RECRUITMENT POLICY ON

PREGNANCY TESTING FOR FEMALE WORKERS

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New Super Star Manpower (Pvt) Ltd. (L.L.No-2517)

(Manpower Suppliers for garment factories)

Policy on Pregnancy Testing for Female Workers

1. Purpose

This policy outlines our agency's commitment to ethical recruitment practices and the protection of the rights, dignity, and privacy of all female candidates.

2. Policy Statement

Our agency strictly does not conduct, require, or facilitate pregnancy tests for any female worker during recruitment, selection, or deployment processes. Under no circumstances will any female candidate be compelled or encouraged to undergo a pregnancy test as a condition for employment or overseas placement.

3. Rationale

This policy is based on our commitment to:

- Respecting human rights and gender equality.
- Ensuring compliance with Sri Lankan and international labour standards.
- Upholding the privacy and dignity of all female workers.
- Preventing any discriminatory practices based on pregnancy, marital status, or reproductive health.

4. Scope

This policy applies to:

- All female candidates applying through our agency.
- All staff involved in recruitment, selection, documentation, and deployment processes.
- All foreign partners, clients, and employers we work with.

5. Implementation Guidelines

To ensure compliance with this policy:

- No staff member shall request, suggest, or arrange a pregnancy test for any female candidate.
- If any foreign company or employer demands a pregnancy test, the agency will formally refuse and remind them of our ethical and legal standards.
- The agency will only proceed with clients who respect non-discriminatory recruitment practices.
- Staff will be trained to identify and report any attempt to violate this policy.

6. Protection of Candidates

Female workers will not face:

- Discrimination
- Delays in processing
- Cancellation of opportunities

…based on pregnancy or assumptions related to reproductive health.

Any candidate who reports pressure or coercion regarding pregnancy testing will be protected, and the matter will be investigated immediately.

7. Compliance

All staff must adhere to this policy. Violations will result in disciplinary action according to internal regulations and applicable laws.

8. Review

This policy will be reviewed periodically to maintain alignment with ethical recruitment standards and legal requirements.

Approved & Endorsed By

Managing Director
New Super Star Manpower (Pvt) Ltd Revised On - 6th April 2026