



## CSB Corporate Ethics and Responsibility Norm

### Objective

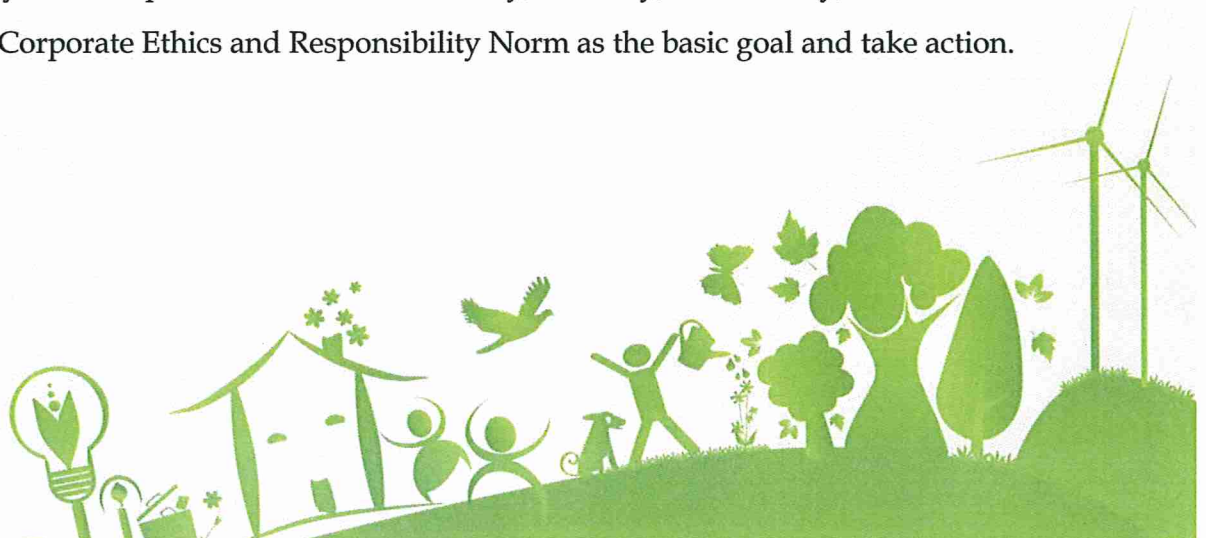
In view of creativity, sincerity and bravery as the operational idea and goal to find a balance between the business profits and social responsibility; and to effectuate the company philosophy on everyday business operation to win the trust from the consumers, clients, shareholders and people from all walk of life; at the same time, in order to let every staff of the CSB Group not only obey the business activity regulations but also follow the norm on everyday life to have the self discipline as a member of the society with the conscience and common sense from the heart, this norm is thus set up.

### Company Philosophy:

CSB put efforts to protect the earth, respect life network, and to maintain the dignity of every member of the global village as our responsibility. We wish the earth, human beings, society will stay in harmony, peace, justice, and freedom now and forever.

Philosophy	Core value and action
Creativity	to create technique, products, and market
Sincerity	to be sincere in matters, materials and people
Bravery	to be brave on prospective, taking action, and be responsible

In order to carry out the operational idea of Creativity, Sincerity, and Bravery, all staffs of CSB shall take CSB Corporate Ethics and Responsibility Norm as the basic goal and take action.



# **Corporate Ethics and Responsibility Behavior Norm**

## **1. Observe the law**

To observe the law is the basic moral, not only to observe the law, but also to pay attention to the overall ethics and moral concept and the change of social common sense in everyday life. We do not set up the goal that is against the law, the social ethics or social moral, neither do we make any contract on this regard.

## **2. Respect human rights**

- (1) To respect human rights and no discrimination due to race, thought, religion, political parties, native place, gender, marriage, appearance, sexual preference, state of body and mind.
- (2) We will not allow hiring of child labor.
- (3) We respect the personality of every staff, no slander or libel, nor force of labor. Refuse the sexual harassment at work place or ignore the personality of the others. Avoid any misunderstanding or doubts happened during the everyday work.
- (4) To follow the related regulations on the safety and hygienic of the countries we have business engaged, put efforts to make a safe and peaceful working place for the employees. Also to ensure the safety and hygienic together with the suppliers.
- (5) All of the staffs must be able to discern the private and public affairs and not to act on one's rank, authority, or stand to cause improper behavior.

## **3. Social participation and contribution**

- (1) To participate the related groups and associations, to show concern on social development trend and all kinds of social issues.
- (2) We respect different cultures, customs and habits of different countries and regions, and put efforts to reach coordination and harmony of the community.
- (3) We actively encourage our employees to develop association activity, participate in community concern and mutual help.
- (4) We observe the related regulations on consumer protection law and fair trade of the countries we engaged in business operation.
- (5) For political contribution and all kinds of donations to different social groups we will follow the related regulation on different countries and regions and the internal regulations and procedures of our company to carry out such contribution properly.

## **4. Company commitment**

- (1) The internal control: to strengthen up the corporation management and risk management and effectuate the internal audition to meet the regulation requirement of the law.

- (2) Employee relationship: to develop employee training program, maintain the rights of the employee, establish a communication channel between the employer and the employees, organize activities and to be concerned for, and offer a safe work place.
- (3) Investor relationship: to reveal the financial status information instantly to make the information visible and ensure the rights of the investors.
- (4) Customer relationship: upgrade the quality and respond to customer comments and demand quickly and sincerely to establish long term partnership.
- (5) Supplier management: choose the supplier met the social responsibility requirement and effectuate the regulations on environmental protection for material management
- (6) Creative and R&D: put efforts on R&D new samples, continually improve the manufacturing technique and equipments.
- (7) Personal information protection: put efforts on protecting the related important information on promoting business sales, to aim at information characteristics to keep proper confidentiality and do not use the related information improperly.

## **5. Environmental Protection**

- (1) We observe the regulations regarding the environmental protection contract and law on countries where we engaged on business operation and to protect the environment all the time.
- (2) Reduce the use of harmful material on our products, reinforce the product recycle, upgrade the product energy use efficiency.
- (3) Put efforts on all kinds of resource recycle, to lean down production and reduce the waste, development new manufacturing process, and bring down the negative effect on environment during the production.
- (4) We will keep improving all kinds of products and provide "high performance", "high efficiency", "energy economy" products and service.
- (5) Put greenery on factory and office area, encourage energy saving and carbon reduction green activity project, and to meet the regulation of environmental protection at the site of the factory.

