

FXT Corporate Social Responsibility Guidelines

Revision 00
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FLEXPERTECH is committed to the following principles to ensure human rights, safety and health, environmental improvement, and ethical conduct:

Employees

Principle 1: Freedom of choice in employment.

FLEXPERTECH does not allow forced labor. We ensure full employee understanding through a contract.



Principle 2: No child labor.

FLEXPERTECH does not hire any worker who does not meet the legal minimum working age.



Principle 3: Fair compensation and working hours.

FLEXPERTECH maintains a work environment that encourages high performance and helps achieve a balance between work and family life.



Principle 4: Protection and respect for internationally proclaimed human rights.

FLEXPERTECH works to protect human rights by preventing violence and/or physical and/or psychological abuse toward any of our workers.



Principle 5: No discrimination.

FLEXPERTECH provides equal opportunities to all its employees and does not discriminate for any reason.



Principle 6: Freedom of association.

FLEXPERTECH respects the right of workers to form associations and engage in collective bargaining.



Health and Safety

Principle 6: Workplace health and safety.

FLEXPERTECH strives for a safe work environment by assessing risks and identifying physical, chemical, and biological agents to take necessary measures to prevent work-related injuries and illnesses.



FLEXPERTECH maintains constant communication with employees regarding this principle.

Environment

Principle 7: Environmental responsibility.

FLEXPERTECH is committed to using fewer natural resources, saving energy, reducing emissions and plant discharges, and working on waste recycling processes.



FLEXPERTECH complies with ISO 14001 regulatory requirements and other governmental guidelines. Our commitment also extends to our customers and suppliers.

FLEXPERTECH is committed to the development and dissemination of environmentally friendly technologies.

Ethics

Principle 8: Always act ethically.

FLEXPERTECH is committed to ethical conduct by:

- Working against all forms of corruption, extortion, and bribery.
- Maintaining transparency in information.
- Respecting intellectual property.
- Conducting fair business and promoting fair competition.
- Protecting identity without retaliation.
- Ensuring responsible sourcing of minerals.
- Protecting personal data.

