PATTERER TECHNICAL PARTS CO., LTD.

Basic principles of social responsibility

Preamble

The assumption of responsibility for society and future generations has a tradition at our Company.

Combining the pursuit of economic objectives with consideration for social and environmental factors is a priority at our Company. We accept that our actions must accord with the interests of society. Above all else, we place our products and services in the interests of the safety of people, the economic use of resources, and environmental sustainability.

In the following declaration, the Board of Management of Patterer Technical Parts Co., Ltd. and the associate representatives affirm their commitment to common principles of social responsibility. The principles described in the following take their lead from the basic labor standards of the International Labor Organization (ILO).

1. Human rights

We respect and support compliance with internationally recognized human rights, in particular as regards those of our staff members and business partners.

2. Equal opportunities

We uphold and affirm equal opportunity among our staff members, regardless of the color of their skin, race, gender, age, nationality, social origin, handicap, or sexual preference. We respect the political and religious convictions of our staff members as long as they are based on democratic principles and tolerate those of different persuasions.

3. Integration of handicapped people

In our view, handicapped people possess equal rights as members of society and business life. Encouraging them, integrating them into the enterprise, and working with them in an atmosphere of cooperation are pivotal elements of our corporate culture.

4. Free choice of jobs

We reject forced labor of any kind and respect the principle of freely chosen employment.

5. Rights of children

We condemn child labor and respect the rights of children and will adhere to the stipulations of ILO Conventions No. 138 and No. 182.

6. Relations with associate representatives and their institutions

We recognize the fundamental right of all staff members to form trade unions and to join these trade unions of their own free will. Associates will neither receive undue advantage nor suffer any disadvantage as a result of their membership in trade unions.

Within the framework of respective legal regulations - insofar as these are in harmony with the ILO Convention no. 98 - we respect the right to collective bargaining for the settlement of disputes pertaining to working conditions, and endeavor together with our partners to work together in a constructive manner marked by mutual confidence and respect.

7. Fair working conditions

Our remuneration and social benefits conform at the very least to national or local statutory standards, provisions, or respective agreements. We observe the provisions of ILO Convention no. 100 with respect to the principle of equal remuneration for work of equal value“. We comply with national provisions regarding working hours and vacation.

Any staff member may complain to their respective line manager or senior management if they believe they have been subject to unfair treatment or have suffered disadvantages with respect to working conditions. Staff members will not suffer any disadvantage as a result of lodging such complaints.

8. Occupational health and safety

Safety at the workplace and the physical well-being of our staff members has top priority. We adheres at the very least to the relevant national standards for a safe, hygienic working environment and takes appropriate action within this framework to ensure our staff members health and safety at their workplace in order to guarantee working conditions which are not harmful to health.

9. Qualification

We encourage our staff members to train to acquire skills and knowledge and to expand and enhance their professional and specialist know-how.

10. Environment

We commit to preserving and protecting the environment. In addition, we contribute to the further improvement of living conditions at our locations. Our basic principles of environmental protection reflect our duty toward the environment and are the basis for many initiatives which are implemented throughout the Company.

11. Implementation

Our aim is to implement these principles throughout the Company. These principles will be incorporated into the Management System Manual for Quality, Environment, Safety, and Security in the company. Responsibility for their implementation lies with the senior management of the respective divisions, regional subsidiaries and company locations.

We will not work with any suppliers who have demonstrably and repeatedly failed to comply with basic ILO labor standards.

Following consultation with the respective staff members' representatives, staff members will be informed through the proper channels about the content of the above principles.

Complaints regarding possible breaches of the above principles will be investigated; any action required will be discussed and implemented by the senior management and staff members' representatives responsible.

Rayong, Thailand, May 19, 2010

(Mr. Michael Rode)
Managing Director