14 hours ZOOM & PHYSICAL Program

UNDERSTANDING AND IMPLEMENTATION
OF RESPONSIBLE BUSINESS ALLIANCE (RBA VERSION 8.0.2)

HYBRID TRAINING

15 & 16 April 2026 (Wed & Thu)

Remote Online Training **(Zoom)** &

Dorsett Grand Subang Hotel, Selangor **(Physical)**

** Choose either Zoom OR Physical Session

COURSE OBJECTIVES :

At the end of the program, participants should be able to;
- Understand the Governance and Operations of RBA
- Comprehend RBA framework and Code of Conduct
- Requirement for RBA audits and conformance
- Realize the important of RBA conformance and impact to business

METHODOLOGY :

- Online Virtual Learning via Zoom / Face to Face
- Highly Interactive Session, with a bilateral approach to the subject matter allowing participants to share incidences at respective work locations.
- Mind Mapping and Recap Sessions
- Case Studies on various reported Cases
- Ice Breaking / Monotony Breaking Sessions – Purpose of rejuvenating the mind
- Group Activity and Presentation

COURSE DESCRIPTION :

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture, or provide goods and services that are used to produce electronic goods. Compliance to RBA requirements benefits the company with stable and motivated workforce; and potential business opportunities with major Multi-National Corporations (MNC).

The transition from RBA (Responsible Business Alliance) Version 8.0.1 to Version 8.0.2 represents a significant update to the Validated Assessment Program (VAP) standards. While Version 8.0.1 was the standard for much of 2024, Version 8.0.2 (released in April 2025) introduces more refined definitions and specific compliance requirements, particularly in environment and worker welfare.
This programme will guide participants to understand the RBA components based on VAP and SVAP (For Labour & Ethics Management) first then to conduct internal audits based on the RBA compliance requirements.
This module will cover on RBA Version 8.0

1. The formation of Responsible Business Alliance (RBA)
2. The Framework of RBA Code of Conduct
3. The Definition of VAP and SVAP
4. The transition from RBA Version 8.0.1 to RBA Version 8.0.2
   – Education Loans
   – Lactation Rooms
   – GHG Emissions
   – Chemical Management
   – Definitions of "Adequate" & "Effective"
   – Emergency Drill
5. Compliance Framework
   – Legal
   – Standards
   – Best Practices
   To Manage Assets
   – People (Internal & External)
   – Property (Tangible & Intangible)
6. The RBA Code of Conduct is made up of five components as listed out below:-
   – **Labour**
      ⇒ No Forced Labour
         • Sourcing
         • Interview
         • Briefing
         • Job Scope
         • Appointment Letter
         • Equal pay for equal work and qualifications;
         • Employment Contract in Native language or/and in understandable language;
         • Reasonable accommodation for religious Practices and disability;
         • Freedom of Association & Collective Bargaining
         • Compensation and Benefits (Loans, etc)
      ⇒ Young workers
      ⇒ Humane treatment
      ⇒ Non-discrimination
         • Medical Check Up
         • Background Verification
      ⇒ Zero Recruitment Cost
         • No recruitment cost or deductions to be imposed on worker
      ⇒ Labour Management System
         • Risk Assessment
         • Control processes
         • Communications
         • Performance Review and Continuous Improvement
         • Policy statement shall be posted publicly and communicated to the workers in a language they understand via accessible channels;
         • Establish process of two communication with workers and stakeholders;

- **Ethics**
  ⇒ Business integrity
  ⇒ No improper advantage
  ⇒ Disclosure of information
  ⇒ Intellectual property
  ⇒ Fair business, advertising and competition
  ⇒ Protection of identity and non-retaliation
  ⇒ Privacy
  ⇒ Ethics Management System
    - Risk Assessment
    - Control processes
    - Communications
    - Performance Review and Continuous Improvement
    - Policy statement shall be posted publicly and communicated to the workers in a language they understand via accessible channels;
    - Establish process of two communication with workers and stakeholders;

- **Health and Safety**
  ⇒ Occupational safety
  ⇒ Emergency preparedness
  ⇒ Occupational injury and illness
  ⇒ Industrial hygiene
  ⇒ Physically demanding work
  ⇒ Machine safeguarding
  ⇒ Sanitation, food and housing
  ⇒ Health and safety communication
  ⇒ Health & Safety Management System
    - Risk Assessment
    - Control processes
    - Communications
    - Performance Review and Continuous Improvement
    - Policy statement shall be posted publicly and communicated to the workers in a language they understand via accessible channels;
    - Establish process of two communication with workers and stakeholders;
  ⇒ Workers' right to remove themselves from imminent harm without retaliation
  ⇒ Absolute GHG reduction goals;
  ⇒ Hazardous Waste data shall be tracked and documented;
  ⇒ Documentation, tracking & reporting of significant categories of Scope 3 emissions;

- **Environmental**
  ⇒ Environmental permits and reporting
  ⇒ Pollution prevention and resource reduction
  ⇒ Hazardous substances
  ⇒ Solid waste
  ⇒ Air emissions
  ⇒ Materials restrictions
  ⇒ Water management
  ⇒ Energy consumption and greenhouse gas emissions
  ⇒ Environmental Management System
    • Risk Assessment
    • Control processes
    • Communications
    • Performance Review and Continuous Improvement
    • Policy statement shall be posted publicly and communicated to the workers in a language they understand via accessible channels;
    • Establish process of two communication with workers and stakeholders;

- **Supply Chain Management**
  ⇒ Company Commitment
  ⇒ Materials Restrictions
  ⇒ Responsible Sourcing of Minerals
  ⇒ Supplier Responsibility
  ⇒ Supply Chain Management System
    • Risk Assessment
    • Control processes
    • Communications
    • Performance Review and Continuous Improvement
    • Policy statement shall be posted publicly and communicated to the workers in a language they understand via accessible channels;
    • Establish process of two communication with workers and stakeholders;

- **The recommended RBA 8.0.2 Code Conduct at company or/and facility are as follows:-**
  ⇒ Peruse and understand the code of conduct and operation manual.
  ⇒ Conduct a gap analysis of current practice with new requirements and take the necessary remedy;
  ⇒ Communicate the Code of Conduct with workers, union representatives, onsite suppliers, vendors, and Labor or recruitment agencies.
  ⇒ Send the company auditee to the RBA VAP Operations Training