



TRI-WALL GROUP

Labour & Human Rights Policy

Tri-Wall group respects and supports internationally proclaimed human rights. We are committed to protecting human rights and treating people with dignity and respect in the workplace and in the communities where we do business. We are working to build strong, vibrant communities where we operate. Our ability to grow as a company depends on the way we treat people, including our customers, our employees and our communities. Employees are our greatest asset, we provide a fair, safe and supportive workplace, and value the unique contributions of our global team. We strive to help all Tri-Wall employees achieve their own individual potential.

Further related information is included in the Tri-Wall group – charter of corporate behaviours and responsibilities 2018, Tri-Wall employee handbook, parent company Rengo’s corporate philosophy, environmental charter and Rengo’s support for human rights under the UN Global Compact.

Our commitment is to meet our responsibility and conduct our business activities in relation to Labour & Human Rights is as follows:

Employee Health & Safety

Tri-Wall maintains and improves its working environment. The business cares about the safety of its people and recognises that injuries result in needless suffering to individuals and their families.

Tri-Wall is committed to providing a safe and healthy work environment for its team members, contractors and visitors. This commitment is fully supported by management and extensive safety programs have been developed.

Our goal for 2020

- Zero accidents

Key metrics used to improve the safety culture across all our operations are as follows;

- Reporting Accidents/ Incidents
- Safety Audits/ Inspections
- Corrective actions
- Employee training
- Employee Health/ Absenteeism

Working Conditions

In relation to the Tri-Wall Handbook for employees which defines the requirements and objectives to which we strive, Tri-Wall values an active leadership that:

1. Creates a work environment that supports the Tri-Wall Group's strategies as well as the rules and regulations in each country.
2. Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.

In order to achieve this, it is the responsibility of the management to ensure that:

- A. Goals and preventive plans for working environment are a natural part of the ongoing business planning within each business units.
- B. All staff at all levels and in all units are actively involved in work environment matters.

Social Dialogue

Tri-Wall offers the same employment and promotion opportunities. The Company offers all qualified applicants to have equal opportunity of employment irrespective of their age, sex, disability, nationality, race, religion or marital status

TW respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations

Career Management Training

We consider the development of human resources as critical for good prosperity-Each employee will make every effort to encourage colleagues, toward professional growth as employees and positive growth as individuals of society. Accordingly, we continue to seek capable staff and employees and look for means to foster their humanitarianism, intellect, broad knowledge, deep insight, specialty and an international sense.

To achieve its corporate objectives and policies, the Tri-Wall education and training consists of

1. Professional skills based training
 - Global training/ Job rotation
2. Training by job grade
 - New job grades training/ Training for new graduates
3. Career development training
4. Management training
 - Management training by role/ Assessment
5. Promotion and competition of annual innovation contests globally
6. Mentoring and creating professional growth

Child Labour & forced labour

Tri-Wall recognises the rights of every child to be protected from economic exploitation and respects the laws of each country in which it operates in regard to minimum hiring age for team members.

Tri-Wall complies with existing employment regulations regarding forced labour.

Globally the business operates in some high risk areas, and as such ensures through consultation and formal discussions disciplinary measures and whistle blowing procedures, and formal engagements with local authorities to prevent child and forced labour.

Diversity discrimination and harassment

Mutual Respect

Tri-Wall is committed to a working environment where there is mutual trust and respect and where everyone feels responsible for the performance and reputation of the Group.

Discrimination

Tri-Wall recognises the dignity of each team member, and the right to a workplace free of harassment, abuse or corporal punishment. Decisions on hiring, salary, benefits, advancement, termination or retirement are based solely on the team members 's ability to do the job. There is no discrimination based on race, creed, disability, gender, marital or maternity status, religious or political beliefs, age or sexual orientation.

Harassment

Provides a workplace that is free from harassment, including verbal, physical, mental, and visual harassment.

Person in Charge:

Yuji Suzuki Director, Chairman of Board and Group CEO

Scope of Policy

Organization scope covers Tri-Wall Ltd staff in Hong Kong, all its subsidiary operational locations globally. Specifically, UK, Europe, Asia and North America

Review Date

In principle it covers fiscal period 2019(April – March), policy reviewed annually 1st March 2020

Communications of Policy

This document is publicly listed, In conjunction with Tri-Wall Philosophy and Employees handbook Publicly assessable through Policy document, Communications on Progress and Code of Conduct, www.tri-wall.com