

K-ONE TECHNOLOGY BHD

Report for:-

UNITED NATIONS GLOBAL COMPACT

Assessment Date : 14th May 2013

Assessment Criteria : Communication on Progress in Human Right, Labour,
Environment and Anti Corruption.

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General

Period covered by Communication on Progress (COP)

From: 1st May 2012 To: 30th May 2013

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles (Please include name and title of the chief executive at the bottom of the statement).

H.E. Ban Ki-moon

Secretary-General

United Nations

New York, NY 10017

USA

14th May 2013

Dear Honorable Secretary-General

In K-One, our commitment to the Global Compact's ten principles remains firm. Our vision and mission is to be one of the leading global design, development and manufacturing organizations of electronic end products built upon values which are socially responsible and sustainable. Towards this end, we believe the Global Compact's principles are embedded within our company's business practices, policies and operations.

Our commitment to the Global Compact is being translated to working responsibly - socially and environmentally in providing solutions which meet customer expectations. This is not just limited to implementation of lean manufacturing concepts to improve yield, productivity and reduce resources. It encompasses the development of green materials which meet RoHS and REACH requirements for use in customers' products.

We are effectively communicating our company's policy and procedures with regard to our adherence to the Global Compact's ten principles to all employees and related parties, including business partners, suppliers and other stakeholders where appropriate. We provide regular training to employees and other interested parties to promote awareness related to environmental, health and safety as well as corporate social responsibility.

Looking ahead, as part of our effort to operate with the gentlest environmental footprint possible, we will explore new ways that we can apply our technology along with the innovative attitude of our employees to improve social and environmental concerns, in line with local and international standards.

Yours sincerely

Martin Lim

Group CEO (K-One Technology Bhd)

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy and Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment).

Description of policies, public commitments and company goals on Human Rights.

- *Respect for freedom of speech*
- *No discrimination on race, age, gender, religion and disability in hiring*
- *Full implementation of minimum wage policy stipulated by the Malaysian government*
- *Compliance to all local Employment/Labor Act policies*

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to Human Rights violations.

- *Quarterly staff dialogues with 2- way communication*
- *Education of good health and safety practices and conducting of health checks for all levels of staff*
- *Provision of adequate facilities such as canteen and water which are hygienic*
- *Staff are not not allowed to work overtime which exceeds that stipulated by the local Labor Act*

Measurement of outcomes

Description of how the company monitors and evaluates performance.

- *Staff dialogue are held quarterly to gauge feedback*
- *Staff survey is conducted yearly for further improvement.*

Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

- *No hiring of staff below 16 years old*
- *No compulsory overtime*
- *Timely payment of salaries*
- *No illegal deduction of wages*

Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

- *All hired staff are above 16 years old*
- *Working of overtime needs to be applied and requires approval of supervisor/manager*
- *All salaries are paid latest by last day of the month*
- *Pay slips are provided to staff to indicate details of their wages*

Measurement of outcomes

Description of how the company monitors and evaluates performance.

- *Compliance with Employment Act 1957, Malaysia*

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection

- *To provide hassle-free integrated one-stop technology solutions which are of quality, cost competitive, on-time delivery and environmentally friendly to customers in the communication, computer, consumer electronics, automotive and health-care industries*
- *To design, develop, manufacture and market products that are safe for their intended use and do not adversely affect the environment*
- *To promote conservation, preservation of environment and prevention of pollution through management of significant environmental aspects*
- *To meet or exceed all applicable legal and other requirements such as customer requirements through continuous improvement of our Quality and Environmental Management System with commitment of all staff*

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents

- *Perform Aspect & Impact analysis for new production line and equipment set up*
- *Monthly review on consumption of resources such water, electricity, paper and packaging materials with reduction goals*
- *Development of green materials in product and compliance tests such as XRF test.*

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance

- *To achieve <5,000 KWh electricity consumption per RM1 mil sales volume per year*
- *To reduce water consumption < 2.280m³ / 2 months / employee*
- *To develop at least 4 raw material suppliers for environmental management system certification*
- *To comply with RoHS & REACH requirements*

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment).

Description of policies, public commitments and company goals on anti-corruption.

- *Generally do not need to deal with any bureaucracy where there are corruption risks*
- *Do not deal with any supplier that has monopoly over any goods or services*
We address our intolerance towards corruption or bribery in our Employees' Handbook.
- *We regard bribery as a major misconduct. In our Handbook, bribery covers acceptance of bribes, directly or indirectly by the employee himself or through members of the employee's family.*
- *We also have policies such as Unethical/Unlawful Conduct Reporting Policy & Procedures that addresses bribery.*
- *All these contribute to the creation of an ethical environment that makes corruption/bribery unacceptable*

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

- *The Unethical/Unlawful Conduct Reporting Policy & Procedures provide an effective means to individuals for reporting unethical/unlawful conduct which includes but not limited to taking or soliciting bribes.*
- *Our Board of Directors closely oversees the senior management's activities and with the assistance of the internal and external auditors, secures assurance concerning the state of our organization's system of internal control.*
- *We take reasonable steps to ensure that our books, records and overall financial reporting are transparent.*

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

- *Monitoring controls by auditing high risk transactions which includes but not limited to auditing all transactions posted to Gifts/Entertainment general ledger accounts*
- *Under the Unethical/Unlawful Conduct Reporting Policy & Procedures, a Quarterly Report of Unethical/Unlawful Conducts and an Annual Report of Unethical/Unlawful Conducts are kept*
- *We evaluate our anti-corruption/anti bribery effort through the number of bribery complains reported.*