

Respect for fundamental human rights:

MSM respects the fundamental human rights for the fair and equal treatment of all employees and consistently maintains strict policies in the prevention of any form of discrimination based on race, religion, gender, physical handicap, age or sexual orientation.

We have established appropriate in-house organizational structure designed to address and prevent any form of harassment, use of child labour and abuse of employees or contract labour. Our policies are geared on the premise that each employee is recognized for his or her own integrity and value, and has the right to fair and equal treatment at all times.

We reject all forms of child labour and do not employ children or anyone below the minimum age stipulated by labour laws. In addition, we reject all forms of forced and compulsory labour. We do not accept or condone any forms of forced labour including bonded labour which borders on modern day slavery or are subjects of human trafficking.

We promote an inclusive work environment and are committed to equal opportunity where all employees are selected or promoted based on their merits, qualification, performance, skills and experience. Remuneration and benefits to employees are based on market conditions and relative to local industry standards, labour market and/ or minimum wage conditions currently prevailing in the country. All employment is done with a formal contract of employment which stipulates the remuneration that has been agreed upon by the employee. All employees are paid in a timely manner and provided with payslips that clearly show the details of calculation of wages to clearly convey the basis on which the employee is being paid.

We comply with all applicable laws regarding working hours including overtime, rest breaks and paid vacation.

MSM is committed to the safety, health and well-being of our employees and has an established in-house Safety Policy which adheres to the Occupational Health and Safety regulations and industry standards. We are committed to provide a safe work environment that is conducive to good health of employees, safeguard third parties and prevent accidents, injuries and work-related illnesses.