

ECHEBASTAR GROUP BUSINESS ETHICS

Introduction

At **Echebatar Group** we are committed to high standards of conduct by working with all of our customers to positively influence our social, ethical and environmental performance.

We recognize our corporate and social responsibilities reside as much in our supply chain as in our own activities. We therefore seek to ensure that the products and services we source are responsibly produced. Consistent with our own policies we expect that our suppliers and customers will respect and comply with all applicable and relevant labor standards. (The standards promulgated by the International Labour Organization (ILO) are a guide on responsible labour practices).

Together we can improve working conditions and employment opportunities at home and abroad.

A. Labor Standards

Echebatar Group, expects suppliers and customers to adopt sound labor practices and to treat their employees fairly in accordance with local laws and regulations regarding labor and employment. **Echebatar Group** expects its suppliers and customers to adhere to the following requirements:

- Employment is freely chosen
- Suppliers shall not use forced labour of any sort
- Employment is freely terminated

Child Labor

Suppliers and customers shall not use child labour. "Child" is defined as a person who is younger than the local legal age for completing compulsory education. Suppliers and customers shall verify the age of their workers and maintain copies of their workers' identity and proof of age. Suppliers and customers shall follow all applicable laws, regulations and the ILO standards regarding working hours and conditions for all employees.

Forced labor

Suppliers and customers shall not force anyone to work against their will. Workers must be free to leave once their shift ends and free to leave their employment after reasonable notice.

Equal and Fair Employment Opportunities and Conditions

Suppliers and customers shall employ workers solely on the basis of their ability to do the job and shall not discriminate on the basis of age, gender, race, maternity or marital status, pregnancy, sexual orientation, disability, national, cultural, religious or personal belief.

Physical and verbal abuse of any kind shall be prohibited.

Additionally,

- Everyone has the right to work and to just and favourable work conditions.
- Everyone has the right to equal pay for equal work.
- Everyone who works has the right to just and favourable remuneration
- Everyone has the right to form and to join trade unions.

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Safe and Hygienic Working Conditions

Suppliers and customers shall provide a safe and hygienic working environment, including monitoring of compliance with applicable legislation, regulations and the ILO standards.

Suppliers and customers shall ensure that personal protective safety equipment is available and workers are adequately trained in its use. Safeguards on machinery must meet or exceed local laws, and workers shall be provided with all appropriate protective equipment.

Working Hours

All working hours shall comply with applicable laws and benchmark industry standards, whichever affords greater protection and always in light of reasonable standards. Overtime work must be voluntary. Suppliers shall guarantee workers breaks and days off in compliance with applicable law.

Wages and Benefits

Suppliers and customers shall provide wages and benefits that comply with all local laws and regulations or match prevailing local manufacturing or industry rates, whichever is higher. Overtime pay shall be calculated at the legally required rate, regardless of whether workers are compensated hourly or by piece rate. Labor and social security obligations must be complied with as required by applicable law.

B. Environmental Standards

Suppliers and customers shall as a minimum comply with all applicable laws and regulations relating to the environmental impacts of their business, and maintain procedures for notifying local authorities in the event of any accident that may affect the environment. Supplier and customer compliance with environmental law shall include any international or applicable local laws affecting the source of materials and processes used to manufacture products. The following standards shall be kept in mind:

Waste Management: -Waste is minimized and items recycled whenever this is practicable. Effective controls of waste in respect of ground, air, and water pollution must be adopted. In the case of hazardous materials, emergency response plans must be put in place.

Packaging Materials: -Undue and unnecessary use of materials shall be avoided, and recycled materials should be used whenever appropriate.

Conservation: -Processes and activities shall be monitored and modified as necessary to ensure conservation of natural resources.

Energy Use: -All production and delivery processes, including the use of heating, ventilation, lighting, IT systems and transportation, must be based on the need to maximize efficient use of energy and to prevent waste.



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