

## LABOUR, ENVIRONMENTAL, HEALTH AND SAFETY AND ETHICAL POLICY

### **LABOUR POLICY :**

Compliance with labor laws and regulations

Prohibition of forced labor, prohibition of child labor and prison labor, prohibition of duress and harassment, the prohibition of discrimination

Respect for freedom of association

Continue to improve the interests of employees

### **HEALTH AND SAFETY POLICY :**

Compliance with legal requirements specification

The establishment of healthy and safe working environment

Promote knowledge of health and safety training

Health and safety management continuous improvement

### **ENVIRONMENTAL POLICY :**

1. In respect of the overall production and management of the Company, implement the principles of pollution prevention and continuation of improvement;
2. To comply with environmental factors and corporate laws, regulations and relevant environmental protection requirements;
3. To strengthen internal and external communications, enhance environmental awareness;
4. Set a target indicators, continuous improvement of environmental performance, including:
  - a. control pollution, meet legal requirements;
  - b. take measures to prevent the occurrence of accidents or pollution;
  - c. save resources and reduce waste

### **ETHICAL POLICY :**

We will adhere to the highest standards of ethics requirements, to achieve : business integrity, against corruption, extortion and embezzlement; prohibit offering or accepting bribes; disclose the related business activities, organizational structure, financial condition and performance information; respect and protect intellectual property rights; follow fair trade, legitimate competition and advertisement propaganda; on the identity of confidential informants; actively participate in various community activities. Continuous improvement of the Company's ethical standards.

General Manager : Ko Pak On