agreement and payment will be made in a manner that is of convenience to the employees. JPG will not make any deduction, apart from the statutory deductions, to the employees' remunerations unless they are legal and permitted. Details of payment will be clearly shown on the employees' pay slips for their easy reference.

Housing and Basic Amenities

JPG is committed to enhancing on promoting sustainable economic growth, prosperity and to enhancing the livelihoods of its employees by ensuring the facilities, at least be at par with the minimum statutory requirements. Continuous and progressive reviews will be carried out each year to improve and enhance its condition.

Rights of Employees

JPG recognizes and respects the rights of employees to form and/ or join trade unions of their choice which are given due recognition by JPG.

JPG will not engage in nor support discrimination in any form. JPG does not support and will not engage in the use of corporate punishment, mental or physical coercion, and verbal abuse.

JPG will establish, implement and monitor a documented grievance procedure, which will be made accessible to all our employees.

JPG will ensure to provide a full commitment to respect the employees' and workers' right to freedom of movement.

JPG recognizes and respects the rights and freedom of employees relating to reproduction and reproductive health which will include the right to make decisions concerning reproduction; free of discrimination, coercion and violence as long as it is not against the law, rules and regulations of the country.

JPG is committed to not charging any recruitment fees or related costs to migrant workers throughout the hiring process. Individuals seeking employment with the company will not be required to pay any fees to the employer or any agents involved in the recruitment process. Costs and fees associated with the recruitment, travel and employment process of migrant workers shall be borne by the company.