

# LABOR & HUMAN RIGHTS INTERNAL REPORT (VIETCIS)

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Reporting Period: Year 2025

## 1. Overview

This internal report summarizes key labor and human rights indicators monitored by VIETCIS to ensure compliance with applicable laws and continuous improvement of working conditions.

## 2. Key Metrics

Indicator	Result
Average working hours	40–48 hours/week
Number of days lost due to injuries/ill health	0 days
Number of work-related accidents	0 incidents
Percentage of women employees	20%
Percentage of employees from minority/vulnerable groups	3%

## 3. Analysis

VIETCIS maintains a safe and inclusive workplace with zero work-related accidents and no lost days. The company ensures compliance with labor regulations and promotes diversity and equal opportunities.

## 4. Continuous Improvement

The company continues to monitor these indicators and implement improvement measures through training, policy updates, and internal audits.

Date: 01 January 2026  
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