



JOHN WHILE GROUP (S) PTE LTD

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2nd January 2014

To Our Stakeholders,

I am pleased to confirm that John While Group (S) Pte Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its Principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely,

Elizabeth Rhonda Willson
Executive Chair
John While Group of Companies

Human Rights

Policy

John While Group continues to comply with the relevant local authorities with regard to the areas described under the Human Rights aspects of the UN Global Compact.

Implementation

We co-operate fully with our landlords, for example, with regard to safety training.

Measurement of Outcomes

New members of staff, in conjunction with experienced personnel, are included in the safety rosters so that all new staff are exposed to the legal requirements as well as have an opportunity to learn the correct procedures firsthand.

Labour

Policy

Minor adjustments were made to our handbook to increase base pay for all workers.

Implementation

The amendments were implemented with effect from June.

Measurement of Outcomes

There has been no feedback from staff.

Environment

Policy

John While Group continues to comply with the relevant local authorities with regard to the areas described under the Environmental aspects of the UN Global Compact.

Implementation

We continue to maintain our ISO 14000 certifications.

Measurement of Outcomes

All companies have been re-certified with ISO 14000.

Anti-Corruption

Policy

Staff continue to comply with our stated business ethics.

Implementation

No amendments have been made to our policies.

Measurement of Outcomes

No instances of un-ethical business practices were exposed.

This area does however continue to challenge staff particularly in China where some buyers expect presents / hand-outs with the view that they will then continue to order from us. Our policy is that we are happy to support our customers with rebates given to the company for early payments of accounts, as an example, rather than give these expected rebates personally to the buyer.