

TOPIC	YES	NO	F/A	N/A	NOT ANSWERED
<b>Human Rights</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>
Health and safety	2	0	0	0	0
Hours, wages and leave	3	0	0	0	0
Fair Treatment	2	0	1	0	0
Community Impacts	2	0	0	1	0
Product stewardship	1	0	0	0	0
Country risk	1	0	0	0	0
Suppliers	1	0	0	0	0
<b>LABOUR</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Trade Unions	2	0	0	0	0
Forced labour	1	0	0	0	0
Child labour	1	0	0	0	0
Non-discrimination	1	0	0	0	0
Suppliers	0	0	1	0	0
<b>ENVIRONMENT</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>
Compliance and Management	4	0	1	0	0
Precaution	1	0	0	0	0
Responsibility and Performance	5	0	0	5	0
Technology	1	0	0	0	0
<b>ANTI-CORRUPTION</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
ANTI-CORRUPTION ENVIRONMENT	3	0	0	0	0
Policy and procedures	1	0	0	1	0
THIRD PARTIES	2	0	0	0	0
Joint Actions	0	0	0	1	0
<b>TOTAL</b>	<b>34</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>0</b>

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## AREA RESULTS

### HUMAN RIGHTS

FYNO Precision Pte Ltd

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QUESTION	YES	NO	F/A	N/A	NOT ANSWERED
HU.1. <u>Health and safety</u>	2	0	0	0	0
HU.1.A. Health and safety systems	X				
HU.1.B. Protective equipment and training	X				
HU.2. <u>Hours, wages and leave</u>	3	0	0	0	0
HU.2.A. Working hours	X				
HU.2.B. Wages	X				
HU.2.C. Leave	X				
HU.3. <u>Fair Treatment</u>	2	0	1	0	0
HU.3.A. Non-harassment	X				
HU.3.B. Employee privacy	X				
HU.3.C. Employee grievance mechanisms			X		
HU.4. <u>Community Impacts</u>	2	0	0	1	0
HU.4.A. Impact assessment	X				
HU.4.B. Land and property	X				
HU.4.C. Security arrangements				X	
HU.5. <u>Product stewardship</u>	1	0	0	0	0
HU.5.A. Product stewardship	X				
HU.6. <u>Country risk</u>	1	0	0	0	0
HU.6.A. Human rights in country of operation	X				
HU.7. <u>Suppliers</u>	1	0	0	0	0
HU.7.A. Human rights standards in suppliers	X				
	12	0	1	1	0

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**FOLLOW-UP REPORT**  
**HUMAN RIGHTS: HEALTH AND SAFETY**  
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Question	Health and safety systems	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.A.	<b>Does the company ensure that its workers are afforded safe, suitable and sanitary work facilities? (Principle 1)</b>	<b>X</b>					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.A.1.	The company has effective health and safety procedures in place, which comply with industry, national and international standards.	<b>X</b>					
HU.1.A.2.	Health and safety information and procedures are available to employees in a language they understand.	<b>X</b>					
HU.1.A.3.	Responsibilities for health and safety tasks are clearly defined.	<b>X</b>					
HU.1.A.4.	Health and safety incidents are reported and investigated, and a confidential procedure is in place for receiving and handling health and safety complaints from employees.	<b>X</b>					
HU.1.A.5.	The company routinely monitors its production processes, machinery and equipment to ensure that they are safe and in good working order.	<b>X</b>					
HU.1.A.6.	Workers and managers are trained to respond to workplace emergencies; first aid kits and fire extinguishers are readily available; and escape exits are clearly marked and free from obstruction.	<b>X</b>					
HU.1.A.7.	The workplace is maintained to ensure clean and comfortable conditions including a suitable temperature, ventilation and lighting; suitable washing and sanitation areas appropriate for both genders.	<b>X</b>					
HU.1.A.8.	Residential or overnight facilities are safe and sanitary and meet the basic needs of workers including with regard to safety, space, temperature, lighting, ventilation, food, water, sanitary facilities, privacy, and affordability.	<b>X</b>					
HU.1.A.9.	The company provides safe drinking water for all employees and facilities for clean and sanitary food storage and eating.	<b>X</b>					
HU.1.A.10.	Where relevant the company has put in place special health and safety precautions for pregnant women, employees with disabilities, night workers, young workers and other vulnerable groups.	<b>X</b>					
Question	Protective equipment and training	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.B.	<b>Does the company supply its employees with the protective equipment and training necessary to perform their tasks safely? (Principle 1)</b>	<b>X</b>					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.B.1.	The company has a procedure to ensure that all employees are provided, free of charge or deposits, with the protective equipment and training necessary to safely perform their job functions.	<b>X</b>					
HU.1.B.2.	A company function or member of staff is responsible for keeping informed of scientific and technological developments regarding health and safety risks and protective equipment.				<b>X</b>		

HU.1.B.3.	Employees are kept fully informed, in a language and form understandable to them, of any health and safety risks associated with their job functions, including requirements for protective equipment.	<b>X</b>
HU.1.B.4.	At a minimum of every two years, and when assigned to new tasks, employees receive training by a knowledgeable expert in the safe use of equipment and processes, and an accurate record is kept of who has been trained and for what tasks.	<b>X</b>

## FOLLOW-UP REPORT

### HUMAN RIGHTS: HOURS, WAGES AND LEAVE

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Question	Working hours	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.2.A.	Does the company ensure that the workweek is limited to 48 hours; that overtime is infrequent and limited; and that employees are given reasonable breaks and rest periods? (Principle 1)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.2.A.1.	Normal company working hours are limited to 48 per week by both company policy and practice, or fewer if provided by national law, collective agreement or industry standards.		X				
HU.2.A.2.	Overtime is infrequent, remunerated at premium rate, and does not exceed 12 hours in any one week, or 36 hours per month.		X				
HU.2.A.3.	The company has a system to plan, record and monitor hours worked by each employee, and regularly evaluates whether the number of employees is sufficient to meet production targets without resorting to overtime.	X					
HU.2.A.4.	Where overtime per employee systematically exceeds 12 hours per week, the company increases its workforce to correspond to production targets, or puts in place measures to increase worker productivity and reduce overtime.	X					
HU.2.A.5.	Company employees are allowed at least 24 consecutive hours of rest (or more if provided by national law or industry standards) in every seven day period.				X		
HU.2.A.6.	The company ensures that employees have no less than a 30-minute break for every 4 hours of work (or more if provided by national law or industry standards) and that employees are allowed to use toilet facilities whenever necessary and not just during designated breaks.	X					
Question	Wages	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.2.B.	Does the company provide a living wage that enables workers to meet the basic needs of themselves and their dependents? (Principle 1)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.2.B.1.	It is company policy to provide employees with a living wage sufficient to meet basic food, clothing and housing needs and provide some discretionary income for themselves and their dependents.	X					
HU.2.B.2.	The company is aware of whether the legal minimum wage in the country of operation meets the requirement for a living wage.	X					
HU.2.B.3.	If no national minimum wage is established, or if national minimum wage standards are insufficient to meet the basic needs of employees and their dependents, the company calculates a living wage based on the cost of living in its area of operation.	X					
HU.2.B.4.	Part-time workers receive wages and benefits that are proportionate to those of full-time workers, and receive overtime compensation at a minimum of 1.25 times their hourly salary.	X					
HU.2.B.5.	The company pays wages at regular intervals and does not take deductions from wages for disciplinary measures or other deductions not authorised by national law.	X					

HU.2.B.6.	Bonus and piece-rate payment systems are monitored to ensure that the total salary paid meets living wage requirements without resort to overtime.	X						
<b>Question</b>	<b>Leave</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>		<b>FOLLOW-UP ACTION</b>
HU.2.C.	<b>Does the company grant employees paid holiday leave, sick leave, and parental leave in accordance with international minimum standards? (Principle 1)</b>	<b>X</b>						
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>		<b>FOLLOW-UP ACTION</b>
HU.2.C.1.	Company employees are granted at least three weeks of paid holiday leave per year or more if required by national law or collective agreements. Part-time and short-term employees are provided with paid holiday leave proportionate to the number of hours worked, at a rate equal to that of permanent full time employees.				X			
HU.2.C.2.	Employees are entitled to paid sick leave in accordance with the applicable national law. If sick leave is not provided for in national law, the company consults with union or worker representatives to establish alternative means of protection in case of illness or injury.	X						
HU.2.C.3.	Sick leave is not deducted from employees' vacation time.	X						
HU.2.C.4.	Female employees are entitled to no less than fourteen weeks of paid maternity leave per child.	X						
HU.2.C.5.	The company grants compassionate or parental leave to employees who have recently adopted a child or children, or have taken on the responsibility to care for foster children or other dependent children.	X						

**FOLLOW-UP REPORT**  
**HUMAN RIGHTS: FAIR TREATMENT**  
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Question	Non-harassment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.A.	Does the company protect workers from workplace harassment including physical, verbal, sexual, or psychological harassment, abuse, or threats? (Principle 1)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.A.1.	The company has a commitment to prevent workplace harassment, and actively informs employees of their obligations to refrain from violent, threatening or abusive conduct.	X					
HU.3.A.2.	Managers receive training on how to identify and deal with instances of harassment in the workplace.			X			
HU.3.A.3.	The company investigates all complaints of workplace harassment and takes appropriate preventative and disciplinary action including reporting of criminal actions to the appropriate authorities.	X					
Question	Employee privacy	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.B.	Does the company respect the privacy of its employees whenever it gathers private information or monitors the workplace? (Principle 1)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.B.1.	The company has a procedure stating which kinds of workplace monitoring are allowed; what kind of personal employee information is retained; where it is stored; who has access; and why the information is necessary.	X					
HU.3.B.2.	Employees are made aware of all workplace monitoring, including cameras and Internet or e-mail monitoring, and the specific purpose of the monitoring.	X					
HU.3.B.3.	The company does not attempt to gain information from an individual with whom the employee has a privileged relationship, including a former employer, doctor or lawyer, without the employee's prior written consent.	X					
HU.3.B.4.	Employees have access to all personal data collected about them, including data concerning disciplinary decisions and data obtained through monitoring, but excluding confidential management specific information related to performance evaluations, salary negotiations, promotions, rotation and similar employment decisions.	X					
Question	Employee grievance mechanisms	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.C.	Does the company have a mechanism for hearing, processing, and settling grievances of employees? (Principle 1)			X			
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.3.C.1.	The company has a written procedure, agreed with employee representatives, for how employee grievances are received, processed and settled.			X			
HU.3.C.2.	The procedure is open to grievances concerning all employment and workplace related issues.			X			
HU.3.C.3.	All employees, including temporary or third party employees, are able to use the procedure.			X			



HU.3.C.4.	Employees are clearly informed, in a language understandable to them, on how to use the procedure; what grievances can be reported; and how grievances are processed and resolved.		<b>X</b>
HU.3.C.5.	Employees are able to lodge grievances confidentially and without fear of retribution by management or other employees.	<b>X</b>	
HU.3.C.6.	The grievance procedure is able to respond to cases of harassment by managers, including gender specific issues, such as sexual harassment.	<b>X</b>	
HU.3.C.7.	There is committee responsible for hearing, processing, and settling grievances, and the committee has representation by employee representatives.		<b>X</b>
HU.3.C.8.	An employee lodging a grievance is allowed to participate in hearings held with respect to that grievance and is informed of the outcome of the grievance resolution process.		<b>X</b>

**FOLLOW-UP REPORT**  
**HUMAN RIGHTS: COMMUNITY IMPACTS**  
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Question	Impact assessment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.A.	Does the company have a procedure to assess and address the environmental and social impact of its operations on the human rights of local communities? (Principle 1 and 2)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.A.1.	Before starting new operations or developments, the company conducts an impact study to assess the potential environmental and social impacts of the planned activities, including an assessment of their potential human rights consequences for local inhabitants or other affected communities.	X					
HU.4.A.2.	The company has a method for identifying the individuals who are likely to be affected by such impacts and engages in consultation with those individuals, prior to, during and after carrying out the operations.	X					
HU.4.A.3.	The company shares the findings of its social and environmental impact assessment studies with the affected individuals in a form and language accessible to them.	X					
HU.4.A.4.	In consultation with the affected individuals, the company develops appropriate management plans to prevent, reduce and mitigate adverse social and environmental impacts.	X					
HU.4.A.5.	The company continuously monitors its social and environmental impacts and provides affected individuals with regular access to updated information about the social and environmental impacts of company operations.	X					
HU.4.A.6.	Local inhabitants have access to a mechanism where they can safely file complaints and concerns regarding social and environmental impacts of company operations and have their concerns addressed in an impartial and responsive manner.	X					
Question	Land and property	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.B.	Before buying, renting, acquiring or otherwise accessing land or property, does the company ensure that all affected owners and users of the land or property, have been adequately consulted and compensated? (Principle 1 and 2)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.B.1.	Prior to buying, renting, acquiring or otherwise accessing land or property, whether directly or through a third party, the company identifies all existing owners and users of the land or property.	X					
HU.4.B.2.	The company also investigates the past usage and ownership of the land or property to ensure that past users and owners have not been wrongfully removed, and that any expropriations by the authorities have been conducted in accordance with international law.	X					
HU.4.B.3.	The company consults with affected users and owners of the land or property (including women, tenants, settlers, minorities and other vulnerable groups) and seeks their free and informed consent before continuing to acquire or access the land or property.	X					

HU.4.B.4. The company ensures that affected owners and users of the land or property are adequately compensated, at or above market replacement rates, for the land or property, including for damages to land, damages to assets, and loss of income.

**X**

Question	Security arrangements	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.C.	Does the company take steps to ensure that company security arrangements are in accordance with international human rights principles for law enforcement and the use of force? (Principle 1 and 2)				<b>X</b>		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.4.C.1.	The company conducts regular security risk assessments, and ensures that company security arrangements, including the deployment of private guards or public security personnel, are proportionate to the security risk.				<b>X</b>		
HU.4.C.2.	Company security risk assessments include an assessment of the risk of human rights abuses by private and public security personnel in the country or area of operation.				<b>X</b>		
HU.4.C.3.	The company selects private security firms based on information about professional ability, level of staff training, quality of equipment, past involvement in human rights abuses, links with political factions or organisations and other relevant criteria.				<b>X</b>		
HU.4.C.4.	Contracts with private security firms include requirements related to international human rights standards for law enforcement and use of force; require the investigation and discipline of any unlawful or abusive conduct by security guards; and allow for termination of the contract in case of such conduct.				<b>X</b>		
HU.4.C.5.	There is a manual defining the duties of security personnel, and all security personnel receive training on rules of conduct based on international human rights standards for law enforcement and the use of force.				<b>X</b>		
HU.4.C.6.	Where public security personnel are assigned to company facilities, the company seeks to ensure transparency concerning its interactions with public security agencies, and the company communicates to the relevant public security agencies its desire that security functions be conducted in accordance with international human rights standards for law enforcement and the use of force.				<b>X</b>		
HU.4.C.7.	The company has a procedure for recording security-related incidents, including a mechanism for handling complaints from staff or local communities related to the conduct of security personnel, and forwards credible allegations of human rights abuses to the relevant authorities.				<b>X</b>		
HU.4.C.8.	The company has a procedure for monitoring and evaluating its security arrangements, including the proportionality of the security arrangement; impact on local communities; impact on existing local tensions or conflicts; security incidents recorded; and credible allegations of human rights abuses by company security personnel. Representatives from the local community are consulted as part of the monitoring.				<b>X</b>		

**FOLLOW-UP REPORT**  
**HUMAN RIGHTS: PRODUCT STEWARDSHIP**  
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Question	Product stewardship	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.5.A.	Does the company take steps to prevent risks to human rights arising from product defects or improper use or misuse of company products? (Principle 1 and 2)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.5.A.1.	The company is aware of and complies with relevant national laws, international guidelines and industry standards regarding product manufacturing, design and marketing.	X					
HU.5.A.2.	The company takes measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of the products.	X					
HU.5.A.3.	The company provides written and visual warnings on all packaging or products about known health hazards associated with the product including instructions for proper use in a language and form understandable to the users.	X					
HU.5.A.4.	If training, protective equipment or other measures are required for safe use of the product, the company takes steps to ensure that end-users are aware of such requirements.				X		
HU.5.A.5.	The company continuously monitors and protects against adverse human rights effects (including but not limited to effects on health, life, privacy, and security of person) arising from proper as well as improper usage or disposal of its products.				X		
HU.5.A.6.	The company has a procedure to establish whether its products have dual-use application, including for weapons manufacturing, surveillance or other military usage, and complies with all relevant export control regulations for such products.				X		

## FOLLOW-UP REPORT

### HUMAN RIGHTS: COUNTRY RISK

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Question	Human rights in country of operation	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.6.A.	Does the company seek to avoid involvement in human rights abuses owing to government or societal practices in its country or countries of operation? (Principle 1 and 2)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.6.A.1.	The company actively seeks information about the general human rights situation in its country of operation.	X					
HU.6.A.2.	If operating in a country with systematic human rights abuses, the company seeks to become aware of and avoid the risk of contributing to, endorsing or benefiting from such abuses.	X					
HU.6.A.3.	Where the company risks involvement in systematic human rights abuses owing to government or societal practices, the company seeks to identify solutions through dialogue with other businesses, civil society organisations, experts and other relevant stakeholders, including where possible with the authorities.	X					
HU.6.A.4.	The company engages in partnerships, social investments, donations or other activities that are aligned to the human rights and development needs in its country or countries of operation.	X					

## FOLLOW-UP REPORT

### HUMAN RIGHTS: SUPPLIERS

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Question	Human rights standards in suppliers	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.7.A.	Does the company promote international human rights standards in its interactions with suppliers and business partners? (Principle 2)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.7.A.1.	The company has a commitment to promote the continuous improvement of human rights standards of its suppliers.	X					
HU.7.A.2.	The commitment is supported by training on human rights standards for relevant management and procurement staff.	X					
HU.7.A.3.	The company has conducted an assessment of its supply chain to identify which suppliers have the greatest risk of human rights abuses.	X					
HU.7.A.4.	The company has defined minimum requirements for the human rights standards of suppliers and communicates these in writing to new and existing suppliers and business partners.	X					
HU.7.A.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of human rights standards.	X					
HU.7.A.6.	The company's procurement practices, such as prices, delivery times and internal incentive structures, encourage improved human rights standards in suppliers and business partners.	X					
HU.7.A.7.	The company collaborates with other companies to promote improved human rights standards in suppliers.	X					

## AREA RESULTS

### LABOUR

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	QUESTION	YES	NO	F/A	N/A	NOT ANSWERED
LA.1.	<u>Trade Unions</u>	2	0	0	0	0
LA.1.A.	Association and bargaining	X				
LA.1.B.	Company-level Representation	X				
LA.2.	<u>Forced labour</u>	1	0	0	0	0
LA.2.A.	Forced and compulsory labour	X				
LA.3.	<u>Child labour</u>	1	0	0	0	0
LA.3.A.	Child labour and young workers	X				
LA.4.	<u>Non-discrimination</u>	1	0	0	0	0
LA.4.A.	Non-discrimination	X				
LA.5.	<u>Suppliers</u>	0	0	1	0	0
LA.5.A.	Labour standards in suppliers			X		
		5	0	1	0	0
						6

## FOLLOW-UP REPORT

### LABOUR: TRADE UNIONS

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Question	Association and bargaining	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.1.A.	Does the company recognise the rights of its workers to freedom of association and to bargain collectively? (Principle 3)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.1.A.1.	The company has a commitment to recognise the rights of its workers to freedom of association and collective bargaining, including the right to freely form and/or join independent trade unions, and this commitment is clearly communicated to all employees.	X					
LA.1.A.2.	The company recognises workers' organisations for collective bargaining purposes and has procedures in place to ensure regular collective bargaining with authorised worker representatives concerning all workplace related issues.	X					
LA.1.A.3.	The company allows worker representatives access to collective bargaining agreements, company premises, employees and other relevant documentation needed to fulfil their duties.	X					
LA.1.A.4.	The company prohibits discrimination or adverse actions against worker representatives or employees for participating or refraining to participate in lawful trade union activities.	X					
LA.1.A.5.	The company has agreed with workers' representatives about the requirements of a fair hearing to be followed in relation to all disciplinary cases and employee grievances.	X					
LA.1.A.6.	The company has a committee, with participation of employee-elected representatives, which is responsible for hearing, processing, and settling disciplinary cases and employee grievances.	X					
Question	Company-level Representation	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.1.B.	If independent trade unions are either discouraged or not allowed in the area of operation, does the company enable employees to gather independently to discuss work-related problems? (Principle 3)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.1.B.1.	The company allows employees to engage in regular employee-only meetings within normal working hours, where employees can discuss concerns regarding working conditions.	X					
LA.1.B.2.	Where allowed by local legislation, and if independent trade unions are not present, the company informs employees of their right to form independent collective representation at the workplace.	X					
LA.1.B.3.	Where allowed by local legislation, the company informs employees of their right to engage in regular collective bargaining concerning all workplace issues.	X					
LA.1.B.4.	Company management meets regularly with employee representatives to discuss work-related problems and any grievances employees may wish to raise.	X					



## FOLLOW-UP REPORT

### LABOUR: FORCED LABOUR

FYNO Precision Pte Ltd

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Question	Forced and compulsory labour	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.2.A.	Does the company take all necessary measures to ensure that it does not participate in any form of forced or bonded labour? (Principle 4)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.2.A.1.	The company ensures that all employees receive employment contracts prior to starting work for the company, and that contracts are understood by the employees.	X					
LA.2.A.2.	Notice periods are of reasonable length and clearly communicated to workers prior to starting employment.	X					
LA.2.A.3.	If letters of release or other documents are needed for the employee to leave employment, the company issues such letters without delay.	X					
LA.2.A.4.	Within normal working hours employees are able to earn a living wage sufficient to meet the basic needs of themselves and their closest dependents.	X					
LA.2.A.5.	Overtime work is paid, voluntary and not compelled through threat of pay deductions, termination or other sanctions.	X					
LA.2.A.6.	All workers are allowed to leave company premises during breaks and at the end of their shifts, and workers in company housing may freely enter and exit their accommodation at any time.	X					
LA.2.A.7.	The company (or its recruiting agencies) does not require workers to pay recruitment fees or lodge money deposits, and do not retain identity cards, passports, travel documents or other personal items without which employees cannot leave employment.	X					
LA.2.A.8.	Loans or salary advancements to employees are based on fair terms that are clearly explained to the employee, are not granted to cover basic living expenses, are limited in size, and do not require the employee to remain with the company until repayment is completed.	X					
LA.2.A.9.	If the company uses prison labour it ensures that all prison workers have been convicted by a court of law, and that the work is voluntary and supervised by a public authority.				X		
LA.2.A.10.	The company ensures that it does not use labour from agencies or firms involved in human trafficking or other forms of bonded labour.	X					

## FOLLOW-UP REPORT

### LABOUR: CHILD LABOUR

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2011-05-09

Question	Child labour and young workers	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.3.A.	Does the company comply with minimum age standards? (Principle 5)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.3.A.1.	The company does not employ workers under 15 years of age for full-time work, 13 years of age for light work and 18 years of age for hazardous work (please see the question description for exceptions).	X					
LA.3.A.2.	If the company employs minors below the age of 18, the company has a list of job functions that can safely be performed by minors.	X					
LA.3.A.3.	The company is aware of local age-levels for completion of compulsory education and does not employ workers under that age for work that may interfere with such education.	X					
LA.3.A.4.	The company has a reliable procedure to check the age of young job candidates by birth certificate, other official forms of identification, or by alternative means such as physical appearance or knowledge of historic events.	X					
LA.3.A.5.	Company apprenticeship programmes do not constitute the main portion of the workforce, are limited in duration, are performed in conjunction with a school programme (or supervised by Labour Ministers or Labour Organisations), and do not interfere with the child's compulsory education.	X					
LA.3.A.6.	If the company becomes aware that it is employing young workers below minimum age, it ensures that they are enrolled in education programme, and that their dependents are compensated for the resulting loss of income.	X					

## FOLLOW-UP REPORT

### LABOUR: NON-DISCRIMINATION

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Question	Non-discrimination	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.4.A.	Does the company ensure that employment-related decisions are based on relevant and objective criteria? (Principle 6)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.4.A.1.	It is company policy to ensure that decisions concerning hiring, wages, promotion, training, discipline, retirement and termination are based only on unbiased criteria, and are not linked to any of the discriminatory characteristics listed in the description for this question.	X					
LA.4.A.2.	Each job category in the company has a written description stating the salary level and the qualifications required for that job category.	X					
LA.4.A.3.	Employment advertisements do not reference discriminatory criteria, such as race, gender or age (unless listed as part of a legal equal opportunities promotion).	X					
LA.4.A.4.	Job applicants are not asked to give information about their marital status, pregnancy, intent to have children, number of dependents, or similar information that may lead to discriminatory hiring decisions.	X					
LA.4.A.5.	All hiring managers receive training regarding the company's non-discrimination policies.	X					
LA.4.A.6.	The company has established a grievance mechanism, accessible and known to all employees, where employees can safely report incidents of workplace discrimination.	X					
LA.4.A.7.	The company takes reasonable steps to enable qualified persons with disabilities or health conditions to gain employment opportunities with the company, for example allowing wheel chair access, flexible working hours, longer breaks etc	X					

## FOLLOW-UP REPORT

### LABOUR: SUPPLIERS

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Question	Labour standards in suppliers	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.5.A.	Does the company promote international labour standards in its interactions with suppliers and business partners? (Principle 2)			X			
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.5.A.1.	The company has a commitment to promote the continuous improvement of labour standards of its suppliers.			X			
LA.5.A.2.	The commitment is supported by training on labour standards for relevant management and procurement staff.			X			
LA.5.A.3.	The company has conducted an assessment of its supply chain to identify which suppliers have the greatest risk of abusive labour standards.			X			
LA.5.A.4.	The company has defined minimum requirements for the labour standards of suppliers and communicates these in writing to new and existing suppliers and business partners.			X			
LA.5.A.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of labour standards.			X			
LA.5.A.6.	The company's procurement practices, such as prices, delivery times and internal incentive structures, encourage improved labour standards in suppliers and business partners.			X			
LA.5.A.7.	The company collaborates with other companies to promote improved labour standards in suppliers.			X			

## AREA RESULTS

### ENVIRONMENT

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2011-05-09

QUESTION	YES	NO	F/A	N/A	NOT ANSWERED
EN.1. <u>Compliance and Management</u>	4	0	1	0	0
EN.1.A. Legal compliance	X				
EN.1.B. Environmental management	X				
EN.1.C. Environmental impact assessment	X				
EN.1.D. Emergency response	X				
EN.1.E. Supply chain management			X		
EN.2. <u>Precaution</u>	1	0	0	0	0
EN.2.A. Precautionary approach	X				
EN.3. <u>Responsibility and Performance</u>	5	0	0	5	0
EN.3.A. Energy consumption and climate change	X				
EN.3.B. Water consumption				X	
EN.3.C. Waste water				X	
EN.3.D. Waste	X				
EN.3.E. Air emissions	X				
EN.3.F. Noise, odour, light and vibrations	X				
EN.3.G. Chemicals and other dangerous substances	X				
EN.3.H. Contamination of soil and water				X	
EN.3.I. Biodiversity				X	
EN.3.J. Natural resource use				X	
EN.4. <u>Technology</u>	1	0	0	0	0
EN.4.A. Environmentally friendly technologies	X				
	11	0	1	5	0

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## FOLLOW-UP REPORT

### ENVIRONMENT: COMPLIANCE AND MANAGEMENT

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Question	Legal compliance	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.A.	Does the company comply with all relevant environmental legislation? (Principles 7-9)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.A.1.	The company complies with all relevant environmental legislation in the country in which it operates.	X					
EN.1.A.2.	The company has obtained the necessary environmental permits and authorisations to operate from the relevant authorities.	X					
EN.1.A.3.	The company has a systematic approach in place to ensure knowledge of new environmental legislation and compliance with permits and any other legal environmental requirements.	X					
EN.1.A.4.	The company has a systematic approach in place to ensure knowledge of new environmental legislation, compliance with permits and any other legal environmental requirements.	X					
EN.1.A.5.	The company has not received serious or repeated complaints about environmental impacts of company operations or activities from neighbours or other stakeholders (e.g. consumers).	X					
EN.1.A.6.	The company has not breached environmental regulation within the past five years.	X					
EN.1.A.7.	The company has ongoing dialogue with the relevant authorities about any unsettled environmental issues raised by the authorities.	X					
EN.1.A.8.	The company reports on environmental issues and impacts to the authorities as required by law.	X					
EN.1.A.9.	The company complies with international environmental conventions and agreements relevant for the company.	X					
Question	Environmental management	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.B.	Does the company manage environmental issues to ensure appropriate and continuous improvements? (Principles 7-9)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.B.1.	The company has identified the environmental issues that relate to its business operations and activities and works systematically with these environmental issues.	X					
EN.1.B.2.	The company has a formal environmental policy, approved by top management, which includes a commitment to legal compliance and continuous improvements in environmental performance.	X					
EN.1.B.3.	Company employees are aware of the environmental issues relevant for the company operations and activities.	X					
EN.1.B.4.	The company has defined and communicated roles and responsibilities with regard to environmental issues.	X					

EN.1.B.5.	The company regularly trains employees involved in activities that have, or could have, adverse environmental impacts to ensure they are aware of environmental risks, requirements and agreed procedures.	X						
EN.1.B.6.	The company has an action plan to improve environmental performance, which describe timeframes, responsibilities and means of obtaining the targeted improvements.	X						
EN.1.B.7.	The company has sufficient monitoring and documentation to demonstrate continuous improvements of its environmental performance regarding significant impacts.	X						
EN.1.B.8.	The company regularly reports externally on its environmental performance (e.g. annually).			X				
EN.1.B.9.	The company has a company-wide environmental management system that is certified according to e.g. ISO 14001 and/or operates in accordance with sector specific codes and standards.	X						
<b>Question</b>	<b>Environmental impact assessment</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>	
<b>EN.1.C.</b>	<b>Does the company assess and address environmental impacts of its operations before these operations start? (Principles 7-9)</b>	<b>X</b>						
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>	
EN.1.C.1.	Before starting new operations, the company identifies and assesses the potential environmental impacts of the planned activities.	X						
EN.1.C.2.	The company has a method for identifying environmental impacts owing to company operations and consults affected individuals, prior to, during and after the start of the operations.	X						
EN.1.C.3.	The company shares the findings of its environmental impact studies with the affected individuals in a form and language accessible to them.	X						
EN.1.C.4.	The company develops appropriate impact management plans in consultation with affected individuals to prevent, reduce and mitigate any adverse social and environmental impacts.	X						
EN.1.C.5.	The company continually monitors its and environmental impacts, and provides stakeholders and affected individuals with regular access to updated information about these impacts.	X						
EN.1.C.6.	Local inhabitants can safely file complaints and concerns regarding environmental impacts of company operations and have their concerns addressed in an impartial and responsive manner.	X						
<b>Question</b>	<b>Emergency response</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>	
<b>EN.1.D.</b>	<b>Does the company have emergency procedures in place to effectively prevent and address industrial accidents affecting the environment and human health? (Principles 7-9)</b>	<b>X</b>						
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>	
EN.1.D.1.	The company has identified the hazardous operations and the potential consequences on human health and the environment if an accident occurs.	X						
EN.1.D.2.	The company has detailed procedures, plans, equipment and training programmes to prevent industrial accidents and emergencies.	X						



EN.1.D.3.	The company has detailed procedures, plans and equipment to effectively respond to industrial accidents and emergencies if they occur.	X							
EN.1.D.4.	The company trains employees to respond to accidents and emergencies, including carrying out emergency drills at least once a year involving all employees.	X							
EN.1.D.5.	Where relevant, local inhabitants are included in and informed about company emergency response and evacuation plans, including first aid and medical response.						X		
EN.1.D.6.	Where relevant, the company has a procedure, which enables it to notify affected local communities about potential industrial emergencies with minimal delays.						X		
<b>Question</b>	<b>Supply chain management</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>		<b>FOLLOW-UP ACTION</b>	
EN.1.E.	<b>Does the company promote international environmental standards in its interactions with suppliers and business partners? (Principles 7-9)</b>			X					
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>		<b>FOLLOW-UP ACTION</b>	
EN.1.E.1.	The company has a commitment to promote the continuous improvement of the environmental performance of its suppliers.	X							
EN.1.E.2.	The commitment is supported by training on environmental performance for relevant management and procurement staff.	X							
EN.1.E.3.	The company has conducted an assessment of its supply chain to identify which suppliers have the greatest environmental impacts.			X					
EN.1.E.4.	The company has defined minimum requirements for environmental performance of suppliers and communicates these in writing to new and existing suppliers and business partners.			X					
EN.1.E.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of environmental performance.			X					
EN.1.E.6.	The company's procurement practices, such as prices, delivery times and internal incentive structures, encourage improved environmental performance of suppliers and business partners.			X					
EN.1.E.7.	The company collaborates with other companies to promote improved environmental performance of suppliers.			X					

## FOLLOW-UP REPORT

### ENVIRONMENT: PRECAUTION

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Question	Precautionary approach	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.2.A.	Does the company support a precautionary approach to environmental challenges? (Principle 7)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.2.A.1.	The company conducts systematic risk assessments of materials used, products and processes to apply the precautionary approach.	X					
EN.2.A.2.	The company provides information to stakeholders about uncertainties and potential risks to employees, consumers, the public and the environment of the company's products and processes.	X					
EN.2.A.3.	The company obtains prior approval before potentially hazardous or harmful products are placed on the market.	X					
EN.2.A.4.	The company tries to avoid environmental damage by regular maintenance of production processes and environmental protection systems (air pollution control, waste water treatment systems etc.).	X					
EN.2.A.5.	The company supports scientific research, including independent and public research, on the environmental issues relevant to the company's products and processes.	X					
EN.2.A.6.	The company ensures transparency and engages in regular stakeholder dialogue with neighbours, civil society organisations and others with an interest in the company on critical environmental issues.	X					

## FOLLOW-UP REPORT

### ENVIRONMENT: RESPONSIBILITY AND PERFORMANCE

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Question	Energy consumption and climate change	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.A.	Does the company take measures to reduce energy consumption and emissions of greenhouse gases? (Principle 8)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.A.1.	The company complies with regulation regarding use of energy resources and emissions of greenhouse gases.	X					
EN.3.A.2.	The company has a climate strategy that identifies opportunities to reduce the company's energy consumption and/or emissions of greenhouse gases.	X					
EN.3.A.3.	The company has initiated practical activities to reduce energy consumption and/or greenhouse gas emissions.	X					
EN.3.A.4.	The company provides information and trains employees to implement energy reduction measures.	X					
EN.3.A.5.	The company monitors its energy consumption and/or emissions of greenhouse gases.	X					
EN.3.A.6.	The company has defined a baseline for its greenhouse gas emissions, which includes a definition of the business operations and activities, and the greenhouse gases that are accounted for e.g. as described in the Greenhouse Gas Protocol.			X			
EN.3.A.7.	The company has targets for reducing its energy consumption and/or emissions of greenhouse gases.	X					
EN.3.A.8.	The company engages with the government and civil society organisations to develop policies and measures that provide a framework for the business sector to contribute to building a low carbon economy.			X			
Question	Water consumption	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.B.	Does the company take measures to reduce water consumption? (Principle 8)				X		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.B.1.	The company has the necessary permits to extract water or obtain water from the public water supply.				X		
EN.3.B.2.	The company has a strategy to reduce water consumption.				X		
EN.3.B.3.	The company has initiated practical activities to reduce water consumption.				X		
EN.3.B.4.	The company provides information and trains employees to implement measures to reduce water consumption.				X		
EN.3.B.5.	The company monitors total water consumption and the amount of water reused or recycled.				X		
EN.3.B.6.	The company has targets for reducing water consumption and/or increasing the amount of water reused or recycled in different business operations and activities.				X		

EN.3.B.7.	The company's use of water does not negatively affect the sustainability of water resources, the natural environment or the availability of water for drinking and sanitation purposes.						X		
EN.3.B.8.	The company engages with national, regional and local public authorities, and civil society organisations to address water sustainability issues related to the affected water resources.						X		
Question	Waste water	YES	NO	F/A	N/A			COMMENTS	FOLLOW-UP ACTION
EN.3.C.	Does the company prevent, reduce and treat waste water discharges? (Principle 8)						X		
Indicators		YES	NO	F/A	N/A			COMMENTS	FOLLOW-UP ACTION
EN.3.C.1.	The company has the necessary permits for waste water discharges.						X		
EN.3.C.2.	The company complies with legal requirements relating to waste water discharges.						X		
EN.3.C.3.	The company provides information and trains employees on the safe management of waste water.						X		
EN.3.C.4.	The company monitors waste water discharges, including types, limit values and quantities of pollutants in the waste water.						X		
EN.3.C.5.	The company treats waste water before discharge to reduce adverse environmental impacts.						X		
EN.3.C.6.	If waste water treatment takes place outside the company's premises, the company is aware of the effectiveness of the treatment.						X		
EN.3.C.7.	The company continuously attempts to prevent and reduce waste water discharges (e.g. waste water recycling, use of less harmful substances).						X		
Question	Waste	YES	NO	F/A	N/A			COMMENTS	FOLLOW-UP ACTION
EN.3.D.	Does the company take measures to reduce the production of waste and ensure responsible waste management? (Principle 8)	X							
Indicators		YES	NO	F/A	N/A			COMMENTS	FOLLOW-UP ACTION
EN.3.D.1.	The company has the necessary permits for the handling, storage, recycling and disposal of waste.	X							
EN.3.D.2.	The company complies with legal requirements for the handling, storage, transport, recycling and disposal of waste, including, if relevant, the requirements for transporting hazardous waste across borders.	X							
EN.3.D.3.	The company has a strategy to manage waste responsibly and continuously attempts to prevent and reduce the production of waste.	X							
EN.3.D.4.	The company ensures that waste relevant for recycling is sorted and handed over to a recycling company.	X							
EN.3.D.5.	The company monitors the types and quantities of waste produced, including where and how waste is recycled, treated or sent to landfill.	X							
EN.3.D.6.	The company has targets for reducing waste production and/or increasing waste reused/recycled and measures its progress against these targets.			X					
EN.3.D.7.	The company provides information and trains employees on the safe handling, storage, transport and disposal of hazardous and special waste types.	X							

EN.3.D.8.	The company marks areas used for storage of waste.	X							
EN.3.D.9.	The company properly labels all containers for storing waste, including a relevant symbol of danger for hazardous waste.	X							
EN.3.D.10.	The company requests recycling and disposal receipts from transport contractors.			X					
EN.3.D.11.	The company uses licensed contractors for the transport, storage, transport, recycling and disposal of hazardous waste.	X							
<b>Question</b>	<b>Air emissions</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>		
<b>EN.3.E.</b>	<b>Does the company prevent, reduce and treat air emissions? (Principle 8)</b>	<b>X</b>							
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>		
EN.3.E.1.	The company has the necessary permits for emissions to air.	X							
EN.3.E.2.	The company complies with legal requirements on emissions to air (e.g. air pollution standards and limit values).	X							
EN.3.E.3.	The company provides information and trains employees on how to manage air emissions.	X							
EN.3.E.4.	The company monitors the types and quantities of relevant emissions to air.	X							
EN.3.E.5.	The company treats relevant pollutants before they are emitted to the atmosphere (e.g. by using filters).	X							
EN.3.E.6.	The company continuously attempts to prevent and reduce air emissions.	X							
<b>Question</b>	<b>Noise, odour, light and vibrations</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>		
<b>EN.3.F.</b>	<b>Does the company prevent and minimise impacts on the surrounding environment from noise, odour, light and vibrations? (Principle 8)</b>	<b>X</b>							
<b>Indicators</b>		<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>		
EN.3.F.1.	The company has the necessary permits for levels of noise, odour, light and vibrations.	X							
EN.3.F.2.	The company complies with legal requirements for levels of noise, odour, light and vibrations (e.g. standards or procedures).	X							
EN.3.F.3.	The company provides information and trains employees to manage noise, odour, light and vibrations.	X							
EN.3.F.4.	The company monitors levels of noise, odour, light and vibrations on the surrounding environment.	X							
EN.3.F.5.	The company treats/minimises impacts to ensure that there are no significant levels of noise, odour, light and vibrations.	X							
EN.3.F.6.	The company continuously attempts to prevent and minimise the levels of noise, odour and light (e.g. enclosed production, shielding, etc).	X							
<b>Question</b>	<b>Chemicals and other dangerous substances</b>	<b>YES</b>	<b>NO</b>	<b>F/A</b>	<b>N/A</b>	<b>COMMENTS</b>	<b>FOLLOW-UP ACTION</b>		
<b>EN.3.G.</b>	<b>Does the company minimise the use of chemicals and other dangerous substances and ensure safe handling and storage?</b>	<b>X</b>							

Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.G.1.	The company has the necessary permits for the handling, use and storage of chemicals and other dangerous substances.	X					
EN.3.G.2.	The company complies with legal requirements for the handling, use and storage of chemicals and other dangerous substances.	X					
EN.3.G.3.	The company does not manufacture, trade and/or use chemicals and other dangerous substances subject to national or international bans or phase-outs.	X					
EN.3.G.4.	The company provides information and trains employees on the safe handling and use of chemicals and other dangerous substances.	X					
EN.3.G.5.	The company monitors the quantities of all chemicals and other dangerous substances used in production and maintenance.	X					
EN.3.G.6.	The company marks areas used for storage of chemical substances and products.	X					
EN.3.G.7.	The company properly labels all chemical substances and products including name of the chemical and a relevant symbol of danger.	X					
EN.3.G.8.	The company considers substitution important and continuously tries to use less harmful chemicals and substances.	X					
Question	Contamination of soil and water	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.H.	Does the company remedy soil and water contamination at the site and the surroundings? (Principle 8)				X		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.H.1.	The company complies with legal requirements in relation to soil and water contamination (e.g. reporting requirements and remediation methods).				X		
EN.3.H.2.	The company maps areas where soil and water contamination has or may have occurred as long as there is a risk to the environment and/or human health.				X		
EN.3.H.3.	The company requires contaminated soil and water to be handled by trained employees with the right competencies (e.g. if contaminated soil is excavated for construction).				X		
EN.3.H.4.	The company documents the types and extent of any soil and water contamination that has taken place and when it occurred.				X		
EN.3.H.5.	The company has made a risk assessment of the environmental impacts and attempts to remedy any significant contamination of the soil and water (e.g. through bioremediation).				X		
Question	Biodiversity	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.I.	Does the company prevent, minimise and remedy significant impacts on biodiversity? (Principle 8)				X		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.I.1.	The company has the necessary permits to operate in or alter the natural environment.				X		
EN.3.I.2.	The company complies with legal requirements regarding operations in and alterations of the natural environment.				X		

EN.3.I.3.	The company is committed to operating within the framework of international conventions addressing biodiversity (e.g. the Convention on Biological Diversity, Cartagena Protocol on Bio-safety and the CITES Convention).	X
EN.3.I.4.	The company has assessed important positive and negative impacts of its operations and activities on the natural environment and biodiversity (e.g. IUCN's Red List of Threatened Species and no alien invasive species).	X
EN.3.I.5.	The company has previously and/or is currently taking measures to prevent and reduce the impacts of its operations and activities on biodiversity.	X
EN.3.I.6.	The company clearly labels products containing GMOs and indicates if GMOs have been used in the production process.	X
EN.3.I.7.	The company has not had any unintended releases of GMOs.	X
EN.3.I.8.	The company documents that employees have been adequately trained to handle GMOs.	X

## FOLLOW-UP REPORT

### ENVIRONMENT: TECHNOLOGY

FYNO Precision Pte Ltd

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Question	Environmentally friendly technologies	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.4.A.	Does the company encourage the development and diffusion of environmentally friendly technologies? (Principle 9)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.4.A.1.	The company currently uses environmentally friendly technology.	X					
EN.4.A.2.	The company regularly evaluates its processes and technologies to see if there are any more environmentally friendly alternatives.	X					
EN.4.A.3.	When developing new technologies and products, the company focuses on developing environmentally friendly technology e.g. by using life cycle assessments (LCA), design for sustainability or a cradle-to-cradle approach.	X					
EN.4.A.4.	When planning new investments in technology, the company considers the best available technology and stipulates minimum environmental criteria.	X					
EN.4.A.5.	When planning new investments in buildings, the company focuses on green or sustainable buildings, which are environmentally responsible and resource-efficient throughout a building's life-cycle: from siting to design, construction, operation, maintenance, renovation, and deconstruction.				X		
EN.4.A.6.	The company makes information describing the environmental performance and benefits of using environmentally friendly technologies available to stakeholders.			X			



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## FOLLOW-UP REPORT

### ANTI-CORRUPTION: ANTI-CORRUPTION ENVIRONMENT

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Question	Signalling a non-corrupt environment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.A.	Does the company take a clear stand against corruption? (Principle 10)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.A.1.	The company's CEO, director or president has declared that the company will not engage in corruption at any time or in any form.	X					
AC.1.A.2.	The company takes concrete measures to comply with all relevant anti-corruption laws.	X					
AC.1.A.3.	The company publicly supports international and regional legal frameworks.	X					
AC.1.A.4.	Suppliers, customers, business partners and other stakeholders are made aware of the company's anti-corruption commitment.	X					
Question	Anti-Corruption risk assessment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.B.	Does the company evaluate and assess the risk of corruption when doing business? (Principle 10)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.B.1.	The company evaluates the potential areas of corruption including factors such as type of transaction, countries of operation, industries, and customers or business partners involved.	X					
AC.1.B.2.	The company evaluates the risk of corruption when employees, agents, intermediaries or consultants deal with public officials including employees of state owned companies.	X					
AC.1.B.3.	The company evaluates the risk of internal and external conflicts of interest in relation to business partners and government officials including employees of state owned companies.	X					
AC.1.B.4.	The company has developed an action plan to address the risk of corruption, and has defined responsibilities for each task including detailed policies for high-risk areas.	X					
AC.1.B.5.	The company has identified the weakest spots of corruption within the company and seeks to address these weaknesses in the prevention of corruption internal functions with the highest risk of corruption, and addresses weaknesses in the prevention of corruption.	X					
Question	Awareness raising	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.C.	Does the company ensure that employees know the company's anti-corruption commitment and that relevant persons are properly trained? (Principle 10)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1.C.1.	The company informs all employees about its anti-corruption commitment.	X					
AC.1.C.2.	The company provides anti-corruption training at all levels within the organization	X					

AC.1.C.3.	Information on disciplinary procedures for violations of company anti-corruption policies is available to employees.	<b>X</b>
AC.1.C.4.	The company actively seeks employee feedback and dialogue on its anti-corruption initiatives.	<b>X</b>
AC.1.C.5.	The company has and promotes a function by which employees can safely report suspicion of corruption related cases (e.g. hotline or mailbox) and allocates resources to systematically address the issues that are identified.	<b>X</b>

## FOLLOW-UP REPORT

### ANTI-CORRUPTION: POLICY AND PROCEDURES

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Question	Anti-Corruption policy and guidelines	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.2.A.	Does the company forbid corrupt behavior and monitor it's anti-corruption initiatives? (Principle 10)				X		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.2.A.1.	The company has a policy rejecting corruption and requiring all directors, managers and employees worldwide to behave ethically and in conformity with the law.				X		
AC.2.A.2.	The policy includes how to handle requests for facilitation payments, giving and receiving gifts, engaging in sponsorships, giving political contributions, and how to conduct responsible lobbying.				X		
AC.2.A.3.	The company has defined benchmarks and indicators regarding its anti-corruption actions and initiatives and reports these to the public (i.e. in its Communication on progress report)				X		
AC.2.A.4.	The company publishes its legal cases regarding corruption.				X		
AC.2.A.5.	The company has appointed a manager to devise, implement, monitor and improve the anti-corruption initiatives under the oversight of senior leadership.				X		
Question	Anti-corruption procedures	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.2.B.	Do the company's internal procedures support it's anti-corruption commitment? (Principle 10)	X					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.2.B.1.	The company has assigned different individuals or departments to be responsible for handling contracts, placing orders, receiving goods, processing invoices and making payments.	X					
AC.2.B.2.	The company mentions "anti-corruption" and/or "ethical behavior" in its contracts with partners in high risk countries, sectors and transactions.	X					
AC.2.B.3.	The company prohibits informal employment and any 'off the books' record-keeping	X					
AC.2.B.4.	The company performs internal audits and has checks and balances in place in connection with all anti-corruption commitments.	X					
AC.2.B.5.	The company's procurement, financial and internal audit personnel have clear procedures on their respective responsibilities to look for and to identify alarms, report them to management, and follow-up counter measures.	X					
AC.2.B.6.	The company requests external auditors to maintain a critical eye and follow all alarms and irregularities.	X					
AC.2.B.7.	Any alarm or irregularity reported by external auditors is systematically addressed by management.	X					
AC.2.B.8.	The company monitors compliance and continuously identifies strengths and weaknesses in the anti-corruption initiatives to remain effective and up-to-date in addressing changing risks.	X					

**FOLLOW-UP REPORT**  
**ANTI-CORRUPTION: THIRD PARTIES**  
FYNO Precision Pte Ltd

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Question	Agents and other associates	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
<b>AC.3.A.</b>	<b>Does the company's anti-corruption initiative cover agents, intermediaries and consultants? (Principle 10)</b>	<b>X</b>					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.3.A.1.	The company conducts an inquiry an/or attentiveness (e.g. financial, legal, labour, tax, IT, environment, market/commercial) on all agents, intermediaries and consultants.	<b>X</b>					
AC.3.A.2.	All agreements with agents, intermediaries and consultants are fully documented in written, signed contracts.	<b>X</b>					
AC.3.A.3.	The selection and terms of reference of agents, intermediaries or consultants are approved at the senior management level or at a level above that of the management involved in the operations for which the intermediary is hired.	<b>X</b>					
AC.3.A.4.	Contracts with agents, intermediaries and consultants include a section on anti-corruption and that the contract-holder must comply with all applicable laws and regulations.	<b>X</b>					
AC.3.A.5.	Agents, intermediaries and consultants are provided with information on the company's anti-corruption commitment, anti-corruption policies, training material on anti-corrupt behavior and information on disciplinary procedures for violations of company anti-corruption policies.				<b>X</b>		
AC.3.A.6.	The company ensures that payment to agents, intermediaries and consultants are in line with standard payments for other service providers of similar ranking.				<b>X</b>		
AC.3.A.7.	The company only makes payments by bank transfer or check-never in cash-in the country of the agent, intermediary and consultant and never to a third party without prior examination.	<b>X</b>					
Question	Supply chain	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
<b>AC.3.B.</b>	<b>Does the company promote its anti-corruption commitment in its interactions with suppliers and business partners? (Principle 10)</b>	<b>X</b>					
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.3.B.1.	The company informs all suppliers, contractors and other business partners of it anti-corruption commitment and asks all suppliers, contractors and business partners to comply with this commitment.	<b>X</b>					
AC.3.B.2.	The anti-corruption commitment is supported by anti-corruption training of relevant internal staff employed by suppliers, contractors and other business partners.	<b>X</b>					
AC.3.B.3.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of anti-corruption.				<b>X</b>		
AC.3.B.4.	The company's procurement practices including prices, delivery times, internal incentive structures and other relevant criteria, support anti-corruption commitment in suppliers and business partners.	<b>X</b>					
AC.3.B.5.	The company has and promotes a function by which suppliers, contractors and other business partners can safely report suspicion of corruption-related cases (e.g. hotline or mailbox) and allocates resources to address the issues that are identified.	<b>X</b>					

**FOLLOW-UP REPORT**  
**ANTI-CORRUPTION: JOINT ACTIONS**  
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Question	Joint Actions	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.4.A.	Does the company take joint actions with others to engage in and promote anti-corruption initiatives and level the playing field?				X		
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.4.A.1.	The company shares experience, procedures and challenges of corruption with other organizations i.e. the local business community, sector initiatives, networks etc.				X		
AC.4.A.2.	The company has initiated or joined initiatives with other companies in the same sector for the purpose of promoting a fair business environment.				X		
AC.4.A.3.	The company stimulates multi-stakeholder dialogue on challenges of corruption.				X		
AC.4.A.4.	The company encourages the local business community and business partners to initiate cooperation to fight corruption.				X		