



# EA-Connect Pte Ltd

## Communication on Progress

**EA-Connect** is an international sourcing and trading company specialized in off shore sourcing in Asia and Europe

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To our stakeholders

I am pleased to confirm that EA-Connect 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 yours,  
Uffe Norgaard  
Managing Director



**EA-Connect** is an Asian-based contract manufacturer providing **mechanical assembly** and **mechanical parts** to our customers in Europe and the US from our facilities in Singapore, Taiwan and China and our large network of suppliers throughout **Asia**.

### **Our Vision**

EA-Connect aims at becoming its customers' most reliable production partner in terms of quality and delivery.

### **Our Mission**

EA-Connect is a global niche player providing high mix-low volume mechanical parts from low cost countries in Asia to customers in high cost countries throughout the world.

The Mission and Vision is achieved through:

- Improve our Integrated Management System Continually
- Meet Customer and applicable legal requirements
- Prevention of pollution and depletion of resources in operation

### 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.

### Assessment, policy and goals

EA-Connect respects human rights and adheres strictly to the Laws of the Republic of Singapore under the Employment Act and the statutory requirements from the Ministry of Manpower to ensure Workplace Safety and Health.

### Implementation

EA-Connect issue a Letter of Appointment to each employee, that covers the definition to each individual rights e.g. stipulated work hours/annual leave etc., prior to the commencement of employment.

### Measurement of outcomes

Periodic review of Human Rights adherence by senior management.

To date the company has not been subject to any investigations, legal cases or incidents involving Human Rights violations.

### Labour

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

Our company covers policies concerning employees' rights and responsibilities and their compensation and benefits in accordance with the Singapore's Ministry of Manpower (MOM) Employment Act.

### Implementation

EA-Connect performs appraisal for each employee at year end and the results of the appraisal will be reviewed by Managing Director. The management communicate to employees regularly to ensure they understand the company's position and the current issues facing.

### Measurement of outcomes

Periodic review of labour rights within the company by management.

### 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.

### Assessment, policy and goals

Our goals are to have all recoverable resources recycled and to continue with zero company specific pollution.

### Implementation

Prevention of pollution and depletion of resources in operation, to reduce paper, water and electricity usage by 5%. We monitor the usage of water and electricity consumption on a monthly basis

### Measurement of outcomes

Periodic review of environmental performance so far everything is under control.

### Anti-Corruption

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

#### Assessment, policy and goals

EA-Connect will not tolerate any such misconducts/practices relating to corruption, bribery or extortion, whether within or outside our organisation.

#### Implementation

No single individual is allowed to make decision on purchasing matters prior to management approval.

#### Measurement of outcomes

EA-Connect has not encountered any incidents relating to corruption/bribery and extortion. We are statutory obliged to submit our accounting reports to external auditors in line with the Company Act, under the Laws of the Republic of Singapore.