Connectors Cables Specialists

Ethical Policy Statement

Connectors Cables Specialists (CCS) Ltd seeks to be a leader in social responsibility within the electronics industry by encouraging a positive culture with respect to human rights and the constant improvement of working conditions. We are committed to managing our operations in a way that conforms to all relevant employment legislation.

Connectors Cables Specialists (CCS) Ltd will continuously recognise, evaluate, manage and improve the fundamentals of our operation that impact on social accountability. In line with sound business practice we will:

Conduct our business with fairness, honesty, integrity and respect for the wellbeing our customers and service providers.

Comply with the laws and regulations within the countries in which we operate.

Preclude the use of child labour and enforced labour, improve health and safety, support independence of association, prevent judgement, implement performance management and manage compensation and working hours.

Make available awareness training on social accountability and where required job specific training for employees.

Encourage suppliers and contractors to support our values and commitment on social responsibility and introduce programmes targeted at supporting these principles.

Copies of this policy will be displayed throughout the company, communicated to every employee and be available to all other interested parties.

P J Elwood

<u>Managing Director</u>