

**MENGIONG – GAAT FMU**  
**Forest Timber Licence No. T/3401 (STIDC)**

**POLICY ON THE RIGHTS AND BENEFITS OF WORKERS**

PIRAMID INTAN SDN. BHD. (PIRAMID INTAN) acknowledges and recognises the important role of employees to ensure that Mengiong – Gaat Forest Management Unit (FMU) is sustainably well managed in accordance with the requirement in the Malaysian Criteria and Indicators to be requisite for Forest Management Certification.

PIRAMID INTAN would like to:

1. ensure that the employment of the workers is based on mutually acceptable terms and conditions of engagement.
2. recognize the vital needs of collective bargaining process as a credible means through which the workers and PIRAMID INTAN are to work out fair wages, working conditions, leave entitlement and other benefits.
3. allow all employees/workers to have their own meetings and form their own working committee for the purpose of preparing their collective bargaining issues to be brought up to the camp management of PIRAMID INTAN.
4. facilitate the formation of an Employer – Employee Committee as a bridging platform for the collective bargaining process and to address worker's grievances, problems and issues, if any.
5. allow all employees/workers to elect their own representatives for this committee in ensuring an adequate and fair representation from different sections of work in the FMU.
6. allow and provide sufficient and reasonable period of time for the collective bargaining process in an aim to solicit workable solutions acceptable to both parties thereof.



**LIM HONG HIN**  
**Director**  
May, 2021