

CSR Procurement

Kamaya is committed to establish a stable long-term relationship based on trust, with its suppliers who are its important business partners, and promotes CSR activities in close cooperation with them for fulfilling its corporate social responsibility through business activities.

Our Company, pledges to continue its CSR activities by fully abiding with the law and social norms, and requests its suppliers for their kind understanding and cooperation, in order to create a responsible supply chain together with our company.

Creation of a Strict Compliance Framework

- 1.Establish business ethics giving foremost priority to strict compliance.
- 2.Strict compliance to local laws and business regulations of the country and region where business is carried out.
- 3.Create a strict compliance framework for prevention of fraudulent practices and provide immediate support during trouble.

Creation of a Sound Management Framework

- 1.Create management framework to manage all assumable risks.
- 2.Establish lawful and transparent decision making process.
- 3.Implement fair accounting, tax calculation and financial settlement complying with all laws, accounting standards and other regulations.

Appropriate Information Disclosure

- 1.Send company information to all stakeholders at an accurate time by appropriate means, abiding with related laws.Prohibit all 'Insider Dealings' and 'Any dealing suspected to be Insider Dealing' for disclosing vital undisclosed internal information related to business or dealings of the company (own or other) to a third party.

Respect for Human Rights, Labor Conditions

1. Prohibit employment or forced labor without the free will of the individual.
2. Respect basic human rights and prohibit bias based on race, belief, gender, age, social status, nationality, ethnicity, religion or disability.
3. Prohibit acts such as abuse, physical punishment, any kind of harassment, oppressive & inhumane treatment which hurts the dignity of an individual.
4. Prohibit juvenile labor as well as labor, employment of individuals not meeting the

minimum age requirement set by the laws of the country.

5. Prohibit bias during recruitment and employment and implementation of equal opportunity and fair treatment for all.
6. Ensure appropriate management of working hours, holidays and long leaves.
7. Ensure payment of at least the legal minimum wages and prohibit unjust wage reduction.
8. Respect the right of employees to organize.

Health & Safety Considerations

1. Implement safety measures for all machinery equipment used in the company.
2. Execute risk evaluation and safety measures to ensure occupational health and safety at workplace.
3. Specify, evaluate and consider jobs involving physical load.
4. Prevent occupational accidents and occupational diseases, along with review of the situation and take appropriate counter measures.
5. Imagine all possible disasters and accidents, and prepare an emergency counter plan to ensure life and safety of all workers and making these measures known inside the workplace.
6. Ensure safety and health of facilities provided to workers.
7. Ensure appropriate health management of all employees through medical checkup, in accordance with the legal requirement.

Environmental Considerations

1. Manage chemical substances for products and production line, in compliance with the laws of the country.
2. Establish an Environment management system.
3. Comply with laws of the country regarding sewer, sludge and emissions and to minimize its effect on the environment.
4. Undergo procedures for acquiring required government permits and licenses and management reporting, in compliance with the laws of the country.
5. Sustain effective usage of resources and energy for their conservation.
6. Sustain efforts for reduction in emission of greenhouse effect gases and waste material.
7. Disclose information regarding environmental activities, whenever required.

Fair Trade and Corporate Ethics

1. Maintain healthy relationship with the government, administration and to prohibit bribery and illegal political donations.
2. Prohibit all acts causing any disadvantage to suppliers due to misuse of position or receiving any kind of personal favors due to one's position.

3. Prohibit grant of any inappropriate advantages to stakeholders or receiving the same from them.
4. Prohibit all acts inhibiting fair and transparent open competition.
5. Share accurate information with the consumers and clients regarding products and services.
6. Prohibit violation of Intellectual Property Rights of other companies.
7. Create a management framework for export of technology or goods regulated by law, and implement appropriate export formalities.
8. Provide and disclose information to the stakeholders by appropriate means.
9. Prevent fraudulent acts and ensure their early detection to undertake appropriate measures.

Eradication of Antisocial forces

1. Discontinue any relation and dealing with the antisocial forces.
2. Deny all unfair demands from antisocial forces with an uncompromising stance and ensure safety of officials dealing with them.
3. Create an organized framework for elimination and prevention of any damage caused by antisocial forces.
4. Prohibit backdoor dealings, inappropriate funding or grant of convenience to antisocial forces.

Safety and Quality

1. Achieve product safety standards stipulated by the laws of the country, for design made by the company.
2. Create and mobilize quality management system.

Information Security

1. Devise a counter plan against computer network related threats and provide appropriate management to ensure zero damage within and outside the company.
2. Ensure appropriate management and protection of personal information pertaining to the customers, third parties and company employees.
3. Ensure appropriate management and protection of confidential information received from the customers or third parties.

Social Contribution

1. Acknowledge companies' social responsibilities and aggressively promote CSR activities.
2. Promote activities for contribution towards development of international as well as regional community.

Efforts to discourage use of 'Conflicted Metal'

1. A part of metals produced at the conflicted regions of the Democratic Republic of Congo and its neighboring countries, constitute of natural resources belonging to the armed forces indulging in abuse of human rights and acts of terrorism. It has become a big issue leading to contribution in promotion of conflict in this region and worsening of the human rights violation as well as terrorism.