

### **YOKO Environmental Protection Motto – The environment must be protected at all times!**

Yoko International Limited (hereinafter referred as "YOKO") is a leading manufacturer and distributor of high visibility work wears and personal protective equipments (hereinafter referred as "PPE") throughout Europe. YOKO seeks excellence in every aspect of our business and is committed to minimising the environmental impacts of our business operations.

By complying with the requirements of ISO9001, registered with the National Quality Assurance Ltd, YOKO is dedicated to protect your workforce by bringing high quality and great performance and durable high visibility work wears and PPE to the industries, as well as to the end customers.

YOKO is always doing its best to raise the awareness of its staff to the importance of environmental considerations, and to adopt best practice in all that YOKO does. YOKO intends to take all reasonable and cost effective steps to reduce the impact on the environment. These include:

- ❖ Continuously improve our environmental performance and integrate recognised environmental management best practice into our business operations;
- ❖ Reduce our consumption of resources and improve the efficient use of those resources;
- ❖ Measure and take action to reduce the carbon footprint of our business activities to meet our objectives and targets;
- ❖ Manage waste generated from our business operations according to the principles of reduction, re-use and recycling, in particular, cardboard cartons, PE packaging bags, etc.;
- ❖ Manage our business operations to prevent pollution;
- ❖ Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services;
- ❖ Comply as a minimum with all relevant environmental legislation as well as other relevant environmental requirements;

In order to meet the above-mentioned actions and measures, YOKO will:

- ❖ Provide the Executive Board oversight and review of environmental policies and performance, and allocate resources for their effective direction and implementation;
- ❖ Set and monitor key objectives and targets for managing our environmental performance at least annually;
- ❖ Communicate internally and externally our environmental policy and performance on a regular basis, and encourage feedback;
- ❖ Communicate the importance of environmental issues to our people;
- ❖ Work together with our people/employees, service partners, suppliers, landlords and their agents to promote improved environmental performance;
- ❖ Promote appropriate consideration of sustainability and environmental issues in the products and services we provide to our customers; in 2020 we will start using PET bottle recycled polyester filament yard fabric for some YOKO products, which come with the hanging tags showing the registered number of the global recycled standard;
- ❖ Review the environmental policy regularly;

This statement represents our general position on environmental issues, and the policies and practices we will apply in conducting our business.

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Ms. Cecilia Wang - Managing Director



## YOKO Ethical & Environmental Policy Statement

### **ETHICAL POLICY OVERVIEW**

Yoko International Limited believes that it is important to behave in a socially and ethically exemplary way. The company recognises its responsibilities towards the people who take part in the production and support of our products and services worldwide, and believes that they should be treated fairly and their human rights respected at all times.

The company also recognises the need to retain a set of core values in doing business. The reputation of the company, and the trust and confidence of those with whom it deals, are among its most vital resources, and the protection of these is of fundamental importance. The company demands and maintains high ethical standards in its business dealings, and corrupt practices are not tolerated.

Yoko International takes the above principles extremely seriously. A Board Director has been appointed to oversee social and ethical matters; this policy is intended to make our position clear to staff, customers, suppliers and any other interested parties.

### **RELATIONS WITH CUSTOMERS**

- a) The company believes that integrity in dealings with customers is essential for successful long-term business relationships. This principle should govern the company's approach to customers at all times.
- b) All advertising and sales literature must avoid untruths, concealment and overstatements of any kind whatsoever.
- c) Employees must not give to or accept from customers any money or gifts of significant value which could be construed as intended as a bribe.
- d) Confidential information obtained from customers will be treated with the same care accorded to the company's own confidential information.

### **RELATIONS WITH SUPPLIERS**

- a) The company aims to develop relationships with its suppliers based on mutual trust.
- b) The company undertakes to pay its suppliers according to agreed terms of trade.
- c) Employees must not solicit gifts or favours from suppliers. Small tokens and hospitality may be accepted, providing they do not place the recipient under any obligation and cannot be misconstrued. Money gifts must not be accepted.
- d) Any offers of gifts or favours of unusual size or questionable purpose must be reported to the Company Secretary.

## **RELATIONS WITH COMPETITORS**

- a) The company will compete for business in a vigorous but honest manner.
- b) The company will not seek to damage competitors' reputations, directly or by innuendo.
- c) The company believes that the best way to enhance its reputation is by providing quality products and services. Fair comparisons with competitors may be made, but derogatory comments and "negative selling" are not tolerated.

## **INTERNATIONAL BUSINESS**

- a) The company and its employees will respect the traditions and cultures of each country in which it operates.
- b) The company will obey the laws of the land in the countries in which it does business.
- c) The company advocates and endorses the fundamental conventions of the International Labour Organisation.
- d) The company does not employ child labour in its own operations, and will not support or trade with suppliers who do so.
- e) The company will seek to support businesses or organizations with a positive attitude towards fair trade and labour rights in their own operations and their supply chains in developing countries.
- f) The company will not support or trade with organizations whose activities include irresponsible marketing practices (including marketing to children), inappropriate financial trading or the production or sale of tobacco products.

## **EMPLOYEES' RIGHTS**

- a) Anyone who works directly or indirectly for Yoko International should be entitled to his or her basic human rights.
- b) Where workers are employed on a contract basis, they should not be required to remain in employment against their will. The employer covers all commissions and recruiting fees in such cases.
- c) The company takes its responsibilities as an employer seriously, and will comply with all the provisions of local employment law and health and safety regulations.
- d) Yoko International is an Equal Opportunities employer. Discrimination or harassment on grounds of race, gender, age or sexual orientation will not be tolerated.

## **HUMAN RIGHTS**

The company will not provide support to or supply

- a) Businesses which disregard basic human rights within their sphere of influence
- b) Businesses with links to oppressive regimes, or engaged in supplying armaments or other equipment to such regimes for use in the violation of basic human rights.

## **ENVIRONMENTAL ISSUES**

The company recognises that the environment is of increasing concern globally, and expects its suppliers to comply with applicable environmental laws and regulations.

The company actively seeks ways of minimizing the ecological impact of its own activities, and will actively support other organizations involved in

- a) Recycling
- b) Renewable energy
- c) Sustainable natural products
- d) The pursuit of ecological sustainability

A handwritten signature in black ink, appearing to be "Cecilia Wang".

Ms. Cecilia Wang - Managing Director