**Prohibition of Forced or Compulsory Labor Policy**

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| **Entity:**BPTP INTERNATIONAL TRADE CENTRE LIMITED | **Section:** SOCIAL POLICY | **Version:** V2 | **Effective Date:** 15.05.2023 |
| **Subject:** PROHIBITION OFFORCED OR COMPULSORY LABOR |
| **Policy Owner:**C-HRO | **Review Date:**01.07.2024 | **Pages:** 1 |

**APPLICABILITY:** It applies to all projects, including both new construction and existing buildings at BPTP INTERNATIONAL TRADE CENTRE LIMITED

**PURPOSE:** The purpose of the forced or compulsory labor policy is to ensure that all employees are treated with dignity and respect, and that their rights are protected. The policy aims to prohibit any form of forced labor within the company and its supply chains. It emphasizes the importance of upholding human rights, promoting fair employment practices, and creating a safe and inclusive work environment. BPTP is committed to complying with international labor standards and fostering a culture of social responsibility.

**POLICY OUTLINE:** Forced or compulsory labor refers to situations where individuals are pressured or forced to work against their will, often under threat or penalty. It involves the deprivation of personal freedom and the use of force, fraud, or pressure to exploit individuals for labor purposes. Forced labor is a violation of human rights and is prohibited by international law. It's important to promote awareness and fight against any form of forced labor to ensure the dignity and well-being of all individuals.

To support this policy, BPTP will:

* BPTP strictly prohibits any form of forced or compulsory labor within its operations, subsidiaries, and supply chains.
* All employment with BPTP is based on free choice, without any pressure, threats, or deceptive practices.
* The company ensures that recruitment processes are transparent, fair, and free from any form of forced labor, ensuring that all employees are hired based on their skills, qualifications, and willingness to work.
* BPTP provides safe and healthy working conditions for all employees, complying with applicable laws and regulations. This includes fair wages, reasonable working hours, and appropriate rest periods.
* The company establishes effective grievance mechanisms that allow employees to report any concerns related to forced labor or labor rights violations, without fear of retaliation.

**RESPONSIBILITY:** Everybody involved in our endeavors to manage and oversee Forced or Compulsory labor policy, including statutory (technical) authorities, subject matter experts, business associates, contractors, clients, occupants, and our own staff.

**AMENDMENTS:** This policy is subject to any changes in the applicable laws, rules and regulations by the management.