

## Management Statement on Social and Environmental Compliance

Anode Sustainability Certification Promotion Services (ASCP SERVICES) is committed to ensuring all aspects (from ideology to activity) of our business comply with all social, ethical and environmental codes of conduct. We seek strict adherence to the Codes Of Conducts from all our employees, suppliers, and contractors(including sub-contractors). Below are statement on Social and Environmental Compliance and the statement we will implement thoroughly:

### Social Compliance

#### ❖ **Labor**

Forced prison or child labor is not used in any means through-out our services and other business activities. All suppliers and contractors are required to keep documentations of their employee's dates of birth, working papers, dates of employment and weekly work schedule. Employees are compensated for overtime work. They are given a safe and healthy workplace environment to prevent any injuries or accidents. Proper lighting, sanitary and working conditions are provided to meet local laws and acceptable international standards.

#### ❖ **Freedom Of Association**

Employees are allowed to organize or associate, or join a union free from fear of any consequences or interference by management. The same freedom is expected by our suppliers and contractors at all levels.

#### ❖ **Discrimination Free**

The work environment is to be 100% free of any abuse (either mental, physically or emotional), harassment or intolerance. Our employee's, suppliers and contractors personal are allowed to express their concerns with out any worry of retribution for such grievances. ASCP SERVICES zero-tolerate any type of discrimination in hiring and employment practices based on race, creed, color, sex, age, disability status, national origin and/or religion affiliation.

#### ❖ **Business Integrity**

Strive to provide a workplace free of bribery and corruption by complying with all applicable laws relating to bribery, money laundering and/or corruption as well as prohibiting the exchange of money or anything else of value to or from anyone, including government officials, to influence actions or obtain an improper advantage.

### Environment Compliance

We will abide by all applicable environmental laws and regulations. AS a environmental friendly entity, we will be committed to minimise our environmental footprint to reduce the adverse impact on the environment.

Our contractor selection will also be determined by their commitment to the environment. We will expect all our contractors to share our values towards a clean and safe environment.

Please feel free to contact us with any questions or concerns: [info@ascpservices.com](mailto:info@ascpservices.com)

### Revision History

Revision #	Effective date	Section	Change Description
A00	01/12/2020	All	Initial edition released.