



ORIENTAL FASTECH MANUFACTURING VIETNAM
(wholly owned subsidiaries of YBS International Berhad)

Sustainability report 2020



Lot 26 , Dai Lo Doc Lap , Vietnam Singapore Industrial Park
Binh Hoa Ward , Thuan An City , Binh Duong Province.
Vietnam
Website: www.ybsinternational.com

Statement of Continue Support

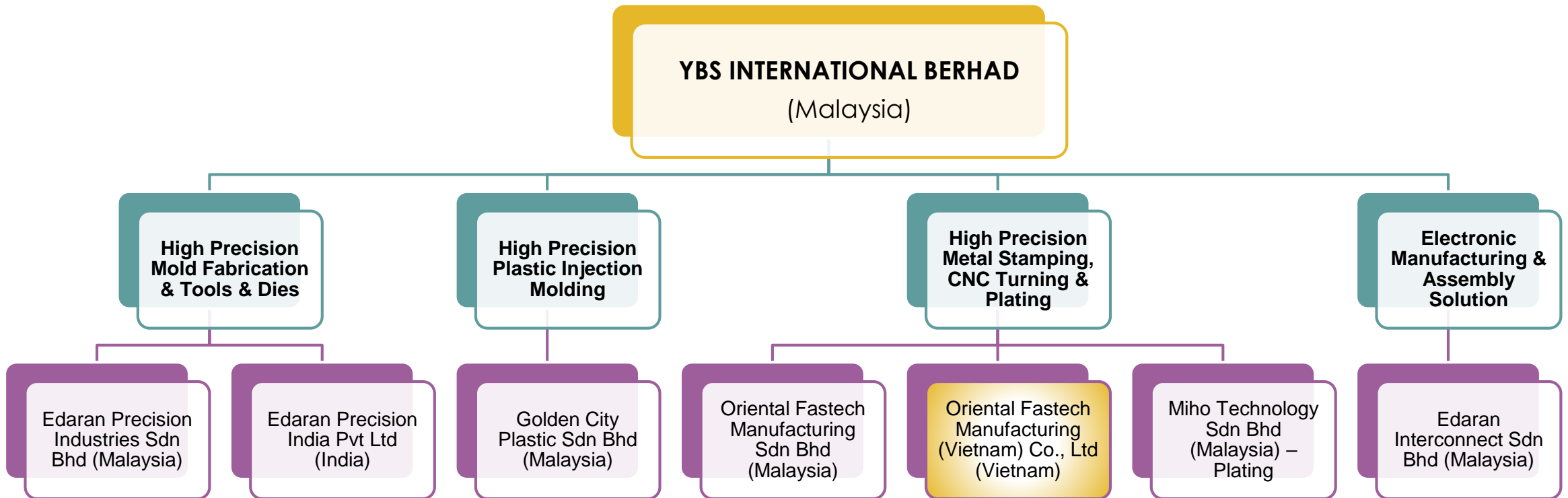
To all:

I am pleased to confirm that Oriental Fastech Manufacturing Vietnam (OFM Vietnam) reaffirms its support of the Ten Principles of the United Nations Global compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

In this annual Communication on Progress, we describe our actions to continually improve and integrate the Global Compact's principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Yong Chan Cheah
YBS International Group Managing Director

YBS GROUP STRUCTURE



Content

- 1. CEO statement of continued support for the UN Global Compact and its ten principles**
- 2. Description of actions or relevant policies related to Human Rights**
- 3. Description of actions or relevant policies related to Labour**
- 4. Description of actions or relevant policies related to Environment**
- 5. Description of actions or relevant policies related to Anti-Corruption**
- 6. Description of actions or relevant policies related to Sustainable Procurement**

OFM VIETNAM QUALITY MANAGEMENT SYSTEM

Certificate

Standard **ISO 9001:2015, ISO 14001:2015 and
ISO 45001:2018**

Certificate Registr. No. 01 100 127569, 01 104 127569 and 01 113 127569

Certificate Holder:



ORIENTAL FASTECH MANUFACTURING (VIETNAM) CO., LTD
26 Dai Lo Doc Lap, Viet Nam-Singapore Industrial Park,
Binh Hoa Ward, Thuan An City, Binh Duong Province, Vietnam

Scope: Manufacture of Metal Components (Automatic Turning,
Metal Stamping, Mechanical Assembling)

Proof has been furnished by means of an audit that the
requirements of ISO 9001:2015, ISO 14001:2015 and ISO
45001:2018 are met.

Validity: The certificate is valid from 15.07.2020 until 22.05.2022.
First certification 2016

15.07.2020

TÜV Rheinland Cert GmbH
Am Grauen Stein • 51105 Köln

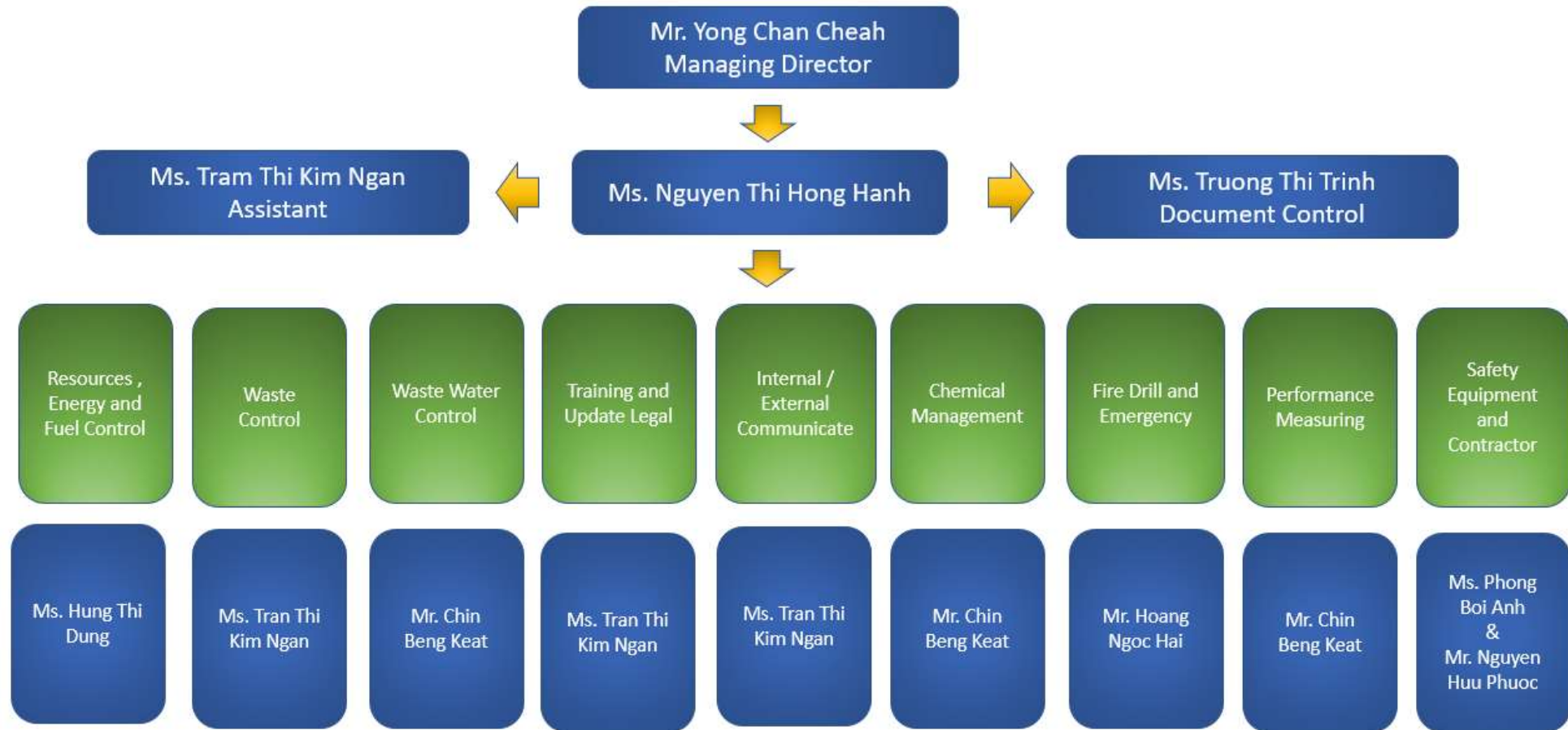
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- ▶ ISO 9001:2015
- ▶ ISO 14001:2015
- ▶ ISO 45001:2018



ROHS compliant

Health and Safety Team Member 2020



Human Right

Assessment, policy and goals

OFM Vietnam goals is all employees to respect the dignity of each individual , receive fair treatment and able to voice out for any behaviors that against company policy.

The company will provide the best effort to create and maintain a work environment that is free from harassment and abuse in any form involving physical, verbal, psychology and sexuality.

The company also provide a clear and transparent guideline for the benefit that each employee entitle. Such guideline including entitle salary , work day & rest time , career opportunity ...etc.

No any employee shall be punished or discriminated against for honestly reporting behaviors that against company policy to the management

It is an important fundamental of company policy that the reporting of behaviour in breach of policy is encouraged in order to correct and promote appropriate standards of conduct at all times.

Human Right

Implementation

OFM Vietnam had upgrade our current policy with more detail definition for each kind of discrimination and harassment.

This policy applies to all employees within company and there are no exceptions. Contractors, suppliers, and all persons entering the company are also covered by this policy.

Human Resources dept. is responsible for supervising the implementation of company policy. Other departments are responsible for keeping the work environment free of harassment or abuse.

All the hiring process , promotion , termination and remuneration was transparent and documented. OFM Vietnam employee also will be represented by the Labour Union committee.

OFM Vietnam will organize internal event to increase the awareness of female employee contribution.

Human Right

Implementation

Each female employee will entitle 6 months maternity leave and flexible working hour for another 6 months.

Annual survey will be conduct among employee. Beside this , employee also put their comment in the suggestion box or direct email to our group whistle blowing email address.

Human Right

Implementation



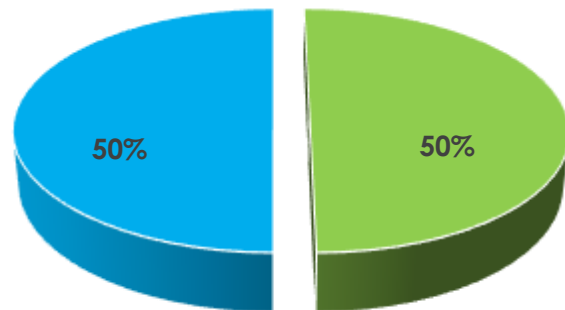
**Y2020 Vietnamese Women's
Day Celebration**

Human Right

Measurement of Outcome

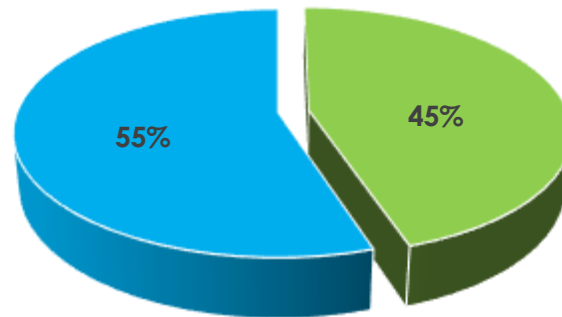
1) Female % at company

Top Management



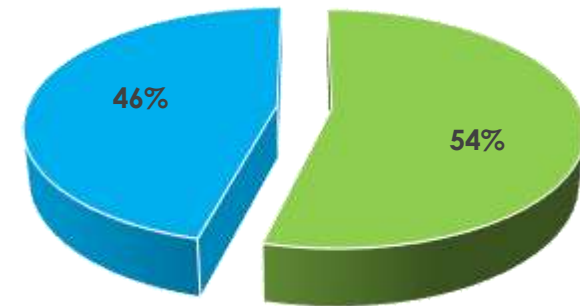
■ Male ■ Female

Middle Management



■ Male ■ Female

Employee



■ Male ■ Female

Human Right

Measurement of Outcome

2) Employee turn over rate

	Y2020 Annual %
White collar	11%
Blue collar	38%

The turn over rate for blue collar was impact by covid-19.

Covid-19 had impact company business at y2020 .

Employee are looking for alternative because no high salary increment and extra bonus sharing for y2020

Human Right

Measurement of Outcome

3) Report for violation

Source	Y2020 Incident
Annual Survey	0
Whistle Blowing	0
Labour Union	0
Human Resources Department	0

There's no report filed on human rights violation for past 12 months result from annual survey result, whistle blowing , labour union and human resource department.

Labour

Assessment, policy and goals

OFM Vietnam is committed to ensuring that our working environment non-discrimination, prohibition of child and enforced labour, safety environment and freedom of association , the right to engage in collective bargaining.

In order to ensure the activities of OFM Vietnam pursuant to the labor code of the Socialist Republic of Vietnam that including government's decrees , guiding articles of the Labor Code regarding labor discipline and responsibility.

Promote work life balance within the company with adequate salary , rest time , holiday , insurance...etc.

Labour

Implementation

OFM Vietnam was certified by ISO 45001:2018.

Internal and External audit will be conduct every year by third party to ensure our company operate in safety environment.

OFM Vietnam prohibited for child labor and forced labor in our company.

OFM Vietnam will organize necessary training for work place safety and skills development to ensure all employee able to work in safe environment and enhance their future carrier. Annual assessment will be evaluate with standardize performance metrics to avoid any bias.

Free lunch and annual medical checkup will be provided to each employees.

Special event and long service award will be organize to promote workplace harmonize

Annual survey will be conduct among employee. Beside this , employee also put their comment in the suggestion box or direct email to our group whistle blowing email address.

Labour

Implementation

During Covid- 19 global pandemic , OFM Vietnam had taken preventive action as per below

- Free face mask to all employee.
- Install several alcohol hand sanitizer within factory.
- Daily temperature checking
- Separate our employee into 3 shift , minimize employee within the factory for social distance.
- Encourage work from home , online meeting and training.
- Organize covid-19 incident training.

The purpose for such action is to minimize the spread of the virus within company

Labour

Implementation

Hand sanitizer



Social distance at canteen



Covid-19 Training



Labour

Implementation



Labour

Implementation



Skills development training



Annual Health Checking

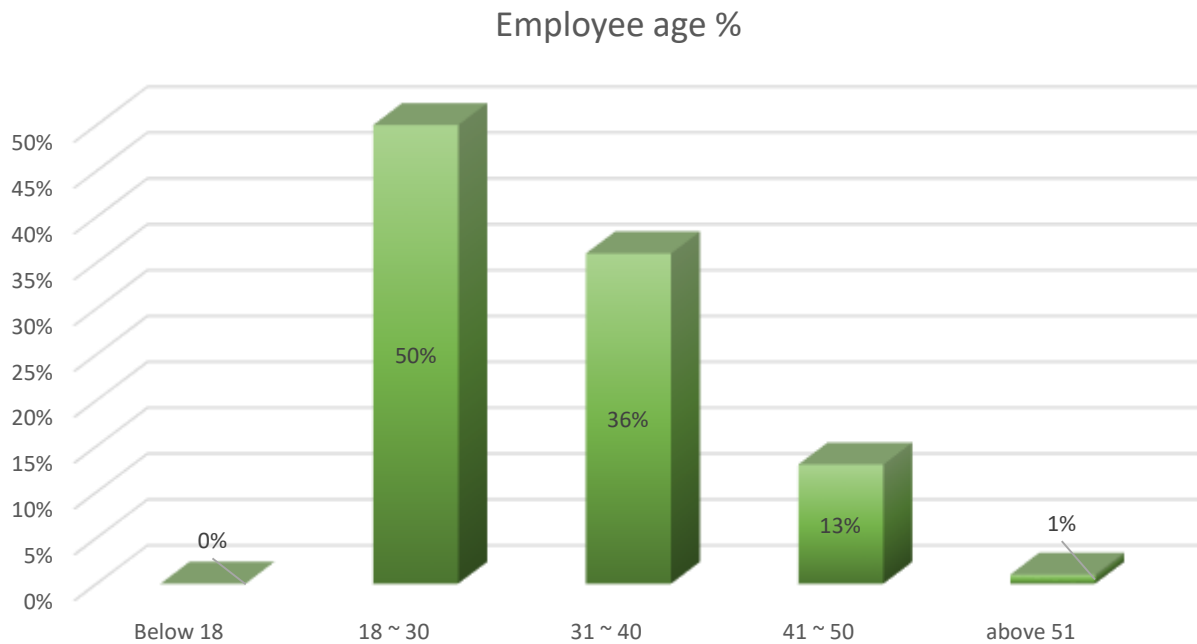


Annul appreciate dinner

Labour

Measurement of Outcome

1) Employee age



Age	Employee %
Below 18	0 %
18 ~ 30	50%
31 ~ 40	36%
41 ~ 50	13%
Above 51	1%

OFM Vietnam do not had employee below age 18

Labour

Measurement of Outcome

2) Accident rate

	Incident	Target
Major Accident	0	0
Minor Accident	0	2 <
Nearly Accident	0	8 <
Violence	0	0
Explosion / Fire	0	0

No workplace accident happen for the over past 12 months.

Labour

Measurement of Outcome

3) Report of Violation

Source	Incident
Annual Survey	0
Whistle Blowing	0
Labour Union	0
Human Resources	0

There's no report filed on human rights violation for past 12 months result from annual survey result, whistle blowing , labour union and human resource department.

Environment

Assessment, policy and goals

OFM Vietnam is committed to ensuring that our working environment will minimize the impact the hazardous and pollution to the surrounding environment.

In order to ensure the activities of OFM Vietnam pursuant to the government's decrees of the Socialist Republic of Vietnam regarding environment issue.

Environment

Implementation

OFM Vietnam was certified by ISO 14001:2018.

Internal and External audit will be conduct every year by third party to ensure our company operate in environmental friendly.

OFM Vietnam will organize environment testing with 3rd party for air , sound and water. Such checking with help OFM Vietnam continue monitor our result.

At year 2020 , OFM had try to move the first step by record CO2 emission from electric usage.

As a new beginner , we are doing our best with recognize the green house gases , record it and looking for improvement.

OFM Vietnam purchasing staff had been go through training to purchase the raw material from supplier that able to meet RoHS or REACH compliant

Labour

Measurement of Outcome

1) Third Party waste water checking result

Waste Water Checking	Testing criterial	Completeness	Result
Q1'20	9	Done	Acceptable
Q2'20	9	Done	Acceptable
Q3'20	9	Done	Acceptable
Q4'20	9	Done	Acceptable

OFM Vietnam testing result is meeting the target of environment

Labour

Measurement of Outcome

2) Third Party Air condition checking result

Air Condition Checking	Testing criterial	Completeness	Result
Q1'20	5	Done	Acceptable
Q2'20	5	Done	Acceptable
Q3'20	5	Done	Acceptable
Q4'20	5	Done	Acceptable

OFM Vietnam testing result is meeting the target of environment

Labour

Measurement of Outcome

3) Hazardous Waste Spill Incident

	Incident	Target
Q1'20	0	0
Q2'20	0	0
Q3'20	0	0
Q4'20	0	0

There are no hazardous waste spill incident happen at Y2020.

Labour

Measurement of Outcome

4) Electric usage and Co2/KW

Y2020	Q1	Q2	Q3	Q4
Electric usage Kw	127,935	126,313	113,095	132,394
CO2 (kg) /KW	116,805	115,324	103,256	120,876

Business Ethics

Assessment, policy and goals

OFM Vietnam is committed to conduct its business transparently with integrity in a legal and ethical manner.

The Group has adopted a zero-tolerance policy and complied with the government's decrees of the Socialist Republic of Vietnam and any of its amendments or other applicable anti- bribery and corruption laws.

No individual will be discriminated against or suffer any sort or manner of retaliation for raising genuine concerns or reporting in good faith on violations or suspected violations of the Policy

Business Ethics

Implementation

OFM Vietnam had set up Anti-Bribery and Corruption Policy (“ABC Policy” or “the Policy”) provide guidelines on business conduct on both bribery and corruption to prevent the non-compliance that may occur in the course of business activities within the company.

This Policy applies to all directors (executive and non-executive), employees (including full-time, part-time, contract, temporary or interns) and any other person providing services for or on behalf of the Group, which may include but not limited to vendors, contractors, sub-contractors, consultants, transporter, agents, intermediaries and representatives of the Group (collectively, “applicable persons”).

All employee are request to provide self acknowledgment signature for the policy and training on awareness of ABC Policy and its compliance shall be provided on a regular basis to all existing directors and employees.

Employee can direct email to our group whistle blowing email address for any business ethic reporting.

Business Ethics

Measurement of Outcome

1) Report of Violation

Source	Incident
Whistle Blowing	0
3 rd Party Financial Audit	0

There's no report filed on corruption violation for past 12 months

Sustainable Procurement

Assessment, policy and goals

OFM Vietnam would like to extend our commitment to next level with access our supplier policies , performance that related with human right , labour and green environment.

This is to ensure our partner carry the same target and goals with OFM Vietnam

Sustainable Procurement

Implementation

OFM Vietnam had developed standard operation procedure for supplier selection criteria and supplier assessment.

OFM Vietnam will select the top 5 highest spending supplier for perform annual audit. Such audit will be inducing green environment and labour topics

OFM Vietnam also request supplier to provide self acknowledgment for RoHS compliant , Non-Use of Hazardous or Banned Substances , free from conflict mineral and Non disclosure agreement

Sustainable Procurement

Measurement of Outcome

1) Summary of action

	Actual	Target	Result
Supplier Audit	5 supplier	5 Supplier	Pass

Acknowledgment	Actual	Target	Result
Green Environment	16 supplier	16 supplier	Pass
RoHS	16 supplier	16 supplier	Pass
Conflict Mineral	12 supplier	12 supplier	Pass
Non disclosure	16 supplier	16 supplier	Pass



END OF REPORT

THANK YOU