

X-On Electronic Services Declaration on Sustainability

GENERAL

X-ON Electronics is committed to act fairly and with integrity towards its suppliers, customers and stake holders and will comply with all applicable local rules and regulations.

ENVIRONMENT

X-ON Electronics is committed to using manufacturers and suppliers who comply with their local rules and regulations. X-ON Electronics internal QA policies will demonstrate equivalency with local certification that requires continual environmental improvement. X-ON Electronics and it's suppliers will comply with requirements of the customer base, including advising of any banned/hazardous substances content.

HEALTH AND SAFETY

X-ON Electronics shall do all that is reasonable and practical to:

- Protect the health and safety of employees and contract labour and minimize any adverse work conditions;
- Implement safe and healthful work practices to prevent injury, illness and property damage;
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls;
- Implement an emergency response program that addresses the most likely anticipated emergencies;
- Train managers and employees to assure their continued commitment to their own health and safety and that of their co-workers;
- Involve employees at all levels in the health and safety program; assure their accountability for injury and illness prevention.

CHILD LABOUR

X-ON Electronics shall not employ children in violation of convention 138 and 182 of the International Labour Organization.

FORCED LABOUR

Employment should be freely chosen. Under no circumstances will X-ON Electronics make use of forced or bonded labor – such as forced labor performed by persons placed in an institution, or compulsory labor including labor as a means of political coercion or education – to design, manufacture or assemble products and services for any company.

RIGHT TO ORGANIZE

X-ON Electronics shall recognize and respect the freedom of its employees to choose whether or not to establish or to associate with any organization of their own choice (including labor unions) without X-ON Electronics prior authorization. The employment of a worker shall not be contingent upon the condition that he/she not join a union or be forced to relinquish trade union membership. Furthermore, union membership shall not be the cause for the dismissal of – or otherwise prejudice against – a worker.

COLLECTIVE BARGAINING

X-ON Electronics respects – within the framework of law, regulations and prevailing labor relations and employment practices – the right of its employees to be represented by labor unions and other employee organizations. X-ON Electronics will engage in negotiations, either on its own behalf or through employers' associations, with a view toward reaching agreement on employment conditions.

DISCRIMINATION

X-ON Electronics treats its employees equally in employment and occupation, and will ensure that each has equal opportunities. X-ON ELECTRONICS shall offer equal pay for equal work performed at equal levels. No form of harassment or discrimination in respect of employment and occupation will be tolerated, such as discrimination based on race, color, sex, age, language, religion, political or other opinion, national or social origin, property, birth or other status.

Declaration signed by
Name: _X-on Pty Ltd
Function: _Managing Director
Date: ___14 March 2014



Signature:

