

Employee Benefit Policy

Hi Alex

With reference to the subject, please see below best practice from Asia:

INSURANCE BENEFITS

A. Workers' Compensation Insurance

- *The Company carries workers' compensation insurance coverage as required by law to protect employees injured on the job. This insurance provides coverage for certain medical, surgical, and hospital treatment in addition to payment for a portion of any lost earnings that result from work-related injuries. The cost of this coverage is paid completely by the Company.*

B) Annual Medical Checkup

- *The Company provides annual medical check up services for all eligible employees.*

C) Medical Insurance

- *Medical Insurance is provided to all eligible employees for non-work-related illness/ injury*

D) Annual Leave

- *15 Days Annual Leave per annum will be given which is higher than local statutory requirement.*

E) Term-Life & Permanent Disability Insurance is provided to all eligible employees.

Thanks & regards
Don HR

Don Lee |

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