

CORPORATE SOCIAL RESPONSIBILITY (CSR)

The purpose of this policy is to ensure GT BiomeScilt Light Limited, its subsidiaries, affiliates, and associated companies, in Hong Kong and internationally, consistently operates in a manner that minimizes detrimental impacts to society and the environment.

Corporate Social Responsibility (CSR) is a key issue for any organization aiming for long term sustainability. Although it is mostly voluntarily concept, pressures built around organizations to contribute to the society, or at least reduce negative impact to the world. It is an important issue in business, as employers, employees, consumers, investors that everyone has begun to understand how economic growth is linked to social and environmental well-being.

As a manufacturer for electrical product, GT BiomeScilt recognizes the importance of CSR. Our group aims to demonstrate best industry practice and give high priority to sustain the society and to protect the environment by thoroughly emphasizing equality, companionship, fighting spirit and positive cooperation to achieve sustainable development and protection of global environment of society.

In GT BiomeScilt, we initiate CSR by focusing on main points listed below, in paying more attention to these important points; we demonstrate a commitment to be a responsible manufacturing company.

GT BiomeScilt will promote business activities in good faith, by:

Human Resource Responsibilities

- Working within the appropriate legal framework;
- Providing employees with cultural and human rights guidance;
- Proactively addressing labor and human-rights issues and global environmental problems towards the realization of a sustainable society
- Respecting the right of employees to organize or join labor union;
- Not being in any way interferes with the establishment, functioning, or administration of employees' organizations or collective bargaining.
- Not hiring an employee below the age of 15 or the country minimum legal age whichever is more stringent;
- Not forcing employee and other related coercion, including corporal punishment, mental and physical mistreatment, verbal violence, distraint of personal identity or other illegal works.

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- Company will be up for discussion or communication if any of the employee facing discrimination, harassment or intimidation
- Not discriminating against any job applicant, compensation decision, promotion, training opportunity and other related welfare rights on the basis of race, national origin, religion, caste, gender, sexual orientation, political affiliation, union membership and disability unless the special conditions of working environment and/or other reasonable discretion for employee protection;
- Promising to make a legal remuneration policy, not less than the local basic wage and legal employee welfare.
- Maintaining harmonious relations with employees;
- Investing in employees' development and successor program;
- Working on creating a healthy and safe working environment, consistent with the requirements of related Labor Safety and Health laws, OHSAS 18001 occupational safety and health management system, and international CSR regulation.

Community Responsibilities

- Conducting business activities in a transparent and fair way, adhering to laws and regulations and respecting social norms in all countries and regions;
- Sponsoring activities in developing the community without seeking any return compensation;
- Supporting educational program, public facility and technology service;
- Respecting traditional and cultural diversity;
- Working on a positive impact on communities;
- Initiating volunteer service to benefit people in need.

Stakeholder Communication Responsibilities

- Engaging our stakeholders;
- Making due provision for the interests and needs of all our stakeholders;
- Communicating our commitments to social responsibility;

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- Promoting internationally recognized principles for consumer rights and obligations;
- Being responsible impacts associated with our distribution of goods and services;
- Being held accountable to our stakeholders for our actions and omissions;
- Being transparent about our actions and communicate progress made with regards our social responsibility performances;
- Fully, accurately and in a timely and verifiable manner, consistently disclose our material information to appropriate regulators, stakeholders and the public.

Environmental Responsibilities

- Committing to compliance with ISO 14001 or establishing systematic environmental management system that provides a complete proof of its continuous improvement of environmental conditions.
- Striving to provide high quality products, service and high-value customer service.
- Aiming to demonstrate best practice and pay attention to the protection of the environment;
- Ensuring our business accordance with the environmental legislation and standards;
- Considering the environmental impacts of our goods and services throughout full life cycle;
- Ensuring resources are reasonably practicable, materials/ goods are reused or recycled with the disposal of any remaining waste occurring in a responsible manner;
- Communicating to our vendors of goods and services GT BiomeScilt's CSR policy pertaining to performing operations in an environmentally responsible manner;
- Creating and maintaining open communications with neighborhoods living and working in areas to GT BiomeScilt facilities;
- Supporting appropriate environmental activities;
- Supporting new technology that provides long-term benefits and impacts;
- Approach to promote CSR.