



## Midas Social Compliance Policy

- i. **Equal Opportunity Policy:** The Division believes in equal opportunities for everyone regardless of gender, race, color, religion, disability, social origin or political opinion.
  - ii. **Laws & Workplace Regulations:** The Division believes to be in compliance with laws & regulations in all business locations.
  - iii. **No Child Labor:** The Division is not engaged in nor support the use of child labor.
  - iv. **No Forced Labor:** The division does not believe in using any involuntary or forced labor- indentured, bonded or otherwise.
  - v. **Health & Safety:** The Division believes in providing employees with a safe and healthy work environment. The Division ensures prevention of accidents & injuries, provision of clean & sanitary support facilities, potable water and safety trainings.
  - vi. **Freedom of Association:** The Division recognizes and respects the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner, without penalty or interference.
  - vii. **Nondiscrimination:** The Division believes in hiring, promotions, pay and termination of workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.
  - viii. **No Harassment or Abuse:** The Division is committed to provide a work environment free of harassment, abuse or corporal punishment in any form.
  - ix. **Hours of Work:** Hours worked each day, and the days worked each week shall not exceed the legal limitations. The Division shall provide at least one day off in every seven-day period, except as required to meet urgent business needs.
  - x. **Compensation & Benefits:** The Division is committed to pay at least the minimum total compensation as required by local law, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, provide legally mandated benefits.
  - xi. **Environment:** The Division is committed to comply with environmental rules, regulations & standards applicable to their operations & shall observe environmentally conscious practices in all locations of business.
  - xii. **Customs Compliance:** The Division is responsible to comply with applicable custom laws regarding illegal transshipment of products.
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xiii. **Drug Interdiction:** The Division cooperates with local, national and foreign customs and drug enforcement agencies to guard against illegal shipments of drugs.