



Hi-P Labor Policy

1. Voluntary Employment

Forced, bonded, or involuntary prison labor shall not be used. All work shall be performed on a voluntary basis, and workers should be free to resign upon giving reasonable prior notice. Workers shall not be required to hand over their original government-issued identification papers, passports, or work permits as a condition of employment.

2. Prohibition on the Use of Child Labor

Child labor is strictly prohibited at any stage of production or manufacturing. The term “child labor” refers to any person under the age of 16, or under the age for completion of compulsory education, or under the legal minimum age for employment in the country of employment, whichever is highest. Employees under the age of 18 must not perform any jobs involving occupational hazards.

3. Working Hours

The company will define the working hours for employees in accordance with government regulations to ensure compliance with relevant laws and industry standards. The types of holidays and leaves will be determined based on the guidelines in the country of employment.

4. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws in the country of employment, including those relating to minimum wages, overtime hours, and legally mandated benefits. Workers shall be compensated for overtime work at pay rates higher than regular hourly rates, in compliance with local laws and regulations.

5. Humane Treatment

No harsh or inhumane treatment of workers shall be tolerated, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse. There shall be no threat or use of such treatment.

6. Non-Discrimination

There must be no discrimination based on race, color, age, gender, ethnicity, disability, pregnancy, religion, political affiliation, union membership, marital status, or any other protected characteristic in hiring and employment practices, including promotions, rewards, and access to training. Furthermore, workers must not be subjected to medical tests that could be used for discrimination.

7. Freedom of Speech

Open communication and direct engagement between workers and management are essential for resolving workplace and compensation conflicts. Workers must be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.