

## Corporate Social Responsibility at EVG

EV Group (EVG) is a responsible global organization committed to safeguarding the welfare of our society and the environment in which we work. In order to conduct our operations in an environmentally and socially responsible manner, and create environmentally and socially friendly practices, EVG decided in 2009 to integrate an Environmental Management System based on the ISO 14001 standard into our existing Quality Management System. ISO 14001 certification was achieved in May 2010.

Concrete, measurable improvement of environmental performance is achieved through efficient use of materials, energy and resources, as well as reduction of waste and emissions. Since introducing its environmental management system, EVG has not only taken on an active role in environmental protection, but also has simultaneously reduced its operating costs. This shows that environmental protection and financials, rather than being contrary goals, can complete each other.

As part of our corporate social responsibility, we comply with and also demand that our suppliers comply with all relevant legal requirements and regulations regarding environmental protection, occupational health and safety, accident prevention, transport and equipment safety. We have committed ourselves to the Electronic Industry Citizenship Coalition® (EICC®) Code of Conduct, support the 2010 Dodd-Frank Act (“Conflict Minerals”), and are dedicated to prohibiting the receipt of goods and/or services from suppliers known to have violated occupational health and safety provisions and - in particular - human rights, including child labor, slavery, forced labor and conflict minerals, to name a few examples.

We ensure equality to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. No form of discrimination, intimidation, bullying or harassment will be tolerated. All employees, whether part time, full time or temporary, are treated fairly and equally, with dignity and respect, valuing the diversity of all. This policy applies to all aspects of employment from recruitment, training, and career development to promotion and redundancy. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.