



FAMS Group - Labour Rights Policy

Legislation in the countries in which FAMS operates protects individual labour rights.

FAMS adheres to local legislation and the fundamental policies that every person has the right to fair and safe labour practices and standards, and in addition the right to be paid a fair and reasonable wage.

All FAMS Group employees have the following rights:

- To be treated with dignity and respect
- To be treated without discrimination and in a manner commensurate with all employees regardless of personal characteristics
- To be subject to fair labour practices
- Not to be unfairly dismissed
- To have safe working conditions
- To be provided with appropriate resources and equipment to enable him/her to competently fulfill the requirements of the job/task
- To receive and agree to a written contract of employment and be paid the contractually agreed salary on the agreed date
- To work reasonable hours in accordance with local legislation and be remunerated for overtime
- To be entitled to annual, sick, maternity, and other leave as stipulated in local legislation
- To non-victimization in claiming rights and using procedures

FAMS Group

6th April 2026