



## **ENVIRONMENTAL & OCCUPATIONAL HEALTH AND SAFETY (EHS) POLICY**

Sony Precision Engineering Center (SPEC), a Division Company of Sony Electronics (S) Pte Ltd, is a manufacturer of electronic components for the audio and video industry. SPEC recognizes the need to conserve the environment in its activities. SPEC also realizes the importance of providing a safe work environment for its employees and other personnel working on behalf of SPEC.

SPEC Management is committed to the continual improvement of the environmental and safety performance, so as to:

- prevent pollution to land, water and air;
- reduce consumption of limited resources, such as energy, water, paper, etc.; and
- reduce Chemical, Electrical, Mechanical and Fire hazards.

To fulfill our commitment, SPEC will:

- Comply with the legal requirements on safety and environment, as well as Sony Group Environmental Vision and other Corporate Requirements.
- Ensure that SPEC employees and other personnel working on behalf of SPEC are aware of their role in ensuring their own safety as well as that of others and protection of the environment. This will be achieved through the following:
  - establish and maintain in-house standards and effective safe operating procedures,
  - provide the necessary information, training and supervision to all personnel
  - encourage participation from all affected personnel in promoting environmental and safety awareness
- Review and set EHS objectives and targets annually so that it is in line with GM2010 and SPEC operational requirements.
- Carry out EHS audits and Policy review annually.
- Invest relevant capital and resources in implementing and enforcing this policy.

This policy will be documented, implemented and maintained, communicated to all employees and affiliates, and be made available to members of the public upon request.