



## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

Unisem seeks to be a good corporate citizen in all aspects of its operations and activities. We recognize that our operations may impact upon the communities and the environment in which we operate. We are therefore committed to ensure that our corporate social responsibilities across the Group are relevant to the business, in compliance with applicable laws and regulations and meet the requirements outlined in the Responsible Business Alliance (RBA) Code of Conduct.

***It is our Group policy to:***

- a) Uphold human rights of workers, and treat them with dignity and respect as understood by the international community. This includes the following:
  1. Freely Chosen Employment
  2. Young Workers
  3. Working Hours
  4. Compliance to applicable Wage laws & legally mandated benefits
  5. Humane treatment
  6. Non-Discrimination
  7. Freedom of Association.
- b) Minimize adverse effects on the community, environment and natural resources and safeguard the health and safety of the public in our manufacturing operations.
- c) Meet our social responsibilities and uphold the highest standards of ethics including:
  1. Business integrity
  2. No Improper Advantage
  3. Disclosure of Information
  4. Intellectual Property
  5. Fair Business, Advertising & Competition
  6. Protection of Identity and Non-Retaliation
  7. Responsible Sourcing of Minerals
  8. Privacy
- d) Ensure our employees are provided with a safe and healthy work environment and the appropriate on-going training to identify and solve health and safety issues in the workplace.
- e) Ensure our systems are designed to comply with applicable laws, regulations, customer requirements, identification and mitigation of operational risks to facilitate continual improvement.
- f) Support charity and community initiatives which are relevant to our business, employees, customers and stakeholders.
- g) Engage with suppliers whose CSR's policies are in line with Unisem's CSR Policy as stated above.

The management will conduct periodic review of this policy and monitor our CSR programs and activities to ensure the compliance to this policy.

**- Chairman / Group Managing Director  
Unisem Group**