

**SAPO 008 -EMPLOYMENT IS FREELY CHOSEN OR
FORCEDLABOUR POLICY**

- In our facility, there is no forced, bonded or involuntary prison labour. It is committed to avoid all forms of forced labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice
- All overtime work is strictly voluntary.
- The facility does not subcontract work to prisons or facilities known to hire prison labour
- It is committed to only with licensed labour brokers who comply with all applicable laws and facility codes of conduct.
- Loans or advances are not provided to workers in order to avoid tie them to the job
- Wages will be paid on a regular basis on time
- All earned benefits and wages are paid to workers upon termination of employment
- There are no disciplinary fines and the only deductions from wages are those that are permitted by law.
- Prison workers are not engaged
- The original of worker identity documents, such as birth certificates, national identity cards or passports are not held by the facility.


Director & COO

