

# The United Nations Global Compact

JIFU Metallic/ Wisefull Technology endorsed the idea of the UN Global Compact advocated by the United Nations.

Under the UN Global Compact, companies voluntarily proclaim to comply with 10 globally accepted principles in four areas — human rights, labor standards, environment, and anti-corruption.

Comply with local minimum age laws and requirements, no child labor is ever being/ will be employed.

We compensate our workers with wages and benefits that meet or exceed the legally required minimum. In addition, we set up rewarding program to recognize workers who demonstrate strong work ethics, efficiency and productivity. No salary payment delay had even happened/ will even occur.

In our recruitment policy and actual recruitment practices, discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, union membership or political affiliation is prohibited.

In 2007, the Labor Union is established to serve as a voice for all workers in the facility, an advocate for respect and better benefits at work. We respect the rights of workers to organize in labor unions in accordance with local laws and established practice.

## Environment Friendly Initiatives

- I Renovate the dust collection and air exhaustion system and procure more air filtering equipments to provide clean work environment and minimize energy waste due to old and complex system structure.
- I Remove idle air tunnel in exchange of the maximized ceiling height and maximize natural air flow and lighting.
- I Using recycled water for the following usage: toilet flush, air conditioning, and other cleaning activities in the facility, and successfully lower 10% of the annual water usage.
- I Our annual electricity usage decline 30% due to some major renovation: 1) Equip our lighting system completely with energy saving light bulbs ; 2) Consolidate and streamline our circuit system with new material; and 3) adapt solar system to power the water heating system in the dormitory.

- l Provide free dormitory to our employees and host entertaining and travel programs to strength employee engagement.

We are dedicated to ensuring full compliance with all anti- corruption laws and regulations. No payment or gift of any kind may be made, promised or offered by our supplier to any of our employees. Any employee found to be violating this policy will be subject to disciplinary action, which may include termination.

We will continued support for the Global Compact and renewing our company's ongoing commitment to the initiative and principles.