

## **Policy on Core Labour Requirements**

MTP has adopted and implemented a policy statement. We chose to make our policy available to our stakeholders in our webpage and it covers:

### **Child labour**

- MTP is not employing workers below the age of 15, in accordance with the Lao Labour Law.
- No person under the age of 18 is employed in hazardous or heavy work
- except for the purpose of training within approved national laws and regulations.
- MTP prohibits the worst forms of child labour.

### **Forced and compulsory labour**

- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
  - physical and sexual violence
  - bonded labour
  - withholding of wages /including payment of employment fees and
  - or payment of deposit to commence employment
  - restriction of mobility/movement
  - retention of passport and identity documents
  - threats of denunciation to the authorities.

### **Discrimination in employment and occupation**

- Employment and occupation practices are non-discriminatory.

### **Freedom of association and right to collective bargaining**

- MTP's workers are able to establish or join worker organizations of their own choosing.
- MTP respects the full freedom of workers' organizations to draw up their constitutions and rules.
- MTP respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- MTP negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.

MTP maintain an up-to-date self-assessment. The Head of Processing is responsible for maintaining the self-assessment. The self-assessment is completed at least annually and sent to certification body prior to audit.