

Company Quality, Environmental & Social Responsibility Policies

Our company is committed to business, quality, social and environmental requirements.

Our corporate goals include continuous improvement efforts, such as:

- Increase customer satisfaction
- Optimize quality
- Improve market share by having efficient processes
- Gain a competitive advantage
- Have flexible processes
- Optimize our interface with the supply base
- Increase employee motivation

On this basis, **VIA optronics** formulated the following principles:

QUALITY PRINCIPLES

- 1) Our quality management system is designed to focus on customer requirements and customer optimization. The VIA team deploys various methodology built into our processes to ensure customer satisfaction, including regular surveying of our customer base.
- 2) We designed our processes to be clear, efficient and have tangible inputs and outputs, whereby ensuring that VIA is taking a cost conscious approach to process design. Our processes are monitored regularly for continuous improvement.
- 3) We monitor our processes regularly for conformance and react quickly when deviations are discovered.
- 4) Our processes are designed to optimize customer benefits, analyze critical events, create solutions and coordinate all relevant bodies.
- 5) While, we are leaders in our industry, we continue to learn from others and make improvements as necessary.
- 6) We involve all employees in the process of continuous quality improvement. Management leads the way to motivate employees in quality improvement efforts.
- 7) Our quality requirements are flowed down to our suppliers and contractors. We negotiate price as well as quality targets and delivery schedules with our supply base.

We want to continue to be a reliable and safe partner for ALL. Therefore, in an effort to improve our company, we introduce an environmental management system conforming to the requirements of ANSI/ISO/ASQ 14001.

We commit ourselves to continuously improve the environmental protection, systematically, beyond compliance with environmental laws and regulations. Specifically, we conform to the following:

ENVIRONMENTAL PRINCIPLES

- 1) We consider environmental protection and occupational health and safety a high priority when designing and implementing processes.
- 2) Educate, train, and encourage employees to act in a responsible manner with regard to environmental issues.
- 3) We seek to assess and identify environmental risks and implement preventive measures wherever possible.
- 4) We encourage and support suggestions for improvement regarding both occupational health and safety and environmental protection.
- 5) We work cooperatively with customers and governing agencies to meet or exceed the requirements and resolve issues promptly.
- 6) Management reviews and internal audits ensure compliance to our policy requirements regarding the environmental management system.
- 7) We encourage our suppliers to consider similar practices regarding environmentally-oriented management.
- 8) We want to conserve resources, reduce emissions and avoid or recycle waste by identifying and achieving annual objectives and targets.
- 9) All employees are aware of their responsibility and are required to comply with regulatory requirements as well as our internal environmental policies.

SOCIAL RESPONSIBILITIES

- 1) VIA optronics complies with all social rules in the countries we are operating.
- 2) Child labor, forced labor and discrimination are not part of VIA's culture.
- 3) Freedom of association is granted to our staff.
- 4) VIA optronics does not use any unlawful, disciplinary actions and complies with the working time laws.
- 5) We expect our suppliers to adhere to the same standards regarding social responsibility.
- 6) We are continually improving our organization to ensure we are monitoring processes and taking actions as needed.