TM-Link Policy Statement

TM-Link supports the EICC Code of Conduct ("the Code") and actively pursues conformance to the Code and its standards in accordance with our quality management system. TM-Link regards the Code as a total supply chain initiative, and we actively require our next tier suppliers to acknowledge and implement the Code.

Fundamental to adopting the Code is the understanding that TM-Link, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which we operate. Furthermore, and in compliance with the Code, we seek to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics.

Specifically, TM-Link sets out the following policies:

Employment

TM-Link is committed to upholding the human rights of workers, and to treat them with dignity and respect.

This includes seeking compliance with the following EICC standards:
* Ensuring that employment is freely chosen;
* The avoidance of all child labour;
* Limited working hours;
* Compliance with applicable wage laws and regulations;
* Humane treatment of all employees;
* Non-discriminatory recruitment and working practices;
* Freedom of association for all employees.

Health and Safety

TM-Link recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. TM-Link also recognizes that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

To this end TM-Link seeks to comply with the EICC health & safety standards on the following topics:
* Occupational Safety;
* Emergency Preparedness;
* Occupational Injury & Illness;
* Industrial Hygiene;
* Physically Demanding Work
* Machine Safeguarding;
* Sanitation, Food & Housing.

Environmental

TM-Link recognizes that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

To this end TM-Link seeks to comply with the EICC environmental standards on the following topics:
* Pollution Prevention and Resource Reduction;
* Hazardous Substances ;
* Air Emissions;
* Product Content Restrictions.

Business Ethics

To meet social responsibilities and to achieve success in the marketplace, TM-Link is to uphold the highest standards of ethics including:
* No Improper Advantage;
* Disclosure of Information (in accordance with applicable regulations and industry practices);
* Intellectual Property Rights are to be respected;
* Fair Business, Advertising and Competition;
* Protection of Identity;
* Responsible Sourcing of Minerals