



JOHN WHILE GROUP (S) PTE LTD

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5th January 2015

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 support public accountability and transparency and so 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.

Overtime hours in Shanghai were quite high and new policies were introduced to be implemented with effect from July 2014.

Implementation

Various allowances paid in Shanghai were collapsed into 'Basic Pay' and overtime was capped to bring Shanghai in to line with the other John While sites. The focus in discussion with staff was the detrimental effects of too much overtime on health especially 'burnout', heart disease and mental disease.

Measurement of Outcomes

There was some resistance at first from staff who were used to the monetary benefits of the overtime hours.

Labour

Policy

Our policies have not changed this year but adjustments were made with respect to:

- a. re-employment of 'aged workers',
- b. basis for calculation of overtime and
- c. the Personal Data Protection Act.

Implementation

The amendments were implemented:

- a. Re-employment of aged workers with effect from March.
- b. Basis for overtime calculations with effect from April and
- c. Data Protection Act with effect from October.

Measurement of Outcomes

There has been no feedback from staff except pleasure with the changes to the overtime calculations in Singapore. Shanghai staff have been a little concerned that their overtime hours have been reduced as per our implementation of changes under the 'Human Rights' banner.

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 rather than rebates given personally to the buyer.