



RHAZES WELL CONTROL SDN. BHD.
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Anti-Harassment Policy

Statement of Policy

Rhazes Well Control Sdn Bhd or “Rhazes” expect our Suppliers and Partners to keep their commitments to us and to those who work for them.

RESPECT

Rhazes strives to provide a working environment that respects diversity and looks after its people. We expect our Suppliers and Partners to do the same. Our Suppliers and Partners should foster an environment that is inclusive of all, and treats individuals respectfully, fairly and with dignity.

We expect our Suppliers and Partners to be honest with us and with their people, and to communicate in ways that are effective. We expect our Suppliers and Partners to keep their commitments to us and to those who work for them.

Harassment, intimidation, abuse, violence and any other disrespectful or offensive behavior to individuals is unacceptable to Rhazes. Retaliation is also unacceptable.

How we dress at work is one way we demonstrate our respect for each other within Rhazes. When attending the premises of Rhazes, we ask our Suppliers and Partners to adhere to widely accepted standards of professionally appropriate dress, with sensitivity to cultural considerations.

FAIR LABOR PRACTICES

Rhazes supports the protection of labor rights. Suppliers and Partners should not deploy any kind of forced labor. Suppliers and Partners must not use, employ, or seek to exploit in anyway the services of child, under-aged, slave or trafficked labor. Except to the extent permitted by law, Suppliers and Partners should not retain employees' identification, work or travel documents, or deposits as a condition of employment.

We expect our Suppliers and Partners to comply with all applicable labor laws and related laws and regulations - in particular those relating to working and living conditions, wages, working hours and the payment of overtime.

Suppliers and Partners must comply with the terms of the contract that is agreed with the people working for them, and the law. Everyone working for our Suppliers and Partners must be paid no less than the prescribed minimum wage in a timely manner, and given holidays, leave and medical cover in accordance with applicable laws.

Muhammad Yusuf Hashim
Managing Director