



Pan-International Wire & Cable (Malaysia) Sdn. Bhd. (178247-M)
廣 宇 電 線 (馬 來 西 亞) 股 份 有 限 公 司

Pan-International Wire & Cable (M) Sdn. Bhd. ("PIW") is committed to provide a work environment that upholds the human rights of employees and assures all workers are treated with dignity and respect. We regard the same level of such treatment from all of our suppliers, vendors and other service providers. We endorse equal opportunity business whose practice is conducted within the range of our local Human Resources' policies and the policies outlined by the Employment Act 1955.

In addition, PIW is committed to conducting business in an honest and professional manner in compliance with all government laws, rules and regulations and immediate reporting of any potential code violations. We will regularly review our code to add, remove or amend our regulations as required.

PIW strives to provide a positive environment with open communication to all workers to fulfill goals set by the company. To ensure our compliance with this policy, PIW will conduct surveys, reviews and corrective actions, when appropriate, to better the environment of all our employees, suppliers, vendors and service providers.

PIW Labour Standards:

Freely Chosen Employment

All work shall be voluntary, and workers are free to leave upon reasonable notice. Forced, bonded or indentured labor or involuntary prison labor will not be permitted or tolerated. Migrant workers should have free and complete access to their own passports, government-issued identification or work permits and enjoy freedom of movement.

Child Labour and Young Workers

Comply with all appropriate local and international regulations on the restriction on the employment of child labour and the protection of young workers. There shall be no employment of anyone under the age of 15 for any position or under the minimum age for employment in the country, whichever is greater. Workers under the age of 18 should not perform hazardous work and should not work night shifts or overtime.

Working Hours

Comply with Employment Act 1955 and/or whichever is lower.

Overtime work is voluntary and employees are compensated for overtime work in accordance with local laws. Additionally a workweek is not to exceed 45 hours per week, including overtime, unless in emergency or unusual circumstances. Furthermore, all workers are permitted at least one day off per seven days.



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Wages and Benefits

Ensure that the compensation and benefits for employees comply or exceed all applicable wage laws of the country. Wage deductions as a disciplinary measure will not be permitted.

Humane Treatment

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse against employees, suppliers, vendors or service providers.

Non-Discrimination

Ensure our hiring, compensation, training, promotion, termination and retirement policies and practices do not discriminate upon the basis of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information or marital status in hiring and employment practices.

Freedom of Association

In conformance with local law, we respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respecting the choice of workers to refrain from such activities. Workers and their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.