



Social Principles of the Flex|N|Gate Group

The diverse members of the Flex|N|Gate group of companies adhere to the highest possible principles of social and economic development consistent with the local, regional, national and international scope of our operations. We embrace social principles of universal application, with support and guidance from international organizations of the highest reputation, including the Sullivan Group and CERES. We declare our affirmative preference to establish long-term relationships (commercial and otherwise) with others who share our view of the importance of and strive to implement these principles. The following declarations represent the main pillars of our ongoing commitment.

Global Sullivan Principles

As a group of companies which endorses the Global Sullivan Principles we will respect the law, and as responsible members of society, we will apply these principles with integrity consistent with the legitimate role of business. We will develop and implement group policies, procedures, training and internal reporting structures to ensure commitment to these principles throughout our organization. We believe the application of these principles will achieve greater tolerance and better understanding among peoples, and advance the culture of peace.

Accordingly, we will:

- Express our support for universal human rights and, particularly, those of our employees, the communities within which we operate and parties with whom we do business.
- Promote equal opportunity for our employees at all levels of the company with respect to issues such as color, race, gender, age, ethnicity or religious beliefs, and operate without unacceptable worker treatment such as the exploitation of children, physical punishment, female abuse, involuntary servitude or other forms of abuse.
- Respect our employees' voluntary freedom of association.
- Compensate our employees to enable them to meet at least their basic needs and provide the opportunity to improve their skill and capability in order to raise their social and economic opportunities.
- Provide a safe and healthy workplace; protect human health and the environment; and promote sustainable development.
- Promote fair competition including respect for intellectual and other property rights, and not offer, pay or accept bribes.
- Work with governments and communities in which we do business to improve the quality of life in those communities — their educational, cultural, economic and social well-being — and seek to provide training and opportunities for workers from disadvantaged backgrounds.



- Promote the application of these principles by those with whom we do business.

We will be transparent in our implementation of these principles and provide information, which publicly demonstrates our commitment to them.



Ceres Principles

Introduction. As a group of companies which endorses the CERES Principles, we publicly affirm our belief that business associations have a responsibility for the environment, and must conduct all aspects of their businesses as responsible stewards of the environment by operating in a manner that protects the Earth. We believe that businesses must not compromise the ability of future generations to sustain themselves. We will update our practices constantly in light of advances in technology and new understandings in health and environmental science. We will promote a dynamic process to ensure that these principles are interpreted in a way that accommodates changing technologies and environmental realities. We intend to make consistent, measurable progress in implementing these principles and to apply them to all aspects of our operations throughout the world.

Protection of the Biosphere. We will reduce and make continual progress toward eliminating the release of any substance that may cause environmental damage to the air, water, or the earth or its inhabitants. We will safeguard all habitats affected by our operations and will protect open spaces and wilderness, while preserving biodiversity.

Sustainable Use of Natural Resources. We will make sustainable use of renewable natural resources, such as water, soils and forests. We will conserve nonrenewable natural resources through efficient use and careful planning.

Reduction and Disposal of Wastes. We will reduce - and where possible eliminate - waste through source reduction and recycling. All waste will be handled and disposed of through safe and responsible methods.

Energy Conservation. We will conserve energy and improve the energy efficiency of our internal operations and of the goods and services we sell. We will make every effort to use environmentally safe and sustainable energy sources.

Risk Reduction. We will strive to minimize the environmental, health and safety risks to our employees and the communities in which we operate through safe technologies, facilities and operating procedures, and by being prepared for emergencies.

Safe Products and Services. We will reduce - and where possible - eliminate the use, manufacture or sale of products and services that cause environmental damage or health or safety hazards. We will inform our customers of the environmental impacts of our products or services and try to assure safe use.

Environmental Restoration. We will promptly and responsibly correct conditions we have caused that endanger health, safety or the environment. To the extent feasible, we will redress injuries we have caused to persons or damage we have caused to the environment and will restore the environment.

Informing the Public. We will inform in a timely manner everyone who may be affected by conditions caused by our company that might endanger health, safety or the environment. We will regularly seek advice and counsel through dialogue with persons in communities affected



by our facilities. We will not take any action against employees for reporting dangerous incidents or conditions to management or to appropriate authorities.

Management Commitment. We will implement these principles and sustain a process that ensures that our boards of directors and Chief Executive Officer are fully informed about pertinent environmental issues and are fully responsible for environmental policy. In selecting members for our boards of directors, we will consider demonstrated environmental commitment as a factor.

Audits and Reports. We will conduct an annual self-evaluation of our progress in implementing these principles. We will support the timely creation of generally accepted environmental audit procedures.

Disclaimer. These CERES-based principles establish an ethic with criteria by which all of our stakeholders can assess the environmental performance of companies. By endorsing these principles, we pledge to go voluntarily beyond the requirements of the law. The terms “may” and “might” are not meant to encompass every imaginable consequence, no matter how remote. Rather, these principles obligate us to behave as prudent persons who are not governed by conflicting interests and who possess a strong commitment to environmental excellence and to human health and safety. These principles are not intended to create new legal liabilities, expand existing rights or obligations, waive legal defenses, or otherwise affect the legal position of any endorsing company, and are not intended to be used against an endorser in any legal proceedings for any purpose.