

FAIR WORK ACT 2025

1. Introduction This Fair Work Act ("Act") establishes the fundamental rights and obligations of employers and employees within Fengri. By engaging in employment, both parties agree to abide by the regulations set forth in this Act.

2. Minimum Wage

- The minimum wage for all employees shall be F\$14 per week.
- Employers are prohibited from compensating employees below the established minimum wage.

3. Employment Eligibility

- Individuals must be at least the age of majority, to be legally employed.
- Employers must verify the age and eligibility of prospective employees before offering employment.

4. Employment Termination

- Employers must provide employees with at least one week of notice before terminating their employment.
- Immediate termination without notice is only permitted in cases of gross misconduct or violation of contractual obligations.

5. Job Application Process

- The hiring process shall be managed and controlled solely by the business license holder.
- Employers may establish their own procedures for evaluating and selecting candidates, provided they comply with the regulations set forth in this Act.

6. Amendments and Modifications

- The government of Fengri reserves the right to amend this Act as necessary. Any modifications will be communicated through official channels.
- Continued employment under an amended version of this Act constitutes acceptance of the revised terms.

7. Governing Law

- This Act is governed by the laws and regulations of Fengri.
- Any disputes arising under this Act shall be resolved in accordance with Fengri's legal framework.

8. Severability

- If any provision of this Act is found to be invalid, illegal, or unenforceable, the remaining provisions shall continue in full force and effect.
- The invalid, illegal, or unenforceable provision shall be replaced with a valid and enforceable provision that most closely reflects the original intent.