

Labour Issue Mitigation Initiatives

Mitigation or preventative measure(s) taken for any labour or work issues raised from IGNIS Environment Initiatives Sdn. Bhd.

Issue	Mitigation / Preventative Measure(s)
Discrimination	IGNIS Environment Initiatives Sdn. Bhd. maintain a zero-tolerance towards discrimination based on race, gender, religion, or any other characteristic protected by law. To ensure that any concerns are promptly addressed, a dedicated email has been made available on our official website. This dedicated email allows individuals to report any incidents of discrimination or unfair treatment in a confidential and secure manner.
Sexual harassment	IGNIS Environment Initiatives Sdn. Bhd. maintain a zero tolerance towards any form of sexual harassment, ensuring that all employees, partners, and stakeholders are treated with dignity and respect. To facilitate the reporting of any incidents, a dedicated email is available on our official website. This dedicated email allows individuals to confidentially report any cases of sexual harassment.
Equal pay for equal work	IGNIS Environment Initiatives Sdn. Bhd. promotes access to equal rewards, resources and opportunities regardless of gender.
Gender equity in labour and work	IGNIS Environment Initiatives Sdn. Bhd. promotes gender equity in all aspects of labour and work. Initiatives to encourage female participation and leadership, along with supportive workplace initiatives, are implemented to ensure gender equity.
Forced labour	IGNIS Environment Initiatives Sdn. Bhd. adheres to local laws and strictly prohibits any form of forced labour. All employment is voluntary, and workers are free to leave at any time.
Child labour	IGNIS Environment Initiatives Sdn. Bhd. adheres to local laws prohibiting child labour. Age verification processes and strict hiring practices are enforced to prevent the employment of underage workers.
Human trafficking	IGNIS Environment Initiatives Sdn. Bhd. adheres to local laws and regulations regarding human trafficking, forced labour and child labour.