

**Community Principles
of the Flex|N|Gate Group**

Each member company in the Flex|N|Gate Group adheres to elevated principles of community and economic development, customized to its respective local, regional, national and international operating scopes. Each member embraces universally applied community principles and draws support and guidance from highly reputed international organizations. Each company declares its affirmative preference to establish long-term relationships (commercial and otherwise) with others who share their views of the importance of these principles and strives to implement these principles. The following declarations represent the main pillars of each of company’s ongoing commitments.

- ✓ Child labor and workers who are under the legal minimum working age are strictly prohibited from employment.
- ✓ Employee wages and benefits are provided in accordance with applicable regulations, prevailing industry practices, and applicable labor contracts. Wages and benefits are designed to be fair and sufficient to cover basic needs and enable a decent standard of living for workers and their family members. Each company respects minimum wages, overtime compensation, medical leave and government-prescribed benefits.
- ✓ Working hours comply with applicable laws, regulations, and applicable labor contracts.
- ✓ Modern slavery, servitude, forced labor, and human trafficking are strongly opposed and forbidden. Employees in such circumstances may terminate employment without penalty.
- ✓ Employment candidates and employees will:
 - be recruited using fair and transparent methods, respecting human rights;
 - be hired using ethical and lawful recruiting practices;
 - receive a clear understanding of the nature of their work;
 - not pay or be asked to pay recruitment fees; and
 - never have their passports or other government-issued identity documents confiscated, destroyed, or concealed.
- ✓ Each company respects each of its employees’ freedom of association.
- ✓ Each member has zero tolerance for:
 - Verbal, emotional, sexual, mental or physical harassment or abuse; and
 - Discrimination.

- ✓ Employees of each company will enjoy equal treatment at work without regard to personal characteristics, including gender, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.
- ✓ Each company respects the rights of employees of all genders to have a safe and positive work environment and will take positive steps to provide equality in employment opportunities, compensation, and career development.
- ✓ Each employee will have opportunities to improve personal education and training and to make meaningful contributions to our success and growth.
- ✓ Each company affirmatively values the principles of diversity, equity and inclusiveness.
- ✓ Each company acknowledges and respects the rights of indigenous and aboriginal peoples, minorities, and migrant workers.
- ✓ Each member respects land, forest and water rights and avoids forced evictions.
- ✓ All use of security forces in each member businesses will be commensurate with needs, in compliance with all applicable laws, will respect human rights, and will be conducted ethically.
- ✓ Each company strives continually to supply safe products and services and will persistently reduce - and where possible - eliminate the use, manufacture or sale of products and services that can cause adverse environmental, health, or safety impacts.