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| BIFMA e3-2012 Credit: 8.2 | EUROCOUSTIC PRODUCTS LTD. Social Responsibility Policy |  |
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We Eurocoustic Products Ltd. being a good corporate organization by implementing welfare policies for our employee and community for quality of life. By conducting business in an ethical way with corporate ethics for the wider community interests:

We practice fair hiring practices, education for applicable employees in the subject area, corporate ethics, no to receipt of gifts & insider trading.

Moreover:

- ◆ Company shall not engage in or support the use of child labour.
- ◆ Company shall not engage in or support the use of forced labour.
- ◆ Company shall provide a safe, healthy working environment and shall take adequate steps to prevent accidents and injury to health arising out of course of work.
- ◆ Company shall respect Employee's the right to freedom of Association & Collective Bargaining.
- ◆ Company shall Guideline for discipline.
- ◆ Company shall promote inclusiveness in workforce and management with corporate governance. Reorganization of unique local norms which exist in various area of country.
- ◆ Company shall demonstrate good corporate citizenship benefit to the communities in which it operates. It shall demonstrate at least two volunteer efforts and /or financial contributions supporting community projects within year.
- ◆ Company shall take care of employee health and safety, labor and human rights, community outreach and involvement. Support discrimination in hiring, compensation, access to training; promotion & termination irrespective of race, religion or other arbitrary basis and provides equal opportunities.
- ◆ Company ensures that wages paid to employees are meeting legal and industry minimum standards.

Date: 24.08.2013

UNIT HEAD