



American Standard Circuits

Creative Innovations In Flex, Digital & Microwave Circuits

475 Industrial Drive, West Chicago, IL 60185

SOCIAL RESPONSIBILITY

At American Standard Circuits, Inc. (ASC), we define Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work. We will advise our customers and other interested parties of our Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Environmental Policy:

ASC has a policy to minimize any adverse impact of their activities, as a leading PCB manufacturer on the environment. This will be achieved by our adherence to the following policy and principles.

It is the policy of ASC to maintain and operate our businesses in full compliance with applicable environmental laws, regulations, permits and our Environmental Management System. It is also our policy to promptly evaluate and resolve any suspected instances of non-compliance. We recognize the importance of our environment and natural resources, and encourage all our employees to embrace our responsibility to society when using and planning the use of natural resources. We shall take an active role in discovering and implementing means to prevent harm to our environment and to our natural resources by continuous improvement in our environmental performance. ASC is committed to comply with applicable environmental laws, regulations and permits and to implement, maintain and improve our Environmental Management System.

- To minimize waste by monitoring consumption of resources, setting targets for improvements and measuring company performance
- To develop production, management and control methods which will prevent pollution
- To comply with, or exceed the requirements of all relevant legislation
- To consider environmental aspects as part of our routine planning
- To assess the impact of our products and their manufacture on the environment
- To regularly review our environmental policy and its objectives in order to encourage continual improvement

Ethics Policy:

ASC is committed to uncompromising ethical standards, strict adherence to law, and continuous attention to customer satisfaction. These commitments constitute the foundation upon which ASC conducts its business, and extends to our suppliers.

ASC avoids any involvement in acts known to be illegal, unethical or improper. All import, export and re-export activities and/or transactions involving ASC shall be conducted in full compliance with all applicable import and export control laws, regulation & policies.

ASC will pay our suppliers in accordance with the terms we agree with them. We will not knowingly award contracts that economically disadvantage our supplier in long term.

ASC encourages employees to communicate concerns before they become problems. Building and maintaining trust, respect and communications between employees and management, and among fellow employees is critical to the overriding goal of efficiently producing high quality products, providing the maximum level of customer satisfaction, and ultimately fueling profitability and growth. There is no discrimination and equal opportunities for all. There is no child recruitment in ASC. Our goal is to provide injury-free and incident-free workplace to all employees, visitors and outside contractors.

ASC ensures that the metals used in the manufacturing of our products do not originate from Conflict Regions. We support the action of the EICC & GeSI and have obtained information from our current metal suppliers concerning the origin of the metals that are used in the manufacture of ASC products.

The management and employees of ASC are committed to a strong self-governance program. This commitment is aligned with the company's goal. Maintaining the company's reputation for quality, reliability, integrity, and customer responsiveness is critical to achieving this goal.

ASC has established this Ethics policy with the theme, "Take The Right Action." Employees are encouraged to communicate their concerns, as well as ask questions about ethical issues.

Modern Slavery & Human Trafficking Statement 2016:

Position on Modern Slavery: Taking a strong stance against modern slavery and human trafficking and working to ensure high labor rights standards are core aspects of conducting business responsibly at ASC.

ASC expresses a commitment to respect all internationally proclaimed human rights, including the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The International Bill of Human Rights consists of the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. ASC is also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout its business operations.

ASC has a long-standing policy against using forced, bonded or compulsory labor. Employees should be free to leave their employment after reasonable notice as required by applicable law or contract and employees shall not be required to lodge deposits of money or identity papers with the company. ASC respects the right to equal opportunity, freedom of association and collective bargaining.

Child & forced Labor statement:

ASC's Principles on Child and Forced Labor:

Child and forced labor are pervasive problems throughout the world. Unfortunately, there are no effective international agreements that define the practice or create enforcement mechanisms against them. As an employer, ASC has an important role to play in these issues. To this end, ASC has adopted the following Principles to reinforce its core value of treating all people with dignity and respect:

Principles

- ASC will not tolerate the use of child or forced labor.
- We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
- For purposes of these Principles, a "child" is anyone who is less than 15 years of age.
- ASC supports temporary workplace internship and apprenticeship education programs for younger persons so long as such persons are closely supervised and their safety, health, and compulsory education are not compromised in any way.
- It is the responsibility of management to implement and ensure compliance with these Principles at ASC.