

United Nations Global Compact
COMMUNICATION
ON PROGRESS
2014-2015





Statement of continued support



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I am pleased to confirm that HITRAN Corp. reaffirms its commitment and support to the 10 principles of Global Compact in the areas of human rights, labour, environment and anti-corruption.

In our first annual report, we list and explain the actions that support the Global Compact principles which are present in our tasks. We also include activities that we plan to develop in the following year as Global Compact participants.

We are committed to sharing our COP with our stakeholders through the official website of HITRAN Corp. and direct media.

Sincerely,

Tripp Hindle
President of Hitran Corporation

A handwritten signature in black ink, appearing to read 'Tripp Hindle'.



Our approach to the 10 principles

At HITRAN Corp. we support the 10 principles of the United Nations Global Compact and in our first report we present the activities performed on the basis of these principles and some of the actions to be taken and explained in the 2015-2016 COP (Communication On Progress).

Human Rights Principles

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.

Assessment, Policy and Goals

At HITRAN Corp. we believe that respecting human rights should be an essential part of social responsibility, not only because it is the right way to proceed from an ethical point of view, but because protecting human rights positively reverts in business and society. That's why we support the Universal Declaration of Human Rights.

Implementation

HITRAN Corp. has taken the following measures to prevent human rights violations in its work locations:

- A suggestion box was installed outside the Human Resources department. All partners at HITRAN Corp. have the freedom to express complaints about unfair treatment and give ideas to improve. The complaints and ideas are reviewed by Human Resources.
- The publication of a policy where HITRAN Corp. says that everyone has the right to enjoy human rights without discrimination.

Measurement of outcomes

Suggestion box will be reviewed every two weeks. In cases where human rights complaints exist immediate actions discussed by Management and Human Resources will be taken.

Labour Standards Principles

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.

Assessment, Policy and Goals

It is important that the International Labour Organization's Declaration on Fundamental Principles and Rights at Work are respected. HITRAN Corp. supports them and puts them into action in our daily basis.

Implementation

HITRAN Corp. has the following measures on Labour principles in its work locations:

- Whenever people are hired at HITRAN Corp. we immediately provide information about health insurance and provide training in safety. Depending on the tasks our employees have, they are given safety gear and instructions on when and how to use it.
- The publication of a policy where HITRAN Corp. supports the Declaration on Fundamental Principles and Rights at work.

Measurement of outcomes

We have both internal and external audits of the company to have control and continuous improvement in the health and safety of our employees.

Environmental Principles

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.

Assessment, Policy and Goals

At HITRAN Corp. caring for the environment is no longer a matter of fashion or trend, it is the responsibility to all of us because both small and large actions are impacting the environment. We must take action in this era where sustainability and friendly actions with the environment are a “must do”.

Implementation

- We planned and executed a recycling campaign to raise awareness among all employees of HITRAN Corp. on the care of the environment where teams were formed to collect cardboard, paper, plastic, iron and appliances for two weeks.
- A poster with information on CO2 emissions from the oven used at HITRAN Corp. with the controls and actions to be taken as a result of monitored emissions.
- The publication of a policy where HITRAN Corp. affirms that businesses are responsible for achieving good environmental practice and operating in a sustainable manner.

Measurement of outcomes

At the end of the recycling campaign we gathered what each team had collected and sold it to a recycling company. For future events, the goal will be to exceed the previous amount.

A company in charge of measuring CO2 emissions, sums our CO2 emissions every year and with the new information we modified the poster and take actions if needed.

Anti-Corruption Principles

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

Assessment, Policy and Goals

At HITRAN Corp. we believe that honesty is essential in all areas and leaders must set the example in terms of professional ethics and corruption. We want our actions to be free from corruption.

Implementation

HITRAN Corp. has taken the following measures to prevent any form of corruption in its work locations:

- The application of an ethics test to staff of the company.
- The publication of a policy where HITRAN Corp. does not tolerate any type of corruption in any transaction or business relationship.

Measurement of outcomes

Ethics tests provides results that allow us to know how ethical our employees are when it comes to taking decisions in difficult or compromising situations. According to the level reached on the test we'll apply an ethics course to strengthen and learn more about professional ethics.

Future Implementations

At HITRAN Corp. we want to continue with the implementation of the 10 principles of the Global Compact since change and continuous improvement are constant. When of human rights, labour, environment and anti-corruption. There are always areas of opportunity and improvement.

Some of the ideas we would like to develop are:

- Human Rights:

Hiring employees is very important and we should be precise when explaining their responsibilities, health issues, salary, benefits and working hours. We want to provide a satisfaction survey to all employees at HITRAN Corp. The survey results will allow us to know if the information we provide is clear and understood.

- Labour:

Thinking about the welfare of our employees and knowing that breakfast is an important meal every day, we plan to install a fruit and cereal bar in the cafeteria at Hitran Corp. We also want to support both soccer team and employees in general and install soccer goalposts for their training and recreation on their breaks.

- Environment:

Respecting the environment is a “must do” nowadays. That is why at Hitran Corp. we would like to purchase office eco-friendly products to reduce pollution and support ecology. We also want to fix the rest area and support the environment by planting trees and bushes.

- Anti-corruption:

It is important to identify all the actions and behaviors related to corruption. We plan to have a course on ethics and corruption because it would be good for all employees in HITRAN Corp. to learn about the issue and what to do when corruption and unethical situations arise.

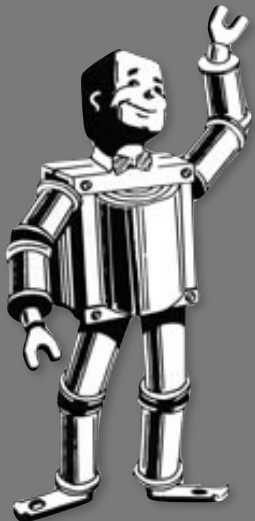
**All ideas are subject to changes and modifications.*

About This Report

This report serves as Hitran Corp. first Communication on Progress to the United Nations Global Compact (UNGC), which we signed in March 6th, 2014.

It documents our progress in the 10 principles of the UNGC.

Through this report we highlight our global corporate progress during (March 2014 - February 2015).



Harry Hitran greets you!



About Hitran Corporation

At Hitran, we have a long history of delivering custom magnetic transformers and inductors to clients worldwide. We go beyond 80 years taking pride in creating solutions to the most complex requirements. With a team of talented engineers and strict testing standards, you get exactly what you need – every time.

February, 18, 2015

Our homepage is:

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