



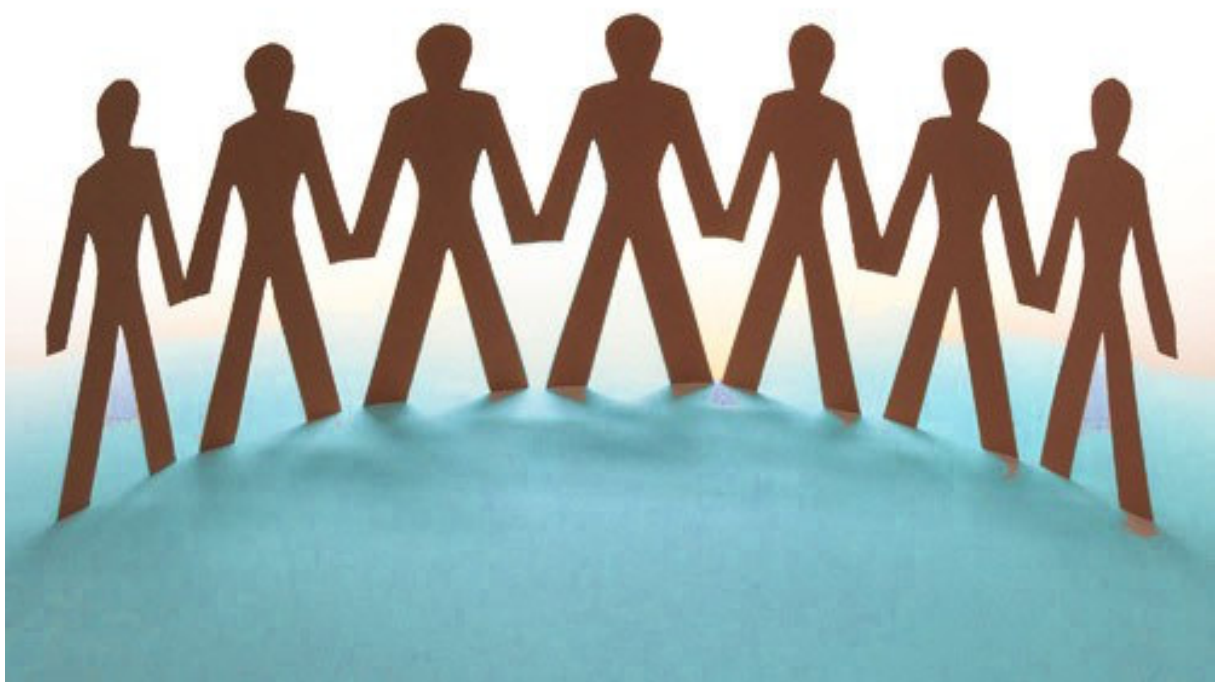
**JASON ELECTRONICS**  
**COMMUNICATION ON PROGRESS 2010**  
**UNITED NATIONS GLOBAL COMPACT**

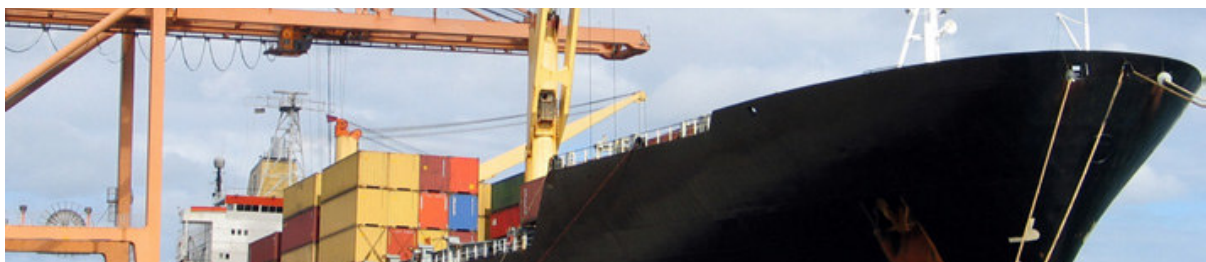




# Contents

4	Bringing Jason Closer to You
5	Management Voices on CSR
6	The 10 Principles of UN Global Compact
7	Reflection of the 10 Principles in Jason Corporate Values
8	Human Rights
9	Fair Labor Practices
12	Environment Protection
13	Anti-Corruption
14	Work-Life Balance





## Bringing Jason Closer to You

Founded in 1976, Jason Marine started off as a sole-proprietorship providing repair services for marine electronics equipment on board vessels. Since then, the Company has transformed into a leading provider of integrated solutions of communication, navigation and automation systems for the marine and offshore oil & gas industries.

### Sale of marine communication, navigation and automation systems

We design, supply, integrate, install and commission a comprehensive range of internationally renowned manufacturers for marine communication, navigation and automation products like radar, gyrocompass, GPS, voyage data recorder, antenna, DP System.

### Provision of maintenance and radio survey

We provide our customers with a wide range of services from operational and maintenance, to upgrading and repair services. Technical competence is of utmost importance in the marine electronics industry.

We also provide annual performance test of voyage data recorders as well as statutory radio survey for the various international classification societies and authorities such as ABS – American Bureau of Shipping, BV – Bureau Veritas, CCS – China Classification Society, DNV – Det Norske Veritas, GL – Germanischer Lloyd among many others.

### Provision of airtime services

In line with our provision of comprehensive solutions for marine satellite communication needs, we also offer our customers airtime services. Our airtime services relate to the provision of bandwidth 'airtime' for the satellite communication.



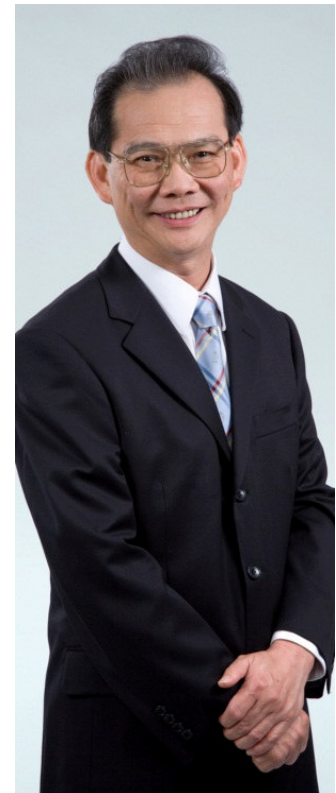
## Management Voice on CSR

“Our Responsibility towards a Better Society”

Since we join the signatory membership of Global Compact, we fully support The Ten Principles of United Nations Global Compact. These Ten Principles will lead us to achieve the ideal and ethical workplace for a positive impact in the society.

Last year the world was hit severely by the financial storm. With God’s grace, we managed to bring the company public. Moving forward, we work toward a professionally managed and sustainable company.

We constantly strive to improve in carrying out our CSR initiatives. We practice fair employment and value employee welfare as they are our most valuable asset. We continuously look for ways to conserve the environment and also help a number of local charity institutions.



The former US Vice-President Al Gore who has been active battling global warming once said that “we are living in the Age of Consequences.” We no longer can afford to live in the Age of Ignorance where decision is based on short term benefits. A few corporations now face the expensive consequences of their past irresponsible business decisions. This serve as a reminder for Jason, and we hope to create a better environment for our future generations.

  
**Joseph Foo**  
Executive Chairman

# The 10 Principles of United Nations Global Compact

## Human Rights

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.

## Labor Standards

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.

## Environment

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.

## Anti-Corruption

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

# Reflection of the 10 Principles in Jason Electronics Corporate Values

Jason Electronics' business activities are guided by the foundation of its Corporate Values, namely:

- *Character* with integrity and positive attitude;
- *Competence* to strive for excellence through innovation;
- *Commitment* on teamwork and pursuing the extra miles.

## Character

When Jason Electronics employs people, we do not treat our employees as a means to meet the ends. We nourish their character with strong sense of integrity. Business activities are done through people, thus the only way to conduct ethical business practices is by placing the value of integrity in our employees.

## Competence

We nurture our employees to be competent in order to achieve excellence, and Corporate Social Responsibility (CSR) is an integral part of it. Jason Electronics will not stop taking initiatives in CSR. We are intending to do it innovatively.

## Commitment

Jason Electronics is fully committed in delivering professional and ethical business conducts and safeguarding the occupational rights and safety of her employees.

Corporate Social Responsibility is only made possible when all of our staff put their commitment together on it. We understand that sometime CSR requires us to do beyond core duties, but as long as it does good for the society, we are ready to contribute our best.





# Human Rights

There is one principle that that is embraced by Jason and have not change a single bit, a principle that basic human rights, as reflected on the Universal Declaration of Human Rights, must not crossed by any means, at all cost.

As the most basic measure, Jason Electronics always ensure to complies to local regulations. This ethical considerations are also brought to our overseas offices in China, Indonesia, Malaysia and Thailand. We pursue the highest human rights reinforcement standard from the various countries where we operate, then we will carry the good practices around branches for collective benefits of all our staff across the region.

## Child Labor and Forced Labor

There is no single violation case of child or forced labor since the first day of the company is found.

Jason Electronics highly respects the well-being of the employees. We will not conduct such practices and we will not tolerate any action that exploits the basic rights of our employees.

## Diversity & Discrimination

With globalization taking place, skills and talents move around the world easily. A rich diversity of culture, race, language, age, experiences and educational background is a common scene in today's economy. While this bring an abundance of human resources pool, such situation gives chance for workplace discrimination to breed as well. Nonetheless, what is more important is for us to know that workplace discrimination disadvantage the company the most by losing these potential talents.

Despite the competitiveness of today global economies, everybody deserves an equal career opportunity regardless of their personal background. Jason Electronics is committed in exercising neutral policies. For the simplest measure of this, recruitment and career promotion are purely based on merits and performance, not on any subjective or personal judge like physical characteristics or seniority in the company. By now we have staff with various education background, staff of the age above 45, with staff mixture of 8 nationalities.



# Ethical Labor Practices

Jason Electronics fully respects and abide by Singapore's Ministry of Manpower (MOM) Employment Act, or any other similar local authorities for its overseas branch offices.

## Safety First

"Safety First! Safety First!" that is one thing that the company always echoes to its engineers. Marine industry could be a risky place to work, especially for those who need to perform duty on the open sea where the weather could be ruthless.

Organizational Safety and Health (OSH) is a subject that is taken very seriously by Jason. To ease the risk that our engineers are facing, the company dedicated resources to setup a comprehensive Risk Management framework for the last few years. With this in place we can identify certain work processes that are more risky, thus a preventive measures can be prepared to minimize the risks.

All of our field engineers are equipped with the necessary safety equipments. They are also properly trained on various safety courses to ensure their safety during their course of work at port, shipyard and on-board vessel.

## Workplace Accidents

There were only 2 case of minor workplace injury for the last year. One is considered a minor traffic accident, and the other is when our engineer accidentally slit his little finger during the course of work.

Necessary actions were taken immediately. This is the important part for the Risk Management to steps in and instill any necessary safety measures (a protection glove in this case) to prevent the same incident from recurring again.



## Labor Union

We never put any deterrents to our employees from forming a union, and our employees are not unionized. We ensure that we our employees are well taken care of. Jason believes that the trust, open communication and all the fair employment policies that set in place will eventually replace the needs of Union in the first place.

## Culture & Communication

Communication is a critical part in organization which must be treated in open, sensitive and timely manner. In business, sometime difficult decisions or even sacrifices need to be made, but what is more important is the communication of the rationale behind it to the employees at large.

Having said that, we also understand the importance of higher management involvement, especially in the case of disputes and other controversial issues, we would have at least one management member to look into the matters directly.

## Staff Suggestion Scheme (3S)

Bottom-up communication is encouraged especially for feedback and constructive suggestions. To facilitate this. Jason incorporates an official staff feedback system in company intranet, which allows staff to express themselves and channel their opinion positively.

## Training & Development

We do not hesitate to facilitate training for our staff. Total training hours that clocked in for the past year is totaled above 3,300 hrs, averagely 20 training hours per employee per year.

## Staff's Grievances

Any Jason employees are welcomed to settle their grievances to the immediate supervisor. Any issues arose will be assessed in confidential and objective manner. If the issue cannot be solved in immediate level, it will be brought up to higher management for hearing.

## Fresh Graduates Internship

Jason Electronics has established partnership with local educational institutions to channel the young talents into corporate world. In the year 2009 we took 10 students with us, an increase if 4 more students from the previous year, on area of Logistics, Technical and Sales.

## Talent Retention

We would like to keep our employees in Jason Electronics. To keep the employee with the company, we are nurturing a pleasant and professional corporate culture. We are able to maintain an average monthly turnover rate of 1.61%.

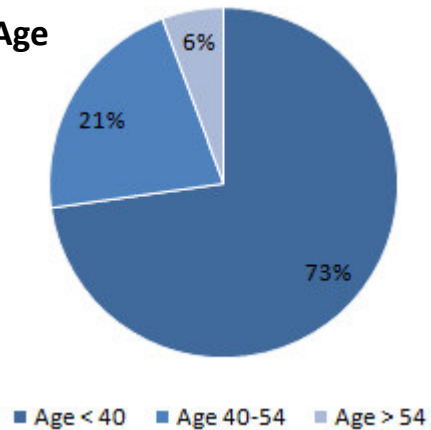
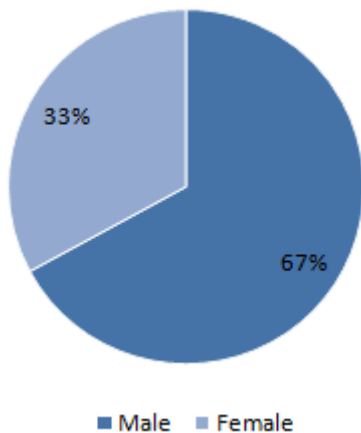


## Welcome the Foreign Talent

Jason Electronics noticeably recruiting foreign talents from various countries in the past few years. We are currently employing 48 foreigners in Jason. Many of them come with their family to seek for a better prospects. In proportion to total workforce, the foreign talents accumulate to 30%, compared to 25% from last year count.

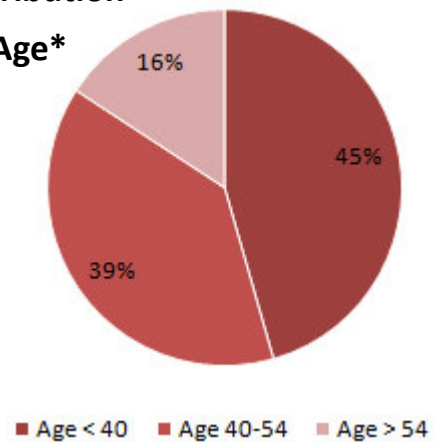
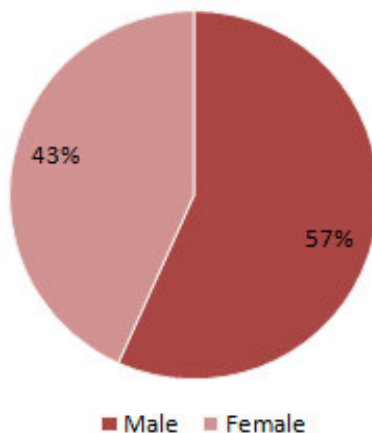
### Jason Electronics Employment Distribution

#### based on Gender and Age



### National Employment Distribution

#### based on Gender and Age\*



### Women in Jason

Despite the marine industry's reputation for its male workforce domination, Jason has female workforce to fill up to 33% of total employment in the company. They are given equal career opportunity as their male peers. Some of them have taken the positions on managerial level, senior management as well as Board of Directors

\*Source: Labour Force Survey of Singapore, MOM

# Environment Protection

Companies, being a single-biggest stakeholder polluter in the society do play a big part in creating a sustainable environment. Somehow the public has been misled by the statements that giant MNCs is solely responsible for environment conservation. That is a misleading statement. Every small efforts made, even by the smallest SME will undoubtedly help creates a substantial impact when they are accumulated over years, including the multiplier effects when the other SMEs to follow suit.

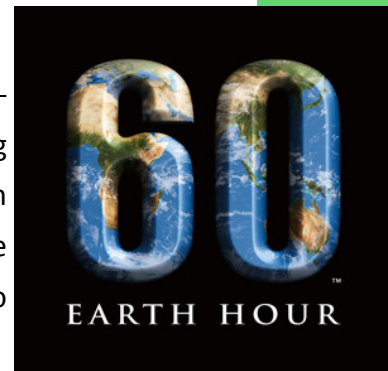
## Recycling Paper and Equipment

We have started an initiative to reduce, reuse and recycle our office papers since 2005. We collected obsolete documents and unused material and recycle them or reuse them into packaging material.

For the year 2009, we are using 1039 reams of paper. A slight increase from previous year, but it is of 12.5% lower than the projected paper usage despite rapid growth in business activities. We also get 25 units of our old computers 'salvaged' with the help of our partner IT recycler.

## Earth Hour 2010

We supported Earth Hour 2010 in Singapore, we reminded all of our staff to join the initiative by switching off their lights and other electrical equipments for an hour on 27 March 2010. This is a good solidarity initiative to show the number of businesses and individuals who care about the environment.



## Paperless Operations

While paper is an essential needs in offices, it also means that we are cutting trees every time we print something. This year, we have finalized our investment in paperless Enterprise Resources Planning (ERP) system. This significant investment definitely bring a significant experience to us as It allows the company to increase productivity and save the trees at the same time.



# Anti-Corruption

Jason Electronics holds integrity tightly in its company value. Doing the right things is always the first consideration in our operations. We will not tolerate any deviations of thical conducts in our company. That is clear and final.

We want our employees to work professionally and ethically, that is by putting the interest of customer, company, colleagues and other key stakeholders before their personal intersts. We have a clear policy regarding acceptance of gifts. On the occasion when it might be inappropriate to refuse a gift, the gift is to be reported to the General Manager or Human Resources who will determine a suitable distribution of it.

## Unsolicited Gratuity

Doing business overseas is another issue that requires special attention. Anti-corruption enforcement could differ from one country to another, but we will not compromise our company value.

One of our Radio Surveyor did a satisfactory job on board in overseas port and the Captain was really pleased for the job well done. The Captain then slipped some cash to our Surveyor as a gratuity. Our Surveyor expressively thanked the Captain for appreciating his service, but to the Captain's surprise, he insisted the Captain to keep it.

## A Virus called Corruption

Bribery and corruption in away is similar to HIV virus. It spreads quickly, especially to the weak. One person action to start it may results in industry-wide suffering; And once it starts spreading, the there is nothing that can stop it, let alone to cure it.

The last hope lies on those few who refuse to take part in corruption, which, the responsibility again falls to business to commit in clean conducts.

## Clean Business

Competition is something that businesses can not run away from, and, we do welcome clean competition. Everyone has the rights to make a living, set up a company, but most importantly is keep it on a fair ground. When we get new businesses, it is important for us to know that it is attained with hard work, quality services and good reputation, not through unfair practices.



## Recreation Club

Our creative and innovative Recreation Club is dedicated to bring recreational activities for our staff. Recreation Club will organize 4 activities annually according to Singapore quarterly festivals of Lunar New Year, and Mid-Autumn Festival and Year End celebration.

Various activities that are arranged by the Recreation Club is an opportunity for our staff to celebrate the related festive season together as a fellow colleagues.

## Workplace Health Promotion Club

Working together with Recreation Club, the main objective of Workplace Health Club is to promote healthy lifestyle and work-life balance in Jason. This committee arranges various health talks and exercise session like soccer and aerobics.

Apart from that, we can also arrange special activities such as Yoga lessons, Salsa dance lessons, and various health workshops. In fact, Jason Electronics have brought in a number health experts to promote healthy lifestyle to our staff on osteoporosis and food nutrition.

Our committee is awarded by Silver Singapore Health Award by Health Promotion Board (HPB) in 2006 respectively. We are now more motivated to enhance the welfare of our staff and achieve higher target.

### A Meaningful Testimony

*“My objective is to arrange programs which are in the ‘wanted list’ for a healthy lifestyle. The greatest satisfaction is having a successful event and well received response from participants. We have positive feedbacks from colleagues for most of the activities organized. Participants of the exercise programs like Yoga and Body Sculpt suggested to continue so that they can exercise after office hours.”*

**-Ms. Lily Kok, Workplace Health Committee Chairperson**



## Work-Life Balance

Productivity is always important for any commercial organization, and here in Jason we believe that the concept of Work-Life Balance does have an important role to maintain productivity.

While there are limitations of what we can do to fulfill all aspects of staff Work-Life Balance, we are providing aids from our the capacity of corporate.

## Staff Activities in 2009

The two committees, Recreation Club and Workplace Health Promotion Club will organize various activities each year, with an average of 1 to 2 activities per month to support staff welfare while they are working in Jason. In 2009 we have arranged more than 16 staff activities, ranged from corporate medical screening, health talks and workshops, sports activities as well other fun activities.





EMBRACING A JOURNEY IN CSR  
ONE STEP AT A TIME  
WITH SINCERE & UNWAVERING COMMITMENT  
TOWARDS BETTER BUSINESS SOCIETY



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