



Corporate Responsibility Statement

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Anti-slavery initiatives and take a stand against human trafficking

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Proactiveness

Donations

Our company will continue to support intra industry programs aimed at educational efforts, job creation, and charitable contributions for involving child health and welfare.

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Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Utilize environmentally preferable materials in our manufacturing process
- Use powder-coating paint and waterborne paint in our products
- Minimize energy consumption in our operations
- Educate customer on optimizing operational and maintenance practices
- Design products that are energy efficient in operation using energy efficient components
- Design products to work with refinish materials with reduced VOC's
- Using environmentally-friendly technologies

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Acknowledgement

Signature: _____

Date: _____