



Green to Grow's Commitment to Social Responsibility

There has been a lot of concern recently, and rightly so, about human rights, worker's rights, and quality control in factories overseas. We at Green to Grow are concerned about these things too. To this end, we have articulated a commitment governing our national and international operations, with which we expect all of our contractors and sub-contractors to comply. We will do everything within our power to ensure this commitment is consistently met, and we are in the process of hiring independent monitors to oversee compliance.

Green to Grow is committed to implementing and promoting the following principles:

1. No goods or products produced within our company-owned facilities or those of our suppliers shall be manufactured by bonded labor, forced labor, within prison camps or as part of reform-through-labor or reeducation-through-labor program.
2. Our facilities and suppliers shall provide wages that meet workers' basic needs, and fair and decent working hours, at a minimum adhering to the wage and hour guidelines provided by Taiwan's national labor laws and policies.
3. Our facilities and suppliers shall prohibit the use of corporal punishment, as well as any physical, sexual or verbal abuse or harassment of workers.
4. Our facilities and suppliers shall use production methods that do not negatively affect the occupational safety and health of workers.
5. Our facilities and suppliers shall not seek police or military intervention to prevent workers from exercising their rights.
6. We shall undertake to promote the following freedoms among our employees and the employees of our suppliers: freedom of association and assembly, including the rights to form unions and to bargain collectively; freedom of expression; and freedom from arbitrary arrest or detention.
7. Employees working in our facilities and those of our suppliers shall not face discrimination in hiring, remuneration or promotion based on age, gender, marital status, pregnancy, ethnicity or region of origin.
8. Employees working in our facilities and those of our suppliers shall not face discrimination in hiring, remuneration or promotion based on labor, political or religious activity, or on involvement in demonstrations, past records of arrests or internal exile for peaceful protest, or membership in organizations committed to non-violent social or political change.
9. Our facilities and suppliers shall use environmentally responsible methods of production that have minimum adverse impact on land, air and water quality.
10. Our facilities and suppliers shall prohibit child labor, at a minimum complying with guidelines on minimum age for employment within Taiwan's national labor laws. Green to Grow will work cooperatively with human rights and labor rights organizations to ensure that our enterprises and our suppliers are respecting these principles.