EMPLOYEE POLICY

Objectives

Fano Labs Limited (the "Company") and its subsidiaries (collectively the "Group") is dedicated to treat our employees in accordance with the general principles set forth below. All our project companies, associates, suppliers and business partners are encouraged to make reference to the principles of this policy where applicable.

Commitment

The Group is committed to complying with all relevant laws, regulations and standards to employment practices at its business locations.

Diversity and Equal Opportunities

The Group recognize the importance of diversity and dedicated to build an inclusive workplace.

The Group is committed to provide equal opportunities to recruit and develop people with suitable qualifications, experience, skills, potential and performance, regardless of sex, marital status, family status, pregnancy, disability, age, sexual orientation, race, color, descent, national or ethnic origins, nationality and religion.

Training and Development

The Group recognize the importance to train and develop talents to strive for long-term success and committed to cultivate a continuous learning culture. The Group took lead in organizing various training and learning activities and setup learning sponsorship policy and development program to encourage employees in pursuing professional qualification.

All learning and development programmes organized by the Group have the following objectives:
- Strengthen the job skills / knowledge of employees;
- Improve operational efficiency and effectiveness; and/or
- Develop the potential of employees to maximizing mutual benefits to individuals and the Group.

Remuneration

The policy has been setup to keep our remuneration package competitive with other leading companies. Salary review takes references on the market salary levels, positions and performance.

The Group will consider various factors when determining the salary increase, including the Group's business performance, employee's individual performance, employees's salary position and market's salary level, etc.