

## Corporate Social Responsibility

Concerning this concept, we know it as that we should contribute to the society since we get a lot from it. Our company have been doing continuous effort to comply with this spirit. We introduce our situation as below:

### CSR Practice in our company

1. Paying a fair wage as notified by the Government, and it is over the average level.
2. State Insurance promoted by Government of China and we contribute to 75% of the premium.
3. To comply with housing fund regulation and we contribute to 50% of the premium.
4. Improving working environment, for example, setting air-condition in workshop.
5. Making employees' sparetime life more colourful, such as building reading room, Organizing cultural activities and games, buying new bikes, renewing bathroom, etc.
6. Promoting human-based management, paying attention to employees' demands and organizing regular vocational training.
7. Communication on refusing bribes from our suppliers.

### CSR Practice outside our company

1. Complying with local legislation.
2. Providing more job opportunities for unemployed including the disabled.
3. Donating supplies for the community, for example raising donations for Yushu, Qinghai Province where there is an earthquake.

From dribs and drabs of actions, we are practicing the most important values included in "The Global Compact", to build a

harmonious society.