



## ***Environmental/Social Governance***

***G. M. Associates, Inc. is committed to our written operating policies, values and standards of conduct. These standards uphold the human rights of all workers as follows:***

- *Freely chosen employment*
- *No child labor*
- *Limits to the number work hours allowed*
- *Proper wage and benefit practices*
- *Humane treatment*
- *Non-discrimination*
- *Freedom of association*
- *Treating others with dignity and respect.*
- *Compliance to the Code of Conduct of the EICC*

***G.M. Associates, Inc. is committed to our written environmental policies and responsibilities. They are as follows:***

- *Compliance with Occupational Health and Safety laws and regulations*
- *Health and Safety Training to all employees*
- *No Use of restricted materials and no sourcing from conflict mines*
- *Recycling/Reuse program*
- *Safe Working conditions*
- *Social Responsibility*
- *Compliance to the Code of Conduct of the EICC*