

CHOSEN GROUP OF COMPANIES
STANDARD OF BUSINESS CONDUCT

A LABOUR

CHOSEN supports and respects the protection of human rights within the sphere of our influence, and ensures that we are not complicit in human rights abuses. We are committed to:

1. **Freely Chosen Employment**
Ensure no forced, bonded or involuntary prison labor is used in the production of CHOSEN products or services. Ensure that the overall terms of employment are voluntary.
2. **Child Labor Avoidance**
Comply with local minimum age laws and requirements and do not employ child labor.
3. **Working Hours**
Do not require workers to work more than the maximum hours of daily labor set by local laws.
4. **Wages and Benefits**
Compensate our workers with wages and benefits that meet or exceed the legally required minimum.
5. **Humane Treatment**
Prohibit physical abuse, harassment or the threat of any of such treatment.
6. **Non-Discrimination**
Prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion and disability.
7. **Freedom of Association**
Respect the rights of workers in accordance with local laws.
8. **Protection of Personal Information**
Protect the personal information of our workers.
9. **Continuous Training and Development**
Workers are subjected to continuous training and development to upgrade their skills and capabilities.
10. **Continuous Enhancement of Policies and Practices**
Continuous enhancement of policies, practices and procedures to meet and exceed local standards and regulations.

B HEALTH AND SAFETY

CHOSEN is committed to provide products and services that are safe and environmentally sound, conduct our operations in an environmentally responsible manner, and create health and safety practices and work environments that enable our employees to work injury-free.

CHOSEN GROUP OF COMPANIES
STANDARD OF BUSINESS CONDUCT

To accomplish this, we will ensure:

1. **Occupational Safety**
Worker exposure to potential safety hazards are to be controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate personal protective equipment. Workers shall not be disciplined for raising safety concerns.
2. **Emergency Preparedness**
Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.
3. **Occupational Injury and Illness**
Procedures and systems are to be in place to manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.
4. **Industrial Hygiene**
Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, workers are to be provided with appropriate personal protective equipment.
5. **Physically Demanding Work**
Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.
6. **Machine Safeguarding**
Physical guards, interlocks and barriers are to be provided and properly maintained for machinery used by workers.
7. **Dormitory and Canteen**
Workers are to be provided with clean toilet facilities, access to potable water and sanitary food preparation and storage facilities. Worker dormitories provided are to be clean, safe, and provide emergency egress, adequate heat and ventilation and reasonable personal space.
8. **Adhere to Applicable Legislation and Regulations**
We will ensure our activities, products, services and operating conditions comply with applicable occupational safety and health legislation and other related regulations which the organization subscribes.

CHOSEN GROUP OF COMPANIES
STANDARD OF BUSINESS CONDUCT

9. **Continuous Improvement**

Programs and activities are to be organized to promote awareness of safety and health issues among workers. We will also respond actively to safety and health concerns from all interested parties.

C ENVIRONMENTAL

CHOSEN recognize that environmental responsibility is integral to producing world class products. In our manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

Our environmental standards are:

1. **Environmental Permits and Reporting**

All required environmental permits and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

2. **Pollution Prevention and Resource Reduction**

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

3. **Hazardous Substances**

Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

4. **Wastewater and Solid Waste**

Wastewater and solid waste generated from operations and industrial processes are to be monitored, controlled and treated as required prior to discharge or disposal.

5. **Air Emissions**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

6. **Product Content Restrictions**

We adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal. We also adhere to processes to comply with each agreed-upon customer-specific restricted and hazardous materials list.

7. **Reuse Resources and Reduce Waste**

We will strive to effectively utilize resources, promote recycling, reuse packaging materials thereby reducing waste.

CHOSEN GROUP OF COMPANIES

STANDARD OF BUSINESS CONDUCT

8. **Continuous Improvement**

Programs and activities are to be organized to promote awareness of environmental issues among workers. We will also respond actively to environmental concerns from all interested parties.

D ETHICS

To fulfil social responsibilities and to achieve success in the marketplace, CHOSEN and our agents are to uphold the highest standards of ethics including:

1. **Business Integrity**

The highest standards of integrity are to be expected in all business interactions. Any and all forms of corruption, extortion and embezzlement are strictly prohibited resulting in immediate termination and legal actions.

2. **No Improper Advantage**

Bribes or other means of obtaining undue or improper advantage are strictly prohibited.

3. **Disclosure of Information**

Information regarding business activities, structure, financial situation, performance and customers' information is to be disclosed in accordance with agreements, applicable regulations and prevailing industry practices.

4. **Intellectual Property**

Intellectual property rights are to be respected; transfer of technology and knowhow is to be done in a manner that protects intellectual property rights.

5. **Fair Business, Advertising and Competition**

Ethical business dealings, advertising and competition are to be upheld.

6. **Protection of Identity**

Programs that ensure the protection of supplier and employee whistleblower confidentiality are to be maintained.