

## Basic Understanding of RBA Requirements (Labor)

Prepared by SCM\_SER Team Sep. 2023



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# Overview of RBA

## Founded in 2004 (ECC) Non-profit coalition of the <u>Purpose</u>

## eading electronics companies

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- improve social, economic, and environmental conditions in the global electronic supply chain through use of a standardized code of conduct.

Incorporated in 2007 as an association

- to ensure greater awareness of the Code, and to expand its adoption across the industry

- governed by a Board of Directors that oversees the operations, communications, and programs

In October 2017, rebranded from ECCto RBA (Responsible Business Alliance)

-to reflect the expanded influence, capabilities, focus areas and membership of this organization



Reference: Verite Fair Labor Training Material. The up-to-date RBA members list can be found at http://www.responsiblebusiness.org/about/members/

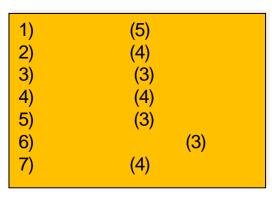
## RBA Focus Elements/Code V7.0

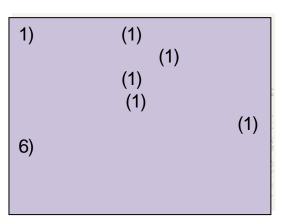


RBA CoC is available at



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## **Requirement For Jabil Suppliers**

Acknowledge and commit to make all reasonable efforts to comply with the requirement of RBA Code Of Conduct (COC).

Complete RBA Self-assessment Questionnaire and share with Jabil annually.

Accept on-site RBA VAP or CMA audit entrusted by Jabil.



## ZERO Tolerance Items

Child Labor Forced Labor Bonded Labor Inhumane treatment Imminent health and safety issues as defined by VAP Imminent environmental risk as defined by VAP Falsifying records Bribery

Please Note: All Zero Tolerance items require a closure audit (VAP or 3<sup>rd</sup> Party AMA)



## BENEFIT TO FACTORIES

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Positive impact on brand name

Easier to recruit talent workers

Cost Saving (reduce hiring cost due to turn over, lawsuit etc)

Improve working conditions and workers satisfaction

Increase moral

Decreases absenteeism

Increase productivity, reduce worker turnover and lower the risk of labor disputes

Better workers management communication and relationship

Early alerts on potential risk and concerns or issues

By leveraging on standardize tools and code of conduct from RBA, it help meet various customer requirements



# Freely Chosen Employment

All Fee or penalties are disclosed to the workers in written form, shall be capped at 60% of 1 month of the workers' gross base wages.

Contracts with workers are free of clauses or language which entails components of could lead to forced, **No**oluntary prison, indentured, bonded, trafficked or **Sla**ve labor, must be written in the language that the workers can understand

Workers are free to leave without any penalty.

**Nelco**jgitet presents al documents from workers are withheted or safe keep unless it is a must from local law.

No unreasonable



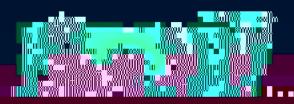


### Workers are not below the minimum age

Policy and process to communicate prohibition of child labor, verification of reliable age documents are in place.

Young workers policy to prevent work that jeopardize the health or safety of these **oung** workers, including night work or overtime are in place.

Adequate and effective



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Workers pay are equal to time work and meet legal wages for regular and overtime nours.

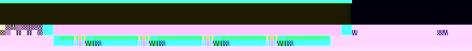
Workers are pay timely and trained/communicate on wages calculations. Written statement that clearly state the payment and deductions are provided to workers. Social insurance scheme and other benefits as required by local law is provided to all workers

Wages are not deducted or reduced for disciplinary reasons



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Hiring records, promotion records, pay roll, general training and disciplinary records are consistency of company policies and did not show discrimination. Adequate and effective policies and procedures that ban discrimination and harassment are in place.





<u>Neutrality statement</u>: The employer is responsible for ensuring their workers can exercise their rights to organize in a climate free of violence, pressure, fear, and threats. Employer is not required to take an active role in supporting efforts to associate or organize.

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Workers can form or enroll in a trade union of their own free will

Legal rights of all workers to peacefully assemble, bargain collectively, or refrain from doing so, are respected

Unionized workers or worker representatives are treated equally with other workers Policy or



- All Jabil suppliers must sign RBA acknowledgement letter
- All Jabil suppliers must response to RBA SAQ from Jabil
- Response to RBA SAQ through RBA ON or Offline Version and share with Jabil as required
  - Support RBA audit as required (VAP or CMA)
  - Share RBA VAP report and the corrective action with Jabil
  - Work on corrective action from VAP or CMA if there is any
- Work on corrective action and provide report to Jabil if there is any allegation report on your company



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