



Policy Statement Regarding Human Trafficking

TBC Healthcare Ltd has placed a zero-tolerance policy towards the prohibiting of trafficking in persons. This includes, but is not limited to, the following trafficking-related activities:

- Engaging in any form of trafficking in persons in the performance of any work
- Using forced labour in the performance of any work
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority
- Using misleading or fraudulent practices during the recruitment of staff
- Using recruiters that do not comply with the legal requirements
- Charging applicants/candidates/employees' recruitment fees
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment for an employee who is not a national of the country, (unless the employee is legally permitted to remain in the country of employment and chooses to do so), or if an appropriate agency has exempted this requirement



- Providing or arranging housing that fails to meet the host country housing and safety standards and
- If required by law or contracts, failing to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands.

We will not permit its employees, vendors, suppliers, or other entities doing business with us to engage in any form of human trafficking and the above activities.

We prohibit retaliation against anyone who files a complaint or reports a suspected violation of this policy.

An employee or other party who violates this policy will be subject to appropriate disciplinary action, including, but not limited to, dismissal or suspension of works

Any suspected violation should be reported immediately to the HRM