

TOPIC	YES	NO	F/A	N/A	NOT ANSWERED
Human Rights	13	0	0	1	0
Health and safety	2	0	0	0	0
Hours, wages and leave	3	0	0	0	0
Fair Treatment	3	0	0	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
LABOUR	6	0	0	0	0
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	1	0	0	0	0
ENVIRONMENT	12	0	0	5	0
Compliance and Management	5	0	0	0	0
Precaution	1	0	0	0	0
Responsibility and Performance	5	0	0	5	0
Technology	1	0	0	0	0
ANTI-CORRUPTION	6	0	0	2	0
ANTI-CORRUPTION ENVIRONMENT	3	0	0	0	0
Policy and procedures	2	0	0	0	0
THIRD PARTIES	2	0	0	0	0
Joint Actions	0	0	0	1	0
TOTAL	38	0	0	7	0

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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>	3	0	0	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				
	13	0	0	1	0

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FOLLOW-UP REPORT
HUMAN RIGHTS: HEALTH AND SAFETY
FYNO Precision Pte Ltd

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Question	Health and safety systems	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.A.	Does the company ensure that its workers are afforded safe, suitable and sanitary work facilities? (Principle 1)	X				Yes, base on the Ministry of Manpower Singapore guideline	
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.	X				refer to HU.1.A. comments	
HU.1.A.2.	Health and safety information and procedures are available to employees in a language they understand.	X				refer to HU.1.A. comments	
HU.1.A.3.	Responsibilities for health and safety tasks are clearly defined.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
HU.1.A.9.	The company provides safe drinking water for all employees and facilities for clean and sanitary food storage and eating.	X				refer to HU.1.A. comments	
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.	X				refer to HU.1.A. comments	
Question	Protective equipment and training	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.1.B.	Does the company supply its employees with the protective equipment and training necessary to perform their tasks safely? (Principle 1)	X				Yes, base on the Ministry of Manpower Singapore guideline	
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.	X				refer to HU.1.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.	X				refer to HU.1.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.	X	refer to HU.1.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.	X	refer to HU.1.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				Yes, base on the Ministry of Manpower Singapore guideline	
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				refer to HU.2.A. comments	
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				refer to HU.2.A. comments	
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				refer to HU.2.A. comments	
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				refer to HU.2.A. comments	
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	Rotating rest day were given to employee on a bi-weekly basis	
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				refer to HU.2.A. comments	
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				Yes, base on the Ministry of Manpower Singapore guideline	
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				refer to HU.2.B. comments	
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				refer to HU.2.B. comments	
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				refer to HU.2.B. comments	
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				refer to HU.2.B. comments	
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				refer to HU.2.B. comments	

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

refer to HU.2.B. comments

Question	Leave	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
HU.2.C.	Does the company grant employees paid holiday leave, sick leave, and parental leave in accordance with international minimum standards? (Principle 1)	X				Yes, base on the Misnistry of Manpower Singapore	
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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 we adhere to the authority, as the company operates on a 5days-work-week, 10 days of paid annual leave were granted, additional 1 day of the annual leave will be award for the following year and cape at 14days.	
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				According to the local authority, a minimun of 14days of sick leave is apply to all employee, 60days of hospitalisation leave	
HU.2.C.3.	Sick leave is not deducted from employees' vacation time.	X				unless the employee has exhausted the 14days sick leave, the employee can choose to deduct from his/her vacation/unpaid leave	
HU.2.C.4.	Female employees are entitled to no less than fourteen weeks of paid maternity leave per child.	X				According to the local authority, 60days of maternity leave is apply to female employee,	
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				3days of compassionate leave, 6days parental/child care leave granted according to comments HU.2.c.	

FOLLOW-UP REPORT

HUMAN RIGHTS: FAIR TREATMENT

FYNO Precision Pte Ltd

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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				Yes, base on the Ministry of Manpower Singapore guideline	Written Grievance Handling procedure tailor to the company needs
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				refer to HU.3.A. comments	
HU.3.A.2.	Managers receive training on how to identify and deal with instances of harassment in the workplace.	X				refer to HU.3.A. comments	
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				refer to HU.3.A. comments	
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				Yes, base on the Ministry of Manpower Singapore guideline	
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				refer to HU.3.B. comments	
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				refer to HU.3.B. comments	
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				refer to HU.3.B. comments	
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				refer to HU.3.B. comments	
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				Yes, base on the Ministry of Manpower Singapore guideline	Written Grievance Handling procedure
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				refer to HU.3.C. comments	
HU.3.C.2.	The procedure is open to grievances concerning all employment and workplace related issues.	X				refer to HU.3.C. comments	

HU.3.C.3.	All employees, including temporary or third party employees, are able to use the procedure.	X	refer to HU.3.C. comments
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.	X	refer to HU.3.C. comments
HU.3.C.5.	Employees are able to lodge grievances confidentially and without fear of retribution by management or other employees.	X	refer to HU.3.C. comments
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.	X	refer to HU.3.C. comments
HU.3.C.7.	There is committee responsible for hearing, processing, and settling grievances, and the committee has representation by employee representatives.	X	refer to HU.3.C. comments
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.	X	refer to HU.3.C. comments

FOLLOW-UP REPORT
HUMAN RIGHTS: COMMUNITY IMPACTS
 FYNO Precision Pte Ltd

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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				Yes, thru' ISO41001:2004 that we have subscripsts, the Ministry of Manpower Act. Singapore, Factory Act., National Environmental Agency	
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				refer to HU.4.A. comments	
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				refer to HU.4.A. comments	
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				refer to HU.4.A. comments	
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				refer to HU.4.A. comments	
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				refer to HU.4.A. comments	
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				refer to HU.4.A. comments	
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				Yes, thru' the Ministry of Manpower Act. Singapore, Factory Act., National Environmental Agency, Land Authority of Singapore	
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				refer to HU.4.B. comments	
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				refer to HU.4.B. comments	

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

refer to HU.4.B. comments

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

refer to HU.4.B. comments

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)				X	The company adopt electronic check-in/out with digital image monitoring with recording, as this monitoring system applies to check in and out of the company, surveillance cameras are set only are the doorway.	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	
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.				X	Not applicable, refer to HU.4.C comments	

FOLLOW-UP REPORT
HUMAN RIGHTS: PRODUCT STEWARDSHIP
 FYNO Precision Pte Ltd

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7/4/2012

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				Comply to the RoHS and REACH as a components manufacturer, other compliance reliance to main manufacturer	
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				refer to HU.5.A. comments	
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				refer to HU.5.A. comments	
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				refer to HU.5.A. comments	
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				refer to HU.5.A. comments	
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				refer to HU.5.A. comments	
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				refer to HU.5.A. comments	

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				Yes, refer to the Ministry of Manpower Act. Singapore, the local Authority Code-of-Practice	
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				refer to HU.6.A. comments	
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				refer to HU.6.A. comments	
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				refer to HU.6.A. comments	
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				refer to HU.6.A. comments	

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				Yes, thru' the promotion of the UNGC and CSR Singapore, Supplier-Quality-Audit system	
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				refer to HU.7.A.	
HU.7.A.2.	The commitment is supported by training on human rights standards for relevant management and procurement staff.	X				refer to HU.7.A.	
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				refer to HU.7.A.	
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				refer to HU.7.A.	
HU.7.A.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of human rights standards.	X				refer to HU.7.A.	
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				refer to HU.7.A.	
HU.7.A.7.	The company collaborates with other companies to promote improved human rights standards in suppliers.	X				refer to HU.7.A.	

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>	1	0	0	0	0
LA.5.A. Labour standards in suppliers	X				
	6	0	0	0	0

FOLLOW-UP REPORT

LABOUR: TRADE UNIONS

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' the Ministry of Manpower Act. Singapore	
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				refer to LA.1.A comments	
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				refer to LA.1.A comments	
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				refer to LA.1.A comments	
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				refer to LA.1.A comments	
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				refer to LA.1.A comments	
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				refer to LA.1.A comments	
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				Yes, thru' the Ministry of Manpower Act. Singapore	
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				refer to LA.1.B	
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				refer to LA.1.B	
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				refer to LA.1.B	
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				refer to LA.1.B	

FOLLOW-UP REPORT

LABOUR: FORCED LABOUR

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' Ministry of Manpower Act. Singapore	
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				refer to LA.2.A.	
LA.2.A.2.	Notice periods are of reasonable length and clearly communicated to workers prior to starting employment.	X				refer to LA.2.A.	
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				refer to LA.2.A.	
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				refer to LA.2.A.	
LA.2.A.5.	Overtime work is paid, voluntary and not compelled through threat of pay deductions, termination or other sanctions.	X				refer to LA.2.A.	
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				refer to LA.2.A.	
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				refer to LA.2.A.	
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				refer to LA.2.A.	
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	due to the nature of the company's Business and risk involving sharp material.	NA
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				refer to LA.2.A.	

FOLLOW-UP REPORT

LABOUR: CHILD LABOUR

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' Ministry of Manpower Act. Singapore	
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				refer to LA.3.A. comments	
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				refer to LA.3.A. comments	
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				refer to LA.3.A. comments	
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				refer to LA.3.A. comments	
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				refer to LA.3.A. comments	
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				refer to LA.3.A. comments	

FOLLOW-UP REPORT

LABOUR: NON-DISCRIMINATION

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' Ministry of Manpower Act. Singapore and thru's hiring base on merit base on the pledge sign with TAFEP	
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					refer to LA.4.A. comments
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					refer to LA.4.A. comments
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					refer to LA.4.A. comments
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					refer to LA.4.A. comments, information gather are voluntary and for record purpose
LA.4.A.5.	All hiring managers receive training regarding the company's non-discrimination policies.	X					refer to LA.4.A. comments
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					refer to LA.4.A. comments
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					refer to LA.4.A. comments

FOLLOW-UP REPORT

LABOUR: SUPPLIERS

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' the Governors of the Ministry of Manpower Act. And promoting of the UNGC, CSR Singapore, TAFEP	
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				refer to LA.5.A. comments	
LA.5.A.2.	The commitment is supported by training on labour standards for relevant management and procurement staff.	X				refer to LA.5.A. comments	
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				refer to LA.5.A. comments	
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				refer to LA.5.A. comments	
LA.5.A.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of labour standards.	X				refer to LA.5.A. comments	
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				refer to LA.5.A. comments	
LA.5.A.7.	The company collaborates with other companies to promote improved labour standards in suppliers.	X				refer to LA.5.A. comments	

AREA RESULTS

ENVIRONMENT

FYNO Precision Pte Ltd

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7/4/2012

QUESTION	YES	NO	F/A	N/A	NOT ANSWERED
EN.1. <u>Compliance and Management</u>	5	0	0	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				
	12	0	0	5	0

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FOLLOW-UP REPORT

ENVIRONMENT: COMPLIANCE AND MANAGEMENT

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' ISO14001:2004 that we subscript and the Environmental, Health and Safety Act. Of Singapore, National Environmental Agency of Singapore and all other legal system act.	
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				refer to EN.1.A. comments	
EN.1.A.2.	The company has obtained the necessary environmental permits and authorisations to operate from the relevant authorities.	X				refer to EN.1.A. comments	
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				refer to EN.1.A. comments	
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				refer to EN.1.A. comments	
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				refer to EN.1.A. comments	
EN.1.A.6.	The company has not breached environmental regulation within the past five years.	X				refer to EN.1.A. comments	
EN.1.A.7.	The company has ongoing dialogue with the relevant authorities about any unsettled environmental issues raised by the authorities.	X				refer to EN.1.A. comments	
EN.1.A.8.	The company reports on environmental issues and impacts to the authorities as required by law.	X				refer to EN.1.A. comments	
EN.1.A.9.	The company complies with international environmental conventions and agreements relevant for the company.	X				refer to EN.1.A. comments	
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				Yes, thru report on Aspect and Impact stated in the ISO14001:2004 that the company subscript	
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				refer to EN.1.B. comments	
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				refer to EN.1.B. comments	

EN.1.B.3.	Company employees are aware of the environmental issues relevant for the company operations and activities.	X					refer to EN.1.B. comments
EN.1.B.4.	The company has defined and communicated roles and responsibilities with regard to environmental issues.	X					refer to EN.1.B. comments
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					refer to EN.1.B. comments
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					refer to EN.1.B. comments
EN.1.B.7.	The company has sufficient monitoring and documentation to demonstrate continuous improvements of its environmental performance regarding significant impacts.	X					refer to EN.1.B. comments
EN.1.B.8.	The company regularly reports externally on its environmental performance (e.g. annually).	X					refer to EN.1.B. comments
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					refer to EN.1.B. comments
Question	Environmental impact assessment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.C.	Does the company assess and address environmental impacts of its operations before these operations start? (Principles 7-9)	X				Yes, thru report on Aspect and Impact stated in the ISO14001:2004 that the company subscript	
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.C.1.	Before starting new operations, the company identifies and assesses the potential environmental impacts of the planned activities.	X				refer to EN.1.C. comments	
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				refer to EN.1.C. comments	
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				refer to EN.1.C. comments	
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				refer to EN.1.C. comments	
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				refer to EN.1.C. comments	
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				refer to EN.1.C. comments	
Question	Emergency response	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION

EN.1.D.	Does the company have emergency procedures in place to effectively prevent and address industrial accidents affecting the environment and human health? (Principles 7-9)	X					Yes, thru report on Emergency Response stated in the ISO14001:2004 that the company subscrip
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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					refer to EN.1.D. comments
EN.1.D.2.	The company has detailed procedures, plans, equipment and training programmes to prevent industrial accidents and emergencies.	X					refer to EN.1.D. comments
EN.1.D.3.	The company has detailed procedures, plans and equipment to effectively respond to industrial accidents and emergencies if they occur.	X					refer to EN.1.D. comments
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					refer to EN.1.D. comments
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					refer to EN.1.D. comments
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					refer to EN.1.D. comments
Question	Supply chain management	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.E.	Does the company promote international environmental standards in its interactions with suppliers and business partners? (Principles 7-9)	X					Yes, thru' EMS-ISO14001:2004, QMS-9001:2008, Supplier-Quality-System audit, promoting of the UNGC and CSR Singapore
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.1.E.1.	The company has a commitment to promote the continuous improvement of the environmental performance of its suppliers.	X					refer to EN.1.E.
EN.1.E.2.	The commitment is supported by training on environmental performance for relevant management and procurement staff.	X					refer to EN.1.E.
EN.1.E.3.	The company has conducted an assessment of its supply chain to identify which suppliers have the greatest environmental impacts.	X					refer to EN.1.E.
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					refer to EN.1.E.
EN.1.E.5.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of environmental performance.	X					refer to EN.1.E.
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					refer to EN.1.E.
EN.1.E.7.	The company collaborates with other companies to promote improved environmental performance of suppliers.	X					refer to EN.1.E.

FOLLOW-UP REPORT

ENVIRONMENT: PRECAUTION

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' volunteering declaration of RoHS and REACH program	
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				refer to EN.2.A. comments	
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				refer to EN.2.A. comments	
EN.2.A.3.	The company obtains prior approval before potentially hazardous or harmful products are placed on the market.	X				refer to EN.2.A. comments	
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				refer to EN.2.A. comments and thru' ISO14001:2004 Environmental Measurement and Monitoring Procedures	
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				refer to EN.2.A. comments	
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				refer to EN.2.A. comments	

FOLLOW-UP REPORT

ENVIRONMENT: RESPONSIBILITY AND PERFORMANCE

FYNO Precision Pte Ltd

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7/4/2012

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				Yes, thru' upcoming program on minimising of Electricity consumption e.g. switch to LED lighting. Measuring of Co2 emission report.	
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				refer to EN.3.A. comments	
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				refer to EN.3.A. comments	
EN.3.A.3.	The company has initiated practical activities to reduce energy consumption and/or greenhouse gas emissions.	X				refer to EN.3.A. comments	
EN.3.A.4.	The company provides information and trains employees to implement energy reduction measures.	X				refer to EN.3.A. comments	
EN.3.A.5.	The company monitors its energy consumption and/or emissions of greenhouse gases.	X				refer to EN.3.A. comments	
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				refer to EN.3.A. comments	
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		refer to EN.3.A. comments	
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	No, the nature of the company business do not required water	
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	refer to EN.3.B.	
EN.3.B.2.	The company has a strategy to reduce water consumption.				X	refer to EN.3.B.	
EN.3.B.3.	The company has initiated practical activities to reduce water consumption.				X	refer to EN.3.B.	
EN.3.B.4.	The company provides information and trains employees to implement measures to reduce water consumption.				X	refer to EN.3.B.	
EN.3.B.5.	The company monitors total water consumption and the amount of water reused or recycled.				X	refer to EN.3.B.	
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	refer to EN.3.B.	

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	refer to EN.3.B.
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	refer to EN.3.B.

Question	Waste water	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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EN.3.C.	Does the company prevent, reduce and treat waste water discharges? (Principle 8)					X	refer to EN.3.B.
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Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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EN.3.C.1.	The company has the necessary permits for waste water discharges.					X	refer to EN.3.B.
EN.3.C.2.	The company complies with legal requirements relating to waste water discharges.					X	refer to EN.3.B.
EN.3.C.3.	The company provides information and trains employees on the safe management of waste water.					X	refer to EN.3.B.
EN.3.C.4.	The company monitors waste water discharges, including types, limit values and quantities of pollutants in the waste water.					X	refer to EN.3.B.
EN.3.C.5.	The company treats waste water before discharge to reduce adverse environmental impacts.					X	refer to EN.3.B.
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	refer to EN.3.B.
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	refer to EN.3.B.

Question	Waste	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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EN.3.D.	Does the company take measures to reduce the production of waste and ensure responsible waste management? (Principle 8)	X				Yes, thru' internal promoting of improving Quality output.	
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Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
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EN.3.D.1.	The company has the necessary permits for the handling, storage, recycling and disposal of waste.	X				refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider	
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				refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider	
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				refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider	
EN.3.D.4.	The company ensures that waste relevant for recycling is sorted and handed over to a recycling company.	X				refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider	

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					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
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					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
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					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
EN.3.D.8.	The company marks areas used for storage of waste.	X					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
EN.3.D.9.	The company properly labels all containers for storing waste, including a relevant symbol of danger for hazardous waste.	X					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
EN.3.D.10.	The company requests recycling and disposal receipts from transport contractors.	X					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
EN.3.D.11.	The company uses licensed contractors for the transport, storage, transport, recycling and disposal of hazardous waste.	X					refer to EN.3.D., waste dispose, recycling are handled by approved method thru' approved service provider
Question	Air emissions	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.E.	Does the company prevent, reduce and treat air emissions? (Principle 8)	X				Yes, thru' EMS-ISO14001:2004, Air-emission has been monitor every 3 years by approved 3rd party	
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.E.1.	The company has the necessary permits for emissions to air.	X				refer to EN.3.E. comments	
EN.3.E.2.	The company complies with legal requirements on emissions to air (e.g. air pollution standards and limit values).	X				refer to EN.3.E. comments	
EN.3.E.3.	The company provides information and trains employees on how to manage air emissions.	X				refer to EN.3.E. comments	
EN.3.E.4.	The company monitors the types and quantities of relevant emissions to air.	X				refer to EN.3.E. comments	
EN.3.E.5.	The company treats relevant pollutants before they are emitted to the atmosphere (e.g. by using filters).	X				refer to EN.3.E. comments	
EN.3.E.6.	The company continuously attempts to prevent and reduce air emissions.	X				refer to EN.3.E. comments	

Question	Noise, odour, light and vibrations	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.F.	Does the company prevent and minimise impacts on the surrounding environment from noise, odour, light and vibrations? (Principle 8)	X				Yes, thru' EMS-ISO14001:2004, Boundary Noise & Nuisance has been monitor every 3 years by approved 3rd party	
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.F.1.	The company has the necessary permits for levels of noise, odour, light and vibrations.	X				refer to EN.3.F. comments	
EN.3.F.2.	The company complies with legal requirements for levels of noise, odour, light and vibrations (e.g. standards or procedures).	X				refer to EN.3.F. comments	
EN.3.F.3.	The company provides information and trains employees to manage noise, odour, light and vibrations.	X				refer to EN.3.F. comments	
EN.3.F.4.	The company monitors levels of noise, odour, light and vibrations on the surrounding environment.	X				refer to EN.3.F. comments	
EN.3.F.5.	The company treats/minimises impacts to ensure that there are no significant levels of noise, odour, light and vibrations.	X				refer to EN.3.F. comments	
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				refer to EN.3.F. comments	
Question	Chemicals and other dangerous substances	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.G.	Does the company minimise the use of chemicals and other dangerous substances and ensure safe handling and storage?	X				thru' EMS-ISO14001:2004 Risk Assessment, the harmful substance were substitute and use of this substitute has been monitored	recycle waste Solvent via distillation process
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				refer to EN.3.G. comments	
EN.3.G.2.	The company complies with legal requirements for the handling, use and storage of chemicals and other dangerous substances.	X				refer to EN.3.G. comments	
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				refer to EN.3.G. comments	
EN.3.G.4.	The company provides information and trains employees on the safe handling and use of chemicals and other dangerous substances.	X				refer to EN.3.G. comments	
EN.3.G.5.	The company monitors the quantities of all chemicals and other dangerous substances used in production and maintenance.	X				refer to EN.3.G. comments	
EN.3.G.6.	The company marks areas used for storage of chemical substances and products.	X				Specific designation marked for this storage	
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				yes, base on the international standards provided by the product swupplier	
EN.3.G.8.	The company considers substitution important and continuously tries to use less harmful chemicals and substances.	X				refer to EN.3.G. comments	
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	NA, located in a flatted factory on level 2	
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	NA, located in a flatted factory on level 2	
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	NA, located in a flatted factory on level 2	
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	NA, located in a flatted factory on level 2	
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	NA, located in a flatted factory on level 2	
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	NA, located in a flatted factory on level 2	
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	NA, we are metal component manufacturer	
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	NA, we are metal component manufacturer	
EN.3.I.2.	The company complies with legal requirements regarding operations in and alterations of the natural environment.				X	NA, we are metal component manufacturer	
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	NA, we are metal component manufacturer	
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	NA, we are metal component manufacturer	
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	NA, we are metal component manufacturer	
EN.3.I.6.	The company clearly labels products containing GMOs and indicates if GMOs have been used in the production process.				X	NA, we are metal component manufacturer	
EN.3.I.7.	The company has not had any unintended releases of GMOs.				X	NA, we are metal component manufacturer	
EN.3.I.8.	The company documents that employees have been adequately trained to handle GMOs.				X	NA, we are metal component manufacturer	
Question	Natural resource use	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.J.	Does the company ensure that natural resources are used in a sustainable manner? (Principle 8)				X	NA, we are metal component manufacturer	
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3.J.1.	The company has the necessary permits to cultivate, harvest, extract and/or use natural resources.				X	NA, we are metal component manufacturer	

EN.3.J.2.	The company complies with legal requirements regarding the cultivation, harvest, extraction and/or use of natural resources (e.g. wood, fish, metals, oil, coal etc).
EN.3.J.3.	The company monitors the origin and quantities of natural resources that the company cultivates, harvests, extracts and/or uses.
EN.3.J.4.	The company ensures that employees are trained in the sustainable cultivation, harvesting, extraction and/or use of natural resources.
EN.3.J.5.	The company continuously attempts to prevent, minimise and remedy significant impacts on natural resources through environmentally friendly methods, efficiencies and alternative resource use.
EN.3.J.6.	The company's use of renewable resources does not negatively affect the sustainability of the resource (the resource's ability to regenerate).
EN.3.J.7.	The company demonstrates efforts to substitute non-renewable resources used in production with renewable resources.
EN.3.J.8.	The company works with national, regional and local public authorities as well as with international institutions to address sustainability issues related to natural resources (e.g. wood, water, fish, metals, oil etc.).

X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer
X	NA, we are metal component manufacturer

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				preferably oil base cutting fluid and machine fluid then water base fluid, oil base fluid withstand longer counts of recycling cycle.	
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		

AREA RESULTS

ANTI-CORRUPTION

FYNO Precision Pte Ltd

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QUESTION	YES	NO	F/A	N/A	NOT ANSWERED
AC.1. <u>ANTI-CORRUPTION ENVIRONMENT</u>	3	0	0	0	0
AC.1.A. Signalling a non-corrupt environment	X				
AC.1.B. Anti-Corruption risk assessment	X				
AC.1.C. Awareness raising	X				
AC.2. <u>Policy and procedures</u>	2	0	0	0	0
AC.2.A. Anti-Corruption policy and guidelines	X				
AC.2.B. Anti-corruption procedures	X				
AC.3. <u>THIRD PARTIES</u>	2	0	0	0	0
AC.3.A. Agents and other associates	X				
AC.3.B. Supply chain	X				
AC.4. <u>Joint Actions</u>	0	0	0	1	0
AC.4.A. Joint Actions				X	
	6	0	0	2	0
					8

FOLLOW-UP REPORT

ANTI-CORRUPTION: ANTI-CORRUPTION ENVIRONMENT

FYNO Precision Pte Ltd

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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				the company abide to the Singapore Legal System, we have set our internal Procurement Policy, business transaction thru' inter banking and conduct Financial Audit annually	
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				refer to AC.1.A. comments	
AC.1.A.2.	The company takes concrete measures to comply with all relevant anti-corruption laws.	X				refer to AC.1.A. comments	
AC.1.A.3.	The company publicly supports international and regional legal frameworks.	X				refer to AC.1.A. comments	
AC.1.A.4.	Suppliers, customers, business partners and other stakeholders are made aware of the company's anti-corruption commitment.	X				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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				refer to AC.1.A. comments	
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	refer to AC.1.A. comments
AC.1.C.2.	The company provides anti-corruption training at all levels within the organization	X	refer to AC.1.A. comments
AC.1.C.3.	Information on disciplinary procedures for violations of company anti-corruption policies is available to employees.	X	refer to AC.1.A. comments
AC.1.C.4.	The company actively seeks employee feedback and dialogue on its anti-corruption initiatives.	X	refer to AC.1.A. comments
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.	X	refer to AC.1.A. comments

FOLLOW-UP REPORT

ANTI-CORRUPTION: POLICY AND PROCEDURES

FYNO Precision Pte Ltd

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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				Yes, thru' internal Procurement Policy and adide to the Singapore Legal System and thru' Finnacial Audit via a Legal Party(s)	
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 worlwide to behave ethically and in conformity with the law.	X				refer to AC.2.A comments	
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				refer to AC.2.A comments	
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				refer to AC.2.A comments	
AC.2.A.4.	The company publishes its legal cases regarding corruption.	X				refer to AC.2.A comments	
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				refer to AC.2.A comments	
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				Yes, thru' internal Procurement Policy and adide to the Singapore Legal System and thru' Financial Audit via a Legal Party(s)	
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				refer to AC.2.B. comments	
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				refer to AC.2.B. comments	
AC.2.B.3.	The company prohibits informal employment and any 'off the books' record-keeping	X				refer to AC.2.B. comments	
AC.2.B.4.	The company performs internal audits and has checks and balances in place in connection with all anti-corruption commitments.	X				refer to AC.2.B. comments	
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				refer to AC.2.B. comments	
AC.2.B.6.	The company requests external auditors to maintain a critical eye and follow all alarms and irregularities.	X				refer to AC.2.B. comments	
AC.2.B.7.	Any alarm or irregularity reported be external auditors is systematically addressed by management.	X				refer to AC.2.B. comments	



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

refer to AC.2.B. comments

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
AC.3.A.	Does the company's anti-corruption initiative cover agents, intermediaries and consultants? (Principle 10)	X				Yes, business transaction via Inter-banking, thru' internal Procurement Policy and abide to the Singapore Legal System and thru' Financial Audit via a Legal Party(s)	
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.	X				refer to AC.3.A. comments	
AC.3.A.2.	All agreements with agents, intermediaries and consultants are fully documented in written, signed contracts.	X				refer to AC.3.A. comments	
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.	X				refer to AC.3.A. comments	
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.	X				refer to AC.3.A. comments	
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.	X				refer to AC.3.A. comments	
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.	X				refer to AC.3.A. comments	
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.	X				refer to AC.3.A. comments	
Question	Supply chain	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.3.B.	Does the company promote its anti-corruption commitment in its interactions with suppliers and business partners? (Principle 10)	X				Yes, thru' internal Procurement Policy and abide to the Singapore Legal System	
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.	X				refer to AC.3.B. Comments	
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.	X				refer to AC.3.B. Comments	
AC.3.B.3.	Where necessary, the company collaborates with individual suppliers to implement continuous improvements of anti-corruption.	X				refer to AC.3.B. Comments	

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.	X	refer to AC.3.B. Comments
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.	X	refer to AC.3.B. Comments

FOLLOW-UP REPORT
ANTI-CORRUPTION: JOINT ACTIONS
 FYNO Precision Pte Ltd

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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 Not required companies in Singapore are govern by strict legislation	
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	