

# CORPORATE SOCIAL RESPONSIBILITY

Early Light Industrial Co., Ltd.'s Corporate Social Responsibility Policy is the top guiding principle for our sustainability development. We sustain the Ethical and Responsible Manufacturing through CSR management system, which of the key focus areas are including

## Respect for Labor

We are conscious of the fact that all human beings should be free and equal, and that we must respect the basic human rights of individuals. We commit to protecting and respecting their rights.

## Protect the Environment

A healthy global environment is necessary to carry out robust corporate activities. To contribute to sustainable development, we are engaged in action to help protect the planet's environment. We use the approaches of pollution prevention & minimization, hazardous substances management, waste management, materials restrictions and control of energy consumption to conduct our business.

## Keep the Ethical Standards High

A strong work ethic is vital to us achieving our goals. Every employee, from the managing director to entry-level workers, must have a good work ethic to keep the company functioning at its peak. A work ethic is a set of moral principal an employee uses in his/ her job. The factors include Business Integrity, Intellectual Property Control, Protection of Identity, Non-retaliation, Responsible Sourcing and Privacy which come together to create our strong work ethic.

## Care for Workers

We listen to the workers voice and care for what the workers care about. The setup of Workers Care Program is to take care of workers' concerns and create a positive workplace. This Program consists of Psychological Health Care (PHC) Program, Workers Satisfaction Survey and Workers Enquiry & Grievance System.

The PHC program let the employees understand how to relieve their stress and help other people with psychological issues. It provides the training on psychological health care for all workshops' frontline management and counselling service for all employees by professional psychologists.

We proactively utilize the quarterly data & result from Workers Satisfaction Survey to understand the workers concerns and drive improvement actions.

The Workers Enquiry & Grievance System let us take remediation and improvement actions immediately through the workers freely expressing their feeling, suggestions and concerns in different ways.

## Provide the workers with a safer & healthier workplace

Workplace safety is very important for each and every employee in our company because all the workers desire to work in a safe and protected workplace. Health and safety is the key factor to promote the wellness of both employees and company. It is our duty and moral responsibility to look after our employees' protection.