

LABOR & HUMAN RIGHTS POLICY

CTK ASIA RUBBER CORP respects and protects internationally recognized human right, the UN Guiding Principles on Business and Human Rights, and the intent of the international Labor Organization's right core conventions. This includes,

- Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
- No forced labor (ILO Convention No. 29 and its 2014 Protocol)
- No child labor (ILO Convention No. 138 and No. 182)
- Decent living wages
- No discrimination (ILO Convention No. 111 and No. 100)
- Legal working hours
- Safe and healthy workplaces
- No abusive practices (ILO Convention No. 105)
- Gender equity

Safeguards apply to all workers, including contract, temporary and migrant workers.

And CTK complies with all applicable local, national and international laws and regulations governed by the Labor codes such as Labor Standards, legal working hours, Human resources developments and labor relations.

- CTK ASIA RUBBER CORP pursues to provide a work environment where employees and workers are treated equality with respect, dignity and consideration. CTK ASIA RUBBER CORP prohibits discrimination on the basis of race, religion, social status and gender etc.
 - CTK ASIA RUBBER CORP prohibits Child labor, forced labor and any form of harassment and commits to observe freedom of association and collective bargaining, promote gender equity and prevent abusive practices.
 - CTK ASIA RUBBER CORP shall make available sufficient resources to give effect to its commitment to year-on-year improvements to working conditions of its employees and CTK establishes safe and healthy workplaces and provides decent living wages and safeguards to all workers regardless the type of working contract.
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- CTK ASIA RUBBER CORP recognizes and protect the land rights, including customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP): Ensuring ongoing land tenure and access rights Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies. CTK ASIA RUBBER CORP will follow FPIC (Free, prior, and Informed consent) process and communicate with IP/LC with their language and ensure that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured. This includes when planning, establishing restoring, or transforming corporate plantations and/or industrial sites, as well as associated infrastructure. The FPIC process is done in a culturally appropriate manner and follows credible accepted methodologies and associated GPSNR guidance. IP/LC have the right to give or withhold their consent to any activity that is subject to the FPIC process. CTK will establishes ongoing, effective and culturally appropriate communication with indigenous people and local communities. In the case that CTK impinge on IP/LC rights without securing FPIC, CTK takes measures to remedy such issue though a mutually agreeable process. Implementation is jointly monitored by the community and the GPSNR member or mutually agreed third party.
 - CTK ASIA RUBBER CORP follows UN-REDD (2012) Guidelines on Free, Prior and Informed Consent, RSPO (2015) Free, Prior and Informed Consent for RSPO Members, FAO (2015) Free, Prior and Informed Consent Manual.
 - CTK ASIA RUBBER CORP will establish and maintain a company grievance mechanism (consistent with UNGP principals)
 - CTK ASIA RUBBER CORP applies these to all workers, including contract of temporary and migrant workers.
 - CTK ASIA RUBBER CORP supports the economic, social and cultural rights and development for local community. CTK will support decent living conditions, food security and access to job and education opportunity.
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