Rising Technologies
COP Report 2018-2019

Content:
1. Social Ethics / CSR System
2. 2018 Overall Activity Plan and Report
3. Supplier Social Ethics / CSR Management
5. Employee Handbook – Company Regulation
6. Environmental, Health, and Safety
7. CSR Activity
Social Ethics / CSR System
11 January 2012

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Rising Technologies Pte. Ltd supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With his communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Rising Technologies Pte Ltd will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company’s efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,

Mr. Patrick Chua Wee Meng
Managing Director
QUALITY AND ENVIRONMENTAL POLICY

Rising Technologies engaged in Manufacturing of Electrical Electronic Devices; Wire Harness is committed to:

1. Produce quality products, fulfill on time delivery and meeting customers’ satisfaction;
2. Provide an effective framework for setting quality and environmental objectives;
3. Fulfill compliance obligations and other applicable requirements;
4. Protect our environment by preventing pollution from our manufacturing activities;
5. Constantly improve our Quality and Environmental Management System so as to effectively minimise any risks and seize any opportunities that can affect the conformity of our products;
6. Determine and address our customers’ needs and requirements so as to effectively maintain and enhance their satisfaction.

Note:
1. The company’s quality and environmental policy, as established in this quality and environmental manual, is to serve as the management’s guidance for the company’s employees on how to conduct their duties to the company’s expectations. This policy is well disseminated to everyone.
2. The quality and environmental policy will be reviewed constantly by the top management in so to ensure its relevancy and accuracy reflects the thoughts of management pertaining to quality.

HEALTH AND SAFETY POLICY

Rising Technologies is committed to provide a safe and healthy work environment for all employees. All employees shall adhere the highest workplace safety standards, maintaining a clean and healthy working environment. Together we shall built a conducive working environment for ALL.

Any printing of document will be considered as UNCONTROLLED copy. Using of printed copies are at user own risk.
Company Policies

1.4 The purpose of this policy is to:
(a) setting our responsibilities in observing and upholding our position against bribery and corruption; and
(b) provide information and guidance on how to identify and deal with bribery and corruption matters.

2. WHO IS COVERED BY THE POLICY?

2.1 This policy applies to all individuals working at all levels and grades whether permanent and temporary staff.

2.2 In this policy, third party means any individual or organization you come into contact with during the course of your work, and includes actual and potential customers, suppliers, agents and Government.

3. WHAT IS BRIBERY?

A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage. Examples:

a. Offering a bribe - You offer a potential business partner air tickets to a major city, but only if they agree to do business with Rising Technologies. This would be an offence as you are making the offer to gain a commercial and contractual advantage. It may also be an offence for the potential client to accept your offer.

b. Receiving a bribe - A supplier gives your nephew a job and required your influence in our company to ensure Rising Technologies do business with them even with disadvantage to the Company. It is an offence for the supplier to state such a condition, and it also an offence for you to gain this personal advantage.

4. HOSPITALITY AND GIFTS

4.1 The Company recognizes that the exchange of business courtesies, such as modest gifts (but not cash), meals and entertainment (including invitations to attend events), is a common practice for various legitimate reasons, including to create goodwill, establish trust in relationships, improve the image of a commercial organization, or better present products or services. Such courtesies are allowed, provided that the value of the gift, meal or entertainment is reasonable in light of the accepted business practices of the industry, and is not intended to improperly influence the decisions of the person involved.

4.2 This policy does not prohibit normal and appropriate hospitality (given and received) to or from third parties and the giving or receipt of gifts, provided that this is done in accordance with the approval of Rising Technologies Managing Director.

4.3 Normal and appropriate hospitality and gifts would include where the hospitality or gift:
(a) is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favors or benefits;
(b) should comply with the prohibitions and requirements of local law;
(c) is given in company name, not in your name;
(d) does not include cash or a cash equivalent (such as gift certificates or vouchers);
(e) shall be in appropriate in the circumstances. For example, buying meals during meetings or small gifts to be given during festive seasons. While receiving a gift, it must be declared to the Company where the Managing Director will decide whether the employee is allowed to keep the gift or will be held by the Company.
(f) shall take into account the reason for the gift - should not be lavish and of an appropriate type.
(g) shall be given openly and not secretly.
(h) Shall not be offered to or accepted from government officials, politicians or political parties.
5. WHAT IS NOT ACCEPTABLE?

It is not acceptable for any employer to:

(a) give, promise or hospitality with the expectation or hope that a business advantage will be received.
(b) accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them.
(c) threaten or retaliate against another worker who has refused to commit a bribery offence.

6. FACILITATION PAYMENTS AND KICKBACKS

6.1 We will not accept, facilitation payments or “kickbacks” of any kind.

6.2 If you are asked to make a payment on our behalf, you should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. You should always ask for a receipt which details the reason for the payment. If you have any suspicions, concerns or queries regarding a payment, you should raise these with the Human Resource Manager.

6.3 Kickbacks are typically payments made in return for a business favor or advantage. All employees must not engage in such activity.

7. DONATIONS/SUBGRANTS

We do not make charitable donations or contributions to political parties. This policy disallows payment even where an employee has been requested or demanded by a government official or Government official whom threatened the Company on adverse action, unless the payment has been made.

8. INTERNAL FINANCIAL CONTROLS AND RECORD KEEPING

8.1 The Company should record all financial transactions according to the Company’s financial and internal control policies and procedures.

8.2 Payments and other compensation to third parties should be accurately recorded in the Company’s corporate books, records, and accounts in a timely manner and in reasonable detail. This includes any commissions, service or consulting fees, expenditures for gifts, meals, and entertainment, and expenses for promotional activities. Proper reporting should include clear notation regarding the nature of each expense, identification of all recipients and / or participants, the necessary approvals received for the expense and the accounts payable voucher.

8.3 No undisclosed or unrecorded accounts of the Company may be established for any purpose. False, misleading, incomplete, inaccurate or artificial entries in the books, records or accounts of the Company are prohibited.

8.4 Personal funds should not be used to accomplish what is otherwise prohibited by this Policy.

8.5 All transactions are to be recommended by the Human Resource Manager which has to be approved by the Managing Director.

9. YOUR RESPONSIBILITIES

9.1 You must ensure that you read, understand and comply with this policy.

9.2 The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

9.3 You must notify your manager and / or the Human Resources Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. For example, if a client or potential client offers you
Company Policies

something to gain a business advantage with us, or indicates to you that a gift or payment is required to secure `their` business. Further "red flags" that may indicate bribery or corruption are set out in the Schedule.

9.4 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct.

10. HOW TO RAISE A CONCERN

All employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. If you are unsure whether a particular act constitutes bribery or corruption or if you have any other queries, these should be raised with the Human Resource Manager immediately.

11. WHAT TO DO IF YOU ARE A VICTIM OF BRIBERY OR CORRUPTION

It is important that you inform Human Resource Manager as soon as possible if you are offered a bribe by a third party or asked to make one, suspect that this may happen in the future, or believe that you are a victim of another form of unlawful activity. All report of a suspicious conduct will be treated as confidential.

12. PROTECTION

12.1 Employees who refuse to accept or offer a bribe or those who raise concerns or report another’s wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

12.2 We are committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption

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offence has taken place, or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Human Resource Manager immediately. If the matter is not resolved you should raise it formally to the Managing Director.

13. TRAINING AND COMMUNICATION

13.1 All employees operating in areas that are perceived as high risk as far as the Prevention of Corruption Act is concerned will receive regular, relevant training on how to implement and adhere to this policy.

13.2 Our zero-tolerance approach to bribery and corruption is communicated to all suppliers, contractors, agents and business and other partners at the outset of our relationship with them and as appropriate thereafter.

14. MONITORING AND REVIEW

14.1 The Human Resource Manager will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering bribery and corruption.

14.2 All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.

14.3 Workers are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Human Resource Manager.

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14.4 This policy does not form part of any employee’s contract of employment and it may be amended at any time.

15. POTENTIAL RISK SCENARIOS: “RED FLAGS”

15.1 The following is a list of possible red flags that may arise during the course of your duty which may arise concerns under various anti-bribery and anti-corruption laws. The list is not intended to be exhaustive and is for illustrative purposes only.

15.2 If you encounter any of these red flags while working, you must report them promptly to your Human Resource Manager:

(a) you become aware that a third party engages in, or has been accused of engaging in, improper business practices;
(b) you learn that a third party has a reputation for paying bribes, or requiring that bribes are paid to them, or has a reputation for having a “special relationship” with foreign government officials;
(c) a third party insists on receiving a commission or fee payment before committing to sign up to a contract with us, or carrying out a government function or process for us;
(d) a third party requests payment in cash and/or refuses to sign a formal commission or fee agreement, or to provide an invoice or receipt for a payment made;
(e) a third party requests that payment is made to a country or geographic location different from where the third party resides or conducts business;
(f) a third party requests an unexpected additional fee or commission to “facilitate” a service;
(g) a third party demands lavish entertainment or gifts before commencing or continuing contractual negotiations or provision of services;

(h) a third party requests that a payment is made to “overlook” potential legal violations;
(i) you receive a nonstandard invoice from third party;
(j) a third party refuses to put terms/conditions in writing;
(k) you notice that we have been invoiced for a commission or fee payment that appears large given the service stated to have been provided;
(l) a third party requests or requires the use of an agent, intermediary, consultant, distributor or supplier that is not typically used by or known to us;
(m) you are offered an unusually generous gift or offered lavish hospitality by a third party.

WHISTLEBLOWING POLICY

Rising Technologies is committed to achieving the highest possible standards of service and the highest possible ethical standard in stakeholder and in all of its practices.
To achieve these ends, it encourage freedom of speech. It also encourages staff to use internal mechanisms for reporting any violation or illegal act or omissions by its employees or ex-employees.

PROCUREMENT POLICY

Rising Technologies shall embrace procurement and purchasing functions guided by:

(a) Spend corporate funds wisely;
(b) Operate in a professional manner;
(c) Purchase the right materials in the quantity, at the right time and price, from the right source;
(d) Practice the highest level of ethical standard to ensure confidence among the parties.
Company Policies

CODE OF CONDUCT POLICY

The Code of Conduct sets for certain minimum expectations that Rising Technologies has for you. You are expected to conduct the firm’s business in full compliance with both the letter and the spirit of the law, the Code, and any other policies and procedures that may be applicable to you.

The code is intended to provide general guidance regarding your conduct as an employee of Rising Technologies.

Rising Technologies is committed towards Positive Impact to Community Social Responsibilities, Good Business Ethics with both Customers and Suppliers, Adopt The Global Environmental and Human Right Governance.

GOOD BUSINESS ETHICS

1. CONFIDENTIAL INFORMATION, PUBLIC COMMUNICATION, DATA PRIVACY
   We are all responsible for the safeguarding of confidential information, whether it is information entrusted to us by our customers, information regarding Rising Technologies business and activities, or information about employees. Information about the firm, its customers, its employees, and others. Prior Employer’s Confidential Information and Trade Secrets. Special Rules Regarding Customer Information and Data Privacy Legislation, Publications, Speeches, Internet Posting, and Other Communications Relating to Rising Technologies.

2. INSIDE INFORMATION AND THE POLICY IN INFORMATION BARRIERS.
   2.1. Inside Information
   Inside information is material, nonpublic information about the financial condition information, public entity or other issue of internal activities.

2.2. The Policy on Information Barriers and Other Restrictions on Sharing Information.

The firm’s Policy on information barrier refer to a system of information barriers designed to limit the flow of inside information from areas that routinely have access such as communications to suppliers or customers or other external parties.

3. OTHER BUSINESS CONDUCT

We are all expected to conduct the firm’s business in accordance with the highest ethical standards, respecting the firm’s customers, suppliers, and other business counterparts, dealing responsibly with the firm’s assets, and complying with applicable legal and regulatory requirements.

3.1. Assets of the Firm

You are expected to protect the firm’s assets as well as the assets of others that come into your custody. The firm’s assets include not only financial assets such as cash and physical assets such as furnishings, equipment and supplies, but also customer relationships and intellectual property such as information about products, services, customers, systems and people. All property created, obtained, or compiled by or on behalf of the firm including customer lists, directories, policies and procedures, files, reference materials and reports, computer software, data processing systems, computer programs, and databases belongs to the firm.

3.2. Intellectual Property

Any invention, discovery, development, concept, idea, process, or work related to the firm’s business, written or otherwise, whether or not it can be patented or copyrighted, that you develop alone or with others during your employment with the firm (all of which are referred to as “Company Inventions”) belongs to the firm. If a Company Invention is something that can be copyrighted and you create it as a part of your job with the firm or because the firm asks you to create it, it is a “work made for hire.” The firm is not required to acknowledge your role in the creation of any Company Inventions or to have your permission to modify, expand, or benefit from it.
Company Policies

3.3. Telephones, E-mail, Internet, and Other Electronic Communications Devices
Telephones, electronic mail (e-mail) systems and other electronic communications devices provided by Rising Technologies, whether in the workplace or elsewhere, are the property of the firm and should be used for business purposes; however, limited incidental personal use is permitted, consistent with the Code and all other policies of the firm.

3.4. Internal Controls, Record Keeping, and Reporting
Internal accounting controls and record-keeping policies have been established in order for Rising Technologies to meet both legal and business requirements. You are expected to maintain and adhere to these controls and policies. It is of critical importance that Rising Technologies filings with regulatory authorities be accurate and timely.

3.5. Business Relationships
Fair Dealing, Respect for Customer, Supplier, and Employee/Human Right Relationships. In addition to strict compliance with applicable laws, rules, and regulations, Rising Technologies expects its employees to conduct themselves in accordance with general standards of ethical behavior. During your employment you may not, directly or indirectly:
(a) solicit a competitor, or divert or attempt to divert from rising business with Rising Technologies, any customer, supplier, or other person or entity with whom Rising Technologies has or had a business relationship.
(b) solicit Rising Technologies employees for employment or engagement elsewhere or solicit or induce any employee, consultant, independent contractor, agent, or supplier to leave Rising Technologies.

3.6. Bribery and the Foreign Corrupt Practices Act
The local law and the laws of many other countries prohibit giving, offering, or promising, directly or indirectly, anything of value to corruptly influence any government official.

3.7. Post Employment Responsibilities
As a condition of continued employment with Rising Technologies, employees will have certain responsibilities after their employment with Rising Technologies terminates. These responsibilities include an obligation to return all firm assets in their possession, maintain the confidentiality of information, refrain from insider trading based on information obtained in the course of employment by Rising Technologies, and, if requested, assist Rising Technologies with investigations, litigation, and the protection of intellectual property relating to their employment.

4. Outside Activities, Gifts, and Other Potential Conflicts of Interest
Employees must never permit their personal interests to conflict with or to appear to conflict with the interests of the firm. When faced with a situation involving a potential conflict, ask yourself whether public disclosure of the matter could embarrass Rising Technologies or you, or would lead an outside observer to believe a conflict exists, whether or not one actually does. You must disclose to the Office all potential conflicts of interest, including those in which you may have been placed inadvertently due to either business or personal relationships with customers, suppliers, business associates, or competitors of Rising Technologies, or with other Rising Technologies employees.

4.1. Personal Relationships:
In general, you may not act on behalf of Rising Technologies in any transaction or business relationship involving yourself, members of your family, or other persons or organizations with which you or your family have any significant personal connection or financial interest. These matters should be handled by an authorized unrelated employee.
Company Policies

4.2. Outside Business and Not-For-Profit Activities; Outside Employment
Your outside activities must not reflect adversely on Rising Technologies or give rise to a real or apparent conflict of interest with your duties to the firm. You must be alert to potential conflicts of interest and be aware that you may be asked to discontinue any outside activity if a potential conflict arises.

COMMUNITY SOCIAL RESPONSIBILITY AND HUMAN RIGHT GOVERNANCE
LABOUR PRACTICES!

1. Child Labour Avoidance
Child labour is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greater. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

2. Working Hours
Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 54 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

3. Wages and Benefits
Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at regular hourly rates.

4. Humane Treatment
There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

5. Non-Discrimination
Rising Technologies should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training.

6. Freedom of Association
Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. The rights of workers to associate freely, join or not join labour unions, seek representation, and join workers’ councils, and bargain collectively in accordance with local laws shall be respected. Workers shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.

HEALTH AND SAFETY
Rising Technologies recognize 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. Rising Technologies also recognize that on-going worker input and education is essential to identifying and solving health and safety issues in the workplace.
Company Policy

1. Occupational Injury and Illness.
   Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.

2. Industrial Hygiene.
   Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

   Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.

   Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

ADOPT THE GLOBAL ENVIRONMENT

Rising Technologies recognize 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. Recognized management systems such as ISO 14001 were used as references in preparing the Code and may be a useful source of additional information. The environmental standards are:

1. Environmental Permits and Reporting.
   All required environmental permits (e.g., discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

2. Pollution Prevention and Resource Reduction.
   Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and reusing materials.

3. Hazardous Substances.
   Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

4. Wastewater and Solid Waste.
   Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.

5. Air Emissions.
   Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

6. Product Content Restrictions.
Rising Technologies are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances, including labelling for recycling and disposal.

Patrick Chua
Managing Director
Company Ethics Objective Target

Our integrity and reputation depend on our ability to do the right thing, even when it's not the easy thing. The Code of Conduct is a collection of rules and policy statements intended to assist Employees and Management in making decisions about their conduct in relation to the firm's business. The code is based on our fundamental understanding that no one at Rising Technologies Pte Ltd and PT Global Rising Technologies should sacrifice integrity or give the impression that they have (even if they think it would help the firm's business).

Each of us is accountable for our actions, and each of us is responsible for knowing and abiding by the policies that apply to us. Supervisor to Managers have special responsibility, through example and communication, to ensure that employees under their provision understand and comply with the Code and other relevant policies.

Rising Technologies Pte Ltd and PT Global Rising Technologies Perkasa is committed towards "0" (Zero) violation which may impact to Community Social Responsibilities, Good Business Ethics with both Customers and Suppliers, Adopt the Global Environmental and Human Right Governance.

Patrick Chua
Managing Director
Procurement Control - Agreement

Purchasing Agreement

TERMS AND CONDITIONS

1. Acknowledgement and Acceptance:
   Acceptance of this Purchase Order is expressly limited to the terms of this Purchase Order. If any of Seller’s terms of sale are in conflict with the terms of this Purchase Order, the terms hereof shall govern unless Seller’s terms are accepted by Buyer.
   No oral agreement or other understanding shall in any way modify this Order, or the terms or conditions hereof, Seller’s action, accepting this order and committing delivery materials dates.

2. Price:
   This order shall not be filled at prices higher than those shown on this order unless such increased prices have been authorized by the buyer.

3. Shipping Instructions:
   All goods must be shipped in accordance with the shipping instructions stated and at the advantageous rates. Any extra expense in effecting delivery of goods not so shipped will be charged to the seller.

4. Packing and documentation:
   Seller shall be responsible for the safe packing, goods shall be packed in suitable containers to permit safe transportation and requirements of the carrier’s terms. Each delivered must have label of Rising’s purchase order number and Rising’s part number(s) appearing on all shipping containers to identify contents without opening, packing sheets and order detail to be stated on delivery document, and bills of lading.

5. Delivery:
   Dates of deliveries are of the essence of the Order. Buyer reserves the right to cancel this Order and reject the goods upon default by Seller in time or manner of delivery. Buyer also reserves the right to refuse shipments made in advance of the schedule of deliveries appearing on the face of this Order hereof unless changed by written instructions from Rising prior to shipment, Seller shall promptly inform Rising of any anticipated delay in shipment.

6. Invoices:
   Any invoice shall be sent in only one original copy to the invoicing address mentioned in the Order and shall imperatively contain Rising’s references and those of the corresponding Order. Rising reserves the right to suspend payment of any invoice which fails to comply with regulatory provisions. Any disagreement by Rising as regards the volume or quality of the delivered supply or the invoiced price, shall lead to the issuing of a debit note. The supplier shall have 7 working days issuing of the debit note as from the date of Rising notification.

7. Warranty:
   The Seller warrants that all material or services delivered hereunder conform to the design and specifications and to drawing, samples or other descriptions referred to in this order, will conform strictly to the requirements of this order and will be free from defects in material and workmanship. Goods not meeting this warranty may be returned to Seller for credit or replacement, and Seller will be responsible for all reasonable costs incurred in rectifying such failures, including testing and field-recovery costs and governmental fines levied for failure to meet Seller’s environmental specifications.

8. Inspection:
   All articles are subject to inspection and test at place of manufacture or at destination, or at both places, by Buyer’s representatives. Any rejected material will be held subject to Seller’s order and risk, or at Buyer’s option, will be returned to Seller at Seller’s expense. Any inbound transportation charges applicable to the rejected portion will also be charged to the Seller’s account. Seller shall agree on the right of access by the organization, their customer, and regulatory authorities to the applicable areas of the facilities, at any level of the supply chain, involved in the order and to all applicable records. Rising shall have thirty (30) days from the date of receipt of the Goods for inspection and acceptance testing.

9. Insurance:
   In accepting this order you agree that you obtained or will obtain Public Liability Property Damage and Workmen’s Compensation insurance covering your activities in performance under this order and of character and amount satisfactory to use and you agree to furnish us with a certificate before you engage in such performance.

10. Changes-Specification:
    Buyer shall have the right by written order to make changes from time to time in the work to be performed or the materials to be furnished by Seller hereunder. If such changes cause an increase or decrease in the amount due under this Order or in the time required for its performance, an equitable adjustment shall be made and the order shall be modified in writing accordingly. Any claims for adjustment must be presented in writing within fifteen days from the date change is ordered. Nothing contained in the clause shall relieve Seller from proceeding without delay in the performance of this order as changed.

11. Contingencies:
    Neither party hereto shall be liable to the other for default or delay in delivering or accepting goods hereunder if caused by fire, strike, riot, war, act of God, delay of carriers, governmental order or regulation, complete or partial shutdown of plant by reason of inability to obtain sufficient raw materials or power and/or any other similar or different contingencies beyond the reasonable control of the respective parties.

12. Default-Bankruptcy-Cancellation:
    Buyer may cancel this order in whole or in part any time by written or telegraphic notice whenever Seller shall default in performance or shall fail to make progress in the work as to endanger performance, except that this Purchase Order shall not be terminated for such default where the default is due to causes beyond, control of the Seller, and without its default or negligence.

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52 UBI AVE 3, #03-37 THE FRONTIER, SINGAPORE 408867
TEL: 64478226 FAX: 64478955 Website: www.rising.com.sg
13. Tools and materials:
Buyer shall retain title to any designs, sketches, drawing, blueprints, patterns, dies, models, molds, tools, plates, cuts, special appliances and materials furnished by or paid for by Buyer in connection with this Order. They shall be recorded and identified as property of Buyer and retained by Seller on consignment, subject to examination by Buyer. They shall be at Seller’s risk and shall be replaced by Seller on consignment, subject to examination by Buyer. They shall be at Seller’s risk shall be replaced by Seller if lost, damaged or destroyed. They shall be maintained in good condition At Seller’s expense and kept insured by Seller with loss payable to Buyer. Such facilities shall be used exclusively in the production for Buyer of articles required by the Order and shall not be used for production of larger quantities than those specified herein, or in the production, manufacture, or design of any article for any other person without consent of Buyer. Such facilities shall be subject to disposition by Buyer at any and all time; and upon demand, they shall be returned to Buyer, including any unused materials furnished by Buyer and all spoiled or defective materials or products which contain any secret or patented device, unless Buyer shall otherwise direct. Nothing in this paragraph shall be construed as imposing any obligation on Buyer to furnish any such facilities.

14. Confidential Relationship:
Seller agrees to treat as strictly secret and confidential all specifications, drawings, blueprints, nomenclature, samples, models and other information supplied by Buyer. Unless the written permission of Buyer. Seller shall not in any manner advertise or publish or release for publication any statement mentioning Buyer or the fact that Seller has furnished to Buyer articles required by this Order, or quote the opinion of any employees of Buyer. Seller shall not disclose any information relating to this order to any person not entitled to receive it.

15. Waiver:
No waiver of any of the provisions contained in this Order shall be valid unless made in writing and executed by both parties. No charges beyond the contract price herein specified will be allowed except with Buyer’s written consent. Failure of Buyer to insist upon strict performance shall not constitute a waiver of any of the provisions of the order or waiver of any other default.

16. Non-conformance:
Any non-conforming or deviation material detected at seller premises, the seller shall request through the buyer for approval of acceptance. No Changes in product and/or process, changes of suppliers, changes of manufacturing facility location, specification, materials, dimension etc are allowed unless it is in written approval from Buyer.

17. Compliance with Laws:
Seller shall comply with all Singapore Laws applicable to this order.

18. Subcontracting:
Seller shall not subcontract any process prior to Rising review and approval. If subcontract is needed, seller shall ensure flow down to the supply chain the applicable requirements in the purchasing documents, including key characteristics where required.

19. Records retention requirement:
Seller shall agree to the retention period of the quality records as per specific in the Purchasing document.
Internal Ethics Survey – 1/2

Declaration for New Employee

SURAT PERNYATAAN
DECLARATION LETTER

Nama : ARISMAN HAREFA
Name
Dept : Power Strip
Dept

No Badge : 3459

Tanggal : 19-06-1994
Date

The undersigned below declare as follow:

1. Pada saat saya diterima bekerja di Rising Technologies telah berusia diatas 18 tahun.
   My age is more than 18 years old when Rising Technologies granted me as employee.

2. Pada saat proses penerimaan karyawan baru saya telah melalui semua proses penerimaan dan telah
dinyatakan diterima tanpa menawarkan atau memberi dalam bentuk apapun
   During the process of receiving new employees I have gone through all the admissions processes and
   have been declared accepted to work without offering or giving in any form.

3. Perusahaan telah menerima saya tanpa adanya diskriminasi berdasarkan suku, warna kulit, umur,
   jenis kelamin, orientasi seksual, etnis, disabilitas, agama, afiliasi politik, keanggotaan serikat dan
   status perkawinan.
   The company has accepted me without discrimination based on ethnicity, color, age, gender, sexual
   orientation, ethnicity, disability, religion, political affiliation, union membership and marital status.

4. Saya bersedia untuk mentaati code etik selama bekerja di Rising Technologies selama tidak
   bertentangan dengan peraturan yang berlaku.
   I am willing to obey the code of ethics while working at Rising Technologies as long as it does not
   conflict with applicable regulations.

[Signature]

PT Global Rising Technologies Perkasa

ARISMAN HAREFA
Name/Signature/Date
Internal Ethics Survey 2/2

ETHICS SURVEY

Mohon dibaca dan di isi jawaban survey ini dengan memberi tanda centang (✓).

This survey is confidential and guaranteed confidentiality. Please return to HRD after filling.

Nama: [Name]

No Badge: [No Badge]

Tanggal: [Date]

T Tangan: [Signature]

1. Apakah anda selama bekerja di perusahaan ini pernah melihat atau mengetahui tawaran karyawan yang melibatkan suatu tindakan bakal sendiri atau bersama sama dengan sengaja menawarkan barang atau penawaran yang berhubungan dengan pekerjaan atau kemungkinan pekerjaan dengan maksud untuk mendapatkan suatu imbalan terkait, baik itu di lingkungan perusahaan atau dengan pihak luar yang memerlukan hubungan dengan usaha perusahaan, melibatkan dengan supplier, customer, kontraktor, kompetitor atau instansi?

Have you ever worked at this company ever seen or received an offer of an employee who did an action either alone or together by intentionally offering a promise related to work or ease of work with the intention to get a certain reward, whether in the company or outside because which is not related to company officers, for example with suppliers, customers, consultants, contractors, competitors or institutions?

Tidak Pernah

Pernah, Mohon jelaskan:

Ever, please explain.

2. ETIKAS BISNIS YANG BAIK/GOOD BUSINESS ETHICS

2.1 Apakah anda selama bekerja di perusahaan ini pernah melihat atau mengetahui telah terjadi pelanggaran informasi rahasia, apakah itu informasi khusus perusahaan kita, informasi mengenai kajian dan bisnis Rising Technologies, data karyawan, dll. Pelanggaran diatas bisa dalam bentuk publikasi, ucapan, internet posting atau kegiatan komunikasi yang berhubungan dengan Rising Technologies tanpa izin.

Have you ever seen or suspected that there had been a violation of confidential information, whether it was information about our customers, information about Rising Technologies activities and business, employee data, etc.

Tidak Pernah

Pernah, Mohon jelaskan:

Ever, please explain.

2.2 Apakah anda selama bekerja di perusahaan ini pernah melihat atau mengetahui telah terjadi pelanggaran peraturan perusahaan, pelanggaran perilaku yang berhubungan dengan budaya perusahaan. Pelanggaran perilaku tersebut bisa dalam bentuk keuntungan financial, pelanggaran bisnis, atau kemudahan dalam bekerja?

Have you ever worked at this company ever seen or suspected that there had been a potential or personal interest related to the interests of the company. Personal interests can be in the form of financial benefits, business opportunities, or ease of work?

Tidak Pernah

Pernah, Mohon jelaskan:

Ever, please explain.

3. TANGGUNG JAWAB SOSIAL KEMAJUAN TATA KERAH AGAMA MAHKUSYA DAN PRAKTIS KERJA/COMMUNITY SOCIAL RESPONSIBILITY, HUMAN ASHRT AND LABOUR PRACTICES

3.1 Apakah anda selama bekerja di perusahaan ini pernah melihat atau mengetahui terdapat pelanggaran usaha atau karyawan dibawah 18 tahun pada perusahaan karyawan?

Have you ever worked at this company ever seen or suspected the occurrence of a violation of age in employees under 18 years of age at the time of hiring?

Tidak Pernah

Pernah, Mohon jelaskan:

Ever, please explain.

PT. GLOBAL RISING TECHNOLOGIES PERKASA

RISING TECHNOLOGIES PTE LTD

Ethics Survey Summary - May 2019

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217 46 263 263 0 0 0
2019 Evo Vadis Assessment Result

Noted:
The medals are a CSR recognition program based upon percentile ranking of Eco Vadis score.
2019 Overall Activity Plan and Report
# Activity Plan 2019

## Activity Plan

**Year:** 2019

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**Legend:**
- : Plan
- : Done
- : Re-schedule

*Revision 0
8th Jan 19*
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Legend:
- **AGE** = Adopt the Global Environmental
- **GBE** = Good Business Ethics
- **CSR** = Community Social Responsibility
- **HRG** = Human Right Governance
- **GRTP** = Global Rising Technologies Perkasa
Supplier/Customer
Social Ethics / CSR Management
Control of Supplier and Purchasing Procedure

1.0 Purpose
To establish a list of approved suppliers who are capable of providing good quality products and services, and processes and controls the procedure for raising purchases for production materials and services for general purposes.

2.0 Scope
2.1 Applicable to all suppliers that provide products and services that affect customer requirements including sub-assembly, sequencing, sorting, rework and calibration services.
2.2 Applicable to the purchase of direct production materials, such as tube, switch, cable tie, wire, terminal, connector, etc...

3.0 Exhibit
- Exhibit 1 - Supplier Audit Schedule
- Exhibit 2 - Supplier Audit Checklist
- Exhibit 3 - Approved Supplier List
- Exhibit 4 - Supplier Qualification Record
- Exhibit 5 - Supplier Performance Evaluation
- Exhibit 6 - Purchase Order

4.0 Procedure
4.1 General
Suppliers shall be selected, evaluated, and monitored before engagement, and re-evaluated after engagement.

A multidisciplinary team (such as Engineering Manager, QA Manager, Purchasing Manager and CTO) shall decide on the use of suppliers, in addition to consideration to their pricing, based on the following general criteria:

- an assessment of the selected supplier's risk to product conformity and uninterrupted supply of the product and services [see 4.2];
- An evaluation of the supplier's quality management system [see 4.1];
- An evaluation on supplier performance:
  - Quality: Supply consistently good quality raw materials;
  - Reliability: Deliver on time;
  - Service: Service consistency;
  - Environmental aspects;
  - An assessment of software development capabilities, if applicable.

Other supplier selection criteria that may be taken into consideration includes:
- Supplier Qualification record,
- Volume of Automotive business (only for automotive suppliers)
- Financial stability
- Purchased product, material, or service complexity
- Required technology (Product or process)
- Adequacy of available resources (e.g., people, infrastructure)
- Manufacturing capability
- Change Management Process
- Business Continuity Planning (e.g., disaster preparedness, contingency planning, risk base thinking assessment)
- Logistics process, and
- Customer service.

In the context of this procedure, suppliers are vendors who provide standard off-the-shelf raw materials, e.g., wire, terminal, etc.

The following group of suppliers shall automatically be qualified as approved suppliers:
Control of Supplier and Purchasing Procedure

4.2 Type and extent of control
When defining the type and extent of control to be applied to a supplier, purchasing department, QA department and user, shall take into consideration the potential supplier’s risks to meet customer and applicable statutory and regulatory requirements and the effectiveness of the controls applied by the external provider.

Controls can include receiving inspection for all suppliers, supplier audits, tests, supplier performance indicators and etc.

The criteria and actions to escalate or reduce the types and extent of controls and development activities or sourcing for 2nd source supplier is based on supplier performance and assessment of product, material (For 3 Lot rejected continuously) or service risks will be determined by Purchasing Manager & QA Manager.

Where characteristics or components are used directly without validation or controls, QC inspectors shall be in place at the point of manufacture.

4.2.1 Statutory and regulatory requirements
Purchased products, processes, and services shall conform to the current applicable statutory and regulatory requirements in the country of receipt, the country of shipment, and the customer-identified country of destination, if provided.

4.2.2 Supplier quality management system development
As a minimum, suppliers should have obtained 3rd party certification to ISO 9001:2015 QMS to be qualified as approved supplier. Otherwise, otherwise authorized by the customer. Purchasing department and QA department will, over time, develop key suppliers on the understanding of the automotive requirements and with the ultimate objective of becoming certified to the Automotive QMS standard.

4.2.3 Supplier monitoring
Suppliers’ performances are monitored with the following indicators:
- Delivered product conformity to requirements;
- Customer disruptions at the receiving plant, including yard holds and stop ships;
- Delivery schedule performance;
- Number of occurrences of premium freight;
- Supplier Satisfaction index;
- Special status customer notifications related to quality or delivery issues (as applicable)
- Dealer returns, warranty, field actions and recalls (as applicable)

4.2.4 Supplier Audit
For new supplier qualification & existing supplier with quality issue, QA Manager shall schedule an audit to supplier’s premises to assess whether he has the capability and facility to produce good quality raw materials except for overseas supplier (E.g. France, China, etc...) who will do
Control of Supplier and Purchasing Procedure

During this evaluation, the lot should not be rejected. If this occurs, the QA Manager shall decide on whether a subsequent lot to be evaluate. Reject on subsequent lot would result in disqualification.

This evaluation of supplier on this ability shall be recorded in the Supplier Qualification Record (Exhibit 4).

The supplier shall not have any evaluation rating of “Poor” for Quality or Service or Lead Time as indicated on the qualification record. Pricing is a qualitative criteria to be assessed on a case-to-case basis.

4.2.4.2 Evaluation on service by external providers
The evaluation of the calibrated Test & Measuring Equipment will be based on the Test Report provided by supplier & physical

4.2.4.3 Maintenance Of Approved Supplier List / Supplier Performance Analysis
The approved status of the supplier can be revoked if his performance is unsatisfactory and do not respond to requests for improvement to be made.
They will be subjected to a yearly review on their approved status.
They shall be evaluated on the preceding year’s performance and shall be recorded onto the Supplier Performance Evaluation (Exhibit 5).

4.2.5 Supplier development
Purchasing department together with QA department, shall determine the priority, type, extent and timing of supplier development activities based on but not limited to supplier monitoring process, including supplier rating results, supplier audit results, quality management system certification status and risk analysis.
Control of Supplier and Purchasing Procedure

4.3 Information for External Providers

Material requirements shall be planned based on forecasted and customer order quantities.

The Purchasing shall check the available inventory in ERP System on daily basis and raise the Purchase Order (Exhibit 1) for shortage materials only.

The Purchase Order shall be reviewed and approved by the Sales Director / Manager.

The following essential purchasing information shall be specified when Purchase Order is created:

- part number;
- description:
  
  a) Wire
  - wire code no., wire gauge, type & colour, e.g. UL 1007 # 18 (STR) ORG
  
  b) Terminal
  - model no., e.g. SPH-002T-N0.1S

  c) Connector
  - model no.

  d) Shrink Tube
  - type, size and colour, e.g. F1.5mm Black
  - model

- pricing;
- quantity;
- required date;

Other requirements that may be communicated to the suppliers include:

- consistency or required qualification of persons required;
- control and monitoring of the external providers’ performance to be applied;
- verification or validation activities that are to be performed at the suppliers’ premises by the organization or its customer;
- applicable statutory and regulatory requirements and special product and process characteristics. The suppliers would be required to cascade all applicable requirements down the supply chain.

Purchases shall be made only from approved suppliers.
### SUMMARY OF SURVEY ON SUPPLIER'S PERFORMANCE

#### Average Score

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>8.47</td>
<td>8.55</td>
<td>8.59</td>
<td>8.17</td>
<td>8.35</td>
</tr>
<tr>
<td>Target</td>
<td>8.5</td>
<td>8.5</td>
<td>8.5</td>
<td>8.5</td>
<td>8.5</td>
</tr>
</tbody>
</table>

#### Year-wise Breakdown of Survey

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Supplier's Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>61</td>
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<tr>
<td>2016</td>
<td>54</td>
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<tr>
<td>2017</td>
<td>62</td>
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<tr>
<td>2018</td>
<td>82</td>
</tr>
<tr>
<td>2019</td>
<td>85</td>
</tr>
</tbody>
</table>

#### Survey Items

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Competitive pricing</td>
<td>7.89</td>
<td>7.98</td>
<td>8.00</td>
<td>7.70</td>
<td>8.08</td>
</tr>
<tr>
<td>2</td>
<td>Ability to provide technical and service assistance</td>
<td>8.48</td>
<td>8.57</td>
<td>8.65</td>
<td>8.17</td>
<td>8.38</td>
</tr>
<tr>
<td>3</td>
<td>Calibre, availability and effectiveness of key personnel</td>
<td>8.79</td>
<td>8.87</td>
<td>8.89</td>
<td>8.26</td>
<td>8.48</td>
</tr>
<tr>
<td>4</td>
<td>Willingness to negotiate</td>
<td>8.21</td>
<td>8.41</td>
<td>8.45</td>
<td>8.05</td>
<td>8.27</td>
</tr>
<tr>
<td>5</td>
<td>Responsiveness for quotation</td>
<td>8.69</td>
<td>8.74</td>
<td>8.81</td>
<td>8.50</td>
<td>8.59</td>
</tr>
<tr>
<td>6</td>
<td>Material leadtime</td>
<td>8.21</td>
<td>8.11</td>
<td>8.26</td>
<td>8.16</td>
<td>8.26</td>
</tr>
<tr>
<td>7</td>
<td>Ability to improve the material leadtime</td>
<td>8.77</td>
<td>8.89</td>
<td>8.85</td>
<td>8.27</td>
<td>8.44</td>
</tr>
<tr>
<td>8</td>
<td>Responsiveness to emergency delivery requirements</td>
<td>8.72</td>
<td>8.78</td>
<td>8.85</td>
<td>8.43</td>
<td>8.55</td>
</tr>
<tr>
<td>9</td>
<td>Adherence to shipping and delivery requirements</td>
<td>8.20</td>
<td>8.33</td>
<td>8.42</td>
<td>8.02</td>
<td>8.28</td>
</tr>
<tr>
<td>10</td>
<td>Responsiveness To Quality Problems</td>
<td>8.70</td>
<td>8.81</td>
<td>8.69</td>
<td>7.87</td>
<td>8.18</td>
</tr>
</tbody>
</table>

- **Total** | **Average** |
| 84.66 | 8.55 |
| 85.49 | 8.59 |
| 85.87 | 8.14 |
| 81.43 | 8.36 |
Supplier Performance

Purchasing Dept. - To Achieve 98% of Supplier Delivery Performance

<table>
<thead>
<tr>
<th>Year</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Ave</th>
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<tbody>
<tr>
<td>2018</td>
<td>99.92</td>
<td>99.56</td>
<td>99.75</td>
<td>99.56</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>99.90</td>
</tr>
<tr>
<td>2019</td>
<td>100</td>
<td>100</td>
<td>97</td>
<td>100</td>
<td>99</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>99.20</td>
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</tbody>
</table>
Customer Satisfaction 2015 - 2019

<table>
<thead>
<tr>
<th>YEAR</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>NO. OF CUSTOMER'S SURVEY</td>
<td>14</td>
<td>13</td>
<td>16</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td>AVERAGE SCORE</td>
<td>8.24</td>
<td>8.16</td>
<td>8.10</td>
<td>8.33</td>
<td>8.18</td>
</tr>
</tbody>
</table>

| No. | Survey Items                                      | Year
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Responsiveness To Quality Problems</td>
<td>2015</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8.50</td>
</tr>
<tr>
<td>2</td>
<td>Suggest ways to improve quality systems, process</td>
<td>7.93</td>
</tr>
<tr>
<td></td>
<td>and Services</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Responsiveness to emergency delivery requirements</td>
<td>8.43</td>
</tr>
<tr>
<td>4</td>
<td>Adherence to shipping and delivery requirements</td>
<td>8.43</td>
</tr>
<tr>
<td>5</td>
<td>Competitive pricing</td>
<td>7.79</td>
</tr>
<tr>
<td>6</td>
<td>Willingness to negotiate</td>
<td>8.14</td>
</tr>
<tr>
<td>7</td>
<td>Ability to provide technical and service assistance</td>
<td>8.00</td>
</tr>
<tr>
<td>8</td>
<td>Calibre, availability and effectiveness of key personnel</td>
<td>8.43</td>
</tr>
<tr>
<td>9</td>
<td>Communication-advise of pending changes, delays and problems</td>
<td>8.29</td>
</tr>
<tr>
<td>10</td>
<td>Ability to anticipate customers' immediate and future requirements</td>
<td>8.43</td>
</tr>
</tbody>
</table>

Total 82.37 81.61 81.01 83.27 81.82
Average 8.24 8.16 8.10 8.33 8.18
## CUSTOMER SURVEY ANALYSIS - YEAR 2019

<table>
<thead>
<tr>
<th>S/n</th>
<th>Item</th>
<th>Total Raw Score</th>
<th>No. Of Surveyed</th>
<th>Average</th>
<th>Ranking</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Responsiveness To Quality Problems</td>
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<td>22</td>
<td>8.5</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Suggest ways to improve quality systems, process</td>
<td>174</td>
<td>22</td>
<td>7.91</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Responsiveness to emergency delivery requirements</td>
<td>184</td>
<td>22</td>
<td>8.36</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Adherence to shipping and delivery requirements</td>
<td>185</td>
<td>22</td>
<td>8.41</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Competitive pricing</td>
<td>168</td>
<td>22</td>
<td>7.64</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Willingness to negotiate</td>
<td>182</td>
<td>22</td>
<td>8.27</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Ability to provide technical and service assistance</td>
<td>183</td>
<td>22</td>
<td>8.32</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Calibre, availability and effectiveness of key personnel</td>
<td>183</td>
<td>22</td>
<td>8.32</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Communication—advise of pending changes, delays</td>
<td>178</td>
<td>22</td>
<td>8.09</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Ability to anticipate customers’ immediate and future requirements</td>
<td>176</td>
<td>22</td>
<td>8.0</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>

**Remarks / Comments:**

A slight drop in the overall feedback. Keeping customers satisfied is critical in terms of service, support, quality & pricing. Target for Year 2020 will be 8.5.
## Supplier Social Ethics / CSR Communication Summary List

### Supplier Ethics Compliance Summary

<table>
<thead>
<tr>
<th>No.</th>
<th>Supplier</th>
<th>Current QMS status (Expiry date)</th>
<th>Expectation QMS Status</th>
<th>Time frame</th>
<th>Code Of Conduct</th>
<th>Compliance Warranty Cert.</th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td>SUBWAY ELECTRONICS COMPONENTS - SGD (AUK)</td>
<td>IATF 16949 (ref AUK website )</td>
<td>ref AUK website</td>
<td>Completed</td>
<td>5 Mar 2016</td>
<td>5 Mar 2016</td>
</tr>
</tbody>
</table>
Dear Sir/Madam,

RE: RISING TECHNOLOGIES CODE OF CONDUCT

Please be informed that Rising Technologies Pte Ltd has a Code of Conduct which must be adhered to by all Rising Technologies employees.

One of Rising Technologies Code of Conduct state that: “It is prohibited to accept any payment, gift or entertainment that intended to influence, or that appears to influence, business decisions of Rising Technologies”.

As such, this is a reminder to whom this may concern, to refrain from giving any gifts, cash or commissions to any Rising Technologies employees as this violates our Rising Technologies Code of Conduct and the laws we operate under most local laws, you can be charged for not only taking bribes but also giving bribes. In addition, Rising Technologies reserves the right to recover any damage that Rising Technologies has incurred due to any unethical practice which results in Rising Technologies paying a higher price for goods or receiving goods of inferior quality.

If there any demand for any bribes or commission, either directly initiated by an Rising Technologies employee of indirectly through an agent/middleman, please do not entertain such demand and you are encouraged to contact following person:

- Ms Pool See (Rising Technologies Pte Ltd) DID: 65 - 6447 8226, email: poolee@rising.com.sg
- Mr Muijianto (PT Global Rising Technologies Perkasa) DID: 62 - 0778 7482299, email: muijianto@rising.com.sg

Your support and co-operation in this matter would be highly appreciated.

Your sincerely,

Sim Chow Hock
Sales Director

We the undersigned, hereby acknowledge the receipt of this letter and that we have read and understood the content.

Name: Connan Wang
Position: Technical and Operation Director
Company: Advance Process Technologies Pte Ltd
Date: 5 August 2019

Supplier General Rules of Conduct Compliance Certificate

This information will be treated confidentially.

Supplier Name: Advance Process Technologies Pte Ltd

If box is ticked:

✔ Supplier warrants the compliance with the legal requirements and standards of their industry as applicable under the national law if the countries in which it operated.

This includes, but not limited to the laws and regulations governing the environmental, health, safety employment, child labor, forced labor, work hour, discrimination to human right.

Name: Connan Wang
Function: Technical and Operation Director
Date: 5 August 2019
Signature: 
Company Stamp: 
Sample of Supplier Lab Test Report

Rising UL Label

1) UL FILE NO : E180743 (RISSING TECHNOLOGIES PTE LTD)

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Category Name</th>
<th>Link to File</th>
</tr>
</thead>
<tbody>
<tr>
<td>RISING TECHNOLOGIES PTE LTD</td>
<td>Wiring Harness - Compon</td>
<td>297992.E180743</td>
</tr>
<tr>
<td>RISING TECHNOLOGIES PTE LTD</td>
<td>Wiring Harness Certified for Canada - Compon</td>
<td>297992.E280743</td>
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</table>

2) UL FILE NO : E325764 (PT GLOBAL RISING TECHNOLOGIES PERKASA)

<table>
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<th>Company Name</th>
<th>Category Name</th>
<th>Link to File</th>
</tr>
</thead>
<tbody>
<tr>
<td>PT GLOBAL RISING TECHNOLOGIES PERKASA</td>
<td>Wiring Harness - Compon</td>
<td>297992.E325764</td>
</tr>
</tbody>
</table>

Supplier Free Banned Substance Declaration

Rivoli, 10/07/2019

European directive 2015/863/EU RoHS – Declaration of Compliance
Rising Declaration to Customer

Social Ethics / CSR Communication to Customer

Certificate of Compliance

Dear our customer(s): Sourcegate Technologies Pte Ltd.

This document certifies that the component/s of part number as stated below manufactured by PT. Global Rising Technologies Perkasa Batam company are in compliance with Directive (EU) 2015/863 of the EU commission On 4 June 2015, on the restriction of use of certain hazardous substances in electrical and electronics equipment (RoHS Directive). The stated component/s is/are deemed as compliant as accord to definitions given in the direct (refer to directives). PT. Global Rising Technologies Perkasa Batam is deemed liable for any claims relating to manufacturing process, actions, losses, expenses, damages, contamination other compliant production process, exports, possible government fines or penalties for violation or other liabilities incurred by or assessed against any product or mate noncompliant with the RoHS directive and / or similar applicable laws / regulations. The label is marked [ROHS COMPLIANCE] for indication.

Authorized signatory for PT. Global Rising Technologies Perkasa Batam,

Dear Customer (s): Sourcegate Technologies Pte Ltd.

Substances of Very High Concern (SVHC) for REACH

We hereby assure that all products from our manufacturing PT Global Rising Technologies Perkasa Batam do not contain any of the REACH Substances of Very High Concern (SVHC).

CERTIFICATE OF CONFORMITY WITH THE REACH REGULATION IN THE PRODUCTS SUPPLIED TO SCHNEIDER/ UMC ELECTRONICS CHINA

We, Rising Technologies Pte Ltd
Address: 52 Ubi Ave 3, #03-37, The Frontier Singapore 408867
Register number, 1995 02012H

Certify, by this present, dated the 8 April 2019

- Having regard to the EU Regulation (EC) 1907/2006 concerning the registration, evaluation, authorization and restriction of chemicals, hereinafter called “REACH” and its existing application regulations.

- Having regard to the diverse application regulations subsequent to these different rules, of which we are fully aware, commit ourselves to respecting them and to using all industrial and human means for ensuring their enforcement.

CERTIFICATE OF ROHS DIRECTIVE COMPLIANCE FOR PRODUCTS SUPPLIED TO PT SCHNEIDER ELECTRIC MANUFACTURING BATAM / UMC ELECTRONICS CHINA

We, Rising Technologies Pte Ltd
Address: 52 Ubi Ave 3, #03-37, The Frontier Singapore 408867
Register number, 1995 02012H

Certify, by this present, dated the 8 April 2019


Substances and Limits

Current Restrictions

- Cadmium (Cd): 0.01%
- Mercury (Hg): 0.1%
- Lead (Pb): 0.01%
- Hexavalent chromium (Cr6+): 0.1%
- Polybrominated biphenyls (PBBS): 0.1%
- Polybrominated diphenyl ethers (PBDE): 0.1%
- Bis(2-ethylhexyl) phthalate (DEHP): 0.3% (added in 2013);
- Benzenyl butyl phthalate (BBP): 0.1% (added in 2010);
- Dibutyl phthalate (DBP): 0.1% (added in 2015);
- Dicyclohexyl phthalate (DCHP): 0.1% (added in 2015).

- Having regard to the diverse application regulations subsequent to these different rules,
Employee Handbook – Company Regulation
PERATURAN PERUSAHAAN
2019 - 2021

PT GLOBAL RISING TECHNOLOGIES PERKASA
Executive Industrial Park, Blok D3 No 12B & 15
Batam Centre, Batam, Kepulauan Riau.
Environmental, Health, and Safety
ISO Certificate – Environmental Management System

Certificate

Standard: ISO 14001:2015
Certificate No.: 01 104 1327145

Certificate Holder:
PT. GLOBAL RISING TECHNOLOGIES PERKASA / RISING TECHNOLOGIES PTE LTD
Executive Industrial Park, Block D3 No. 12B and 15,
Batam Centre, Batam 29481, Kepulauan Riau, Indonesia
including the locations according to annex

Scope: Manufacturing of Electrical Electronic Devices, Wire Harness

Validity: The certificate is valid from 2018-08-29 until 2019-12-17. First certification 2013.

Annex to certificate

Standard: ISO 14001:2015
Certificate No.: 01 104 1327145

No. Location Scope
/01 PT GLOBAL RISING TECHNOLOGIES PERKASA
Executive Industrial Park,
Block D3 No. 12B and 15,
Batam Centre, Batam 29481,
Kepulauan Riau, Indonesia
Manufacturing of Electrical Electronic
Devices; Wire Harness

/02 RISING TECHNOLOGIES PTE LTD
52 Ubi Ave 3, #03-37
The Frontier, Singapore 408667
Sales and Marketing

2018-08-30

K. Fischer

TÜV Rheinland Cert GmbH
Am Glaue Stein - 51165 Köln

www.tuv.com

Precisely Right.
Water and Electricity Control Consumption

Water Consumption Target: Previous Ave Man Hour Consumption – 5%

Electricity Consumption Target: Previous Ave Man Hour Consumption – 5%
### Company UL Certificate

1) **UL FILE NO : E180743 (RISING TECHNOLOGIES PTE LTD)**

**ONLINE CERTIFICATIONS DIRECTORY**

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Category Name</th>
<th>Link to File</th>
</tr>
</thead>
<tbody>
<tr>
<td>RISING TECHNOLOGIES PTE LTD</td>
<td>Wiring Harnesses - Component</td>
<td>ZPFWC.E180743</td>
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<td>RISING TECHNOLOGIES PTE LTD</td>
<td>Wiring Harnesses Certified for Canada - Component</td>
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</table>

Model number information is not published for all product categories. If you require information about a specific model number, please contact Customer Service for further assistance.

### Search Tips

- Refine Your Search
- Print this page
- Disclaimer
- iD Family of Databases

© 2012 UL LLC

2) **UL FILE NO : E325764 (PT GLOBAL RISING TECHNOLOGIES PERKASA)**

**ONLINE CERTIFICATIONS DIRECTORY**

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<th>Link to File</th>
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<td>PT GLOBAL RISING TECHNOLOGIES PERKASA</td>
<td>Wiring Harnesses - Component</td>
<td>ZPFWC.E325764</td>
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</table>

Model number information is not published for all product categories. If you require information about a specific model number, please contact Customer Service for further assistance.

### Search Tips

- Refine Your Search
- Print this page
- Disclaimer
- iD Family of Databases

© 2012 UL LLC
Generally company Environmental have meet with Local Env. Legal & Other Requirements, which regularly report (Env. Monitoring and 3rd Party Measurement) to Env. Ministry

UKL-UPL = Environmental Monitoring and Conservation Report

<table>
<thead>
<tr>
<th>Regular Env Report History (Half Yearly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Report UKL - UPL Period</td>
</tr>
<tr>
<td>3rd Report UKL - UPL Period</td>
</tr>
<tr>
<td>5th Report UKL - UPL Period</td>
</tr>
<tr>
<td>12th Report UKL - UPL Period</td>
</tr>
<tr>
<td>13th Report UKL - UPL Period</td>
</tr>
<tr>
<td>14th Report UKL - UPL Period</td>
</tr>
<tr>
<td>15th Report UKL - UPL Period</td>
</tr>
<tr>
<td>16th Report UKL - UPL Period</td>
</tr>
</tbody>
</table>
Half Yearly Environmental Measure by Independent Party – July 2019
Air and Noise

Certificate No. 04868/CLAPAM
Date: July 26, 2019

REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL:  PT. Global Rising Technologies Perkasa
           Executive Industrial Park Blok D3 – 12B & 15 Batam
SUBJECT:    Indoor Air and Noise
DESCRIPTION OF WORK:  1. Sampling and Analysis of Indoor Air
                       2. Measurement Noise
DATE OF SAMPLING:    06/07/2019
DATE OF ANALYSIS:    06/07/2019 to 13/07/2019
REQUIREMENT:        PERMENAKER No. 5/2018, For Workplace Safety and Health
LOCATION OF SAMPLING: Production Area

Result:

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Unit</th>
<th>Result</th>
<th>Standard Max</th>
<th>Method</th>
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</thead>
<tbody>
<tr>
<td>Sulfur dioxide</td>
<td>mg/m³</td>
<td>0.07</td>
<td>0.25</td>
<td>SNI 19-7119.7 – 2005</td>
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<tr>
<td>Carbon monoxide</td>
<td>mg/m³</td>
<td>0.35</td>
<td>29.00</td>
<td>POI/OPS/19</td>
</tr>
<tr>
<td>Nitrogen Dioxide</td>
<td>mg/m³</td>
<td>0.83</td>
<td>5.6</td>
<td>NIOSH 6014</td>
</tr>
<tr>
<td>Ozone</td>
<td>mg/m³</td>
<td>&lt; 0.01</td>
<td>0.2</td>
<td>SNI 19-7119.8 – 2005</td>
</tr>
<tr>
<td>Hydro Carbon</td>
<td>mg/m³</td>
<td>0.06</td>
<td>-</td>
<td>SNI 7119.13 : 2009</td>
</tr>
<tr>
<td>Dust</td>
<td>mg/m³</td>
<td>0.12</td>
<td>10.00</td>
<td>SNI 19-7119.3 – 2005</td>
</tr>
<tr>
<td>Lead</td>
<td>mg/m³</td>
<td>&lt; 0.01</td>
<td>0.05</td>
<td>NIOSH 7082</td>
</tr>
<tr>
<td>Noise</td>
<td>dB(A)</td>
<td>74.3</td>
<td>85.0</td>
<td>SNI 7231: 2009</td>
</tr>
</tbody>
</table>

This test result(s) related to the sample(s) submitted only and the report/ certificate cannot be reproduced in any way, except in full context and with the prior approval in writing from Sucofindo Laboratory. This Certificate/report is issued under our General Terms and Conditions, copy of which is available upon request or may be accessed at www.sucofindo.co.id

Rusman Ayadi

1901031901255
141/36.30/957/07/2019/1
Half Yearly Environmental Measure by Independent Party – July 2018

Waste Water

REPORT OF SAMPLING AND ANALYSIS

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Unit</th>
<th>Result</th>
<th>Requirement I</th>
<th>Requirement II</th>
<th>Methods</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temperature</td>
<td>°C</td>
<td>30.2</td>
<td>39.00</td>
<td>40.00</td>
<td>APHA-2550-H</td>
</tr>
<tr>
<td>Total Dissolved Solid (TDS)</td>
<td>mg/l</td>
<td>98</td>
<td>2,000</td>
<td>4,000</td>
<td>POIK/K25</td>
</tr>
<tr>
<td>Total Suspended Solid (TSS)</td>
<td>mg/l</td>
<td>5</td>
<td>200</td>
<td>400</td>
<td>POIK/K22</td>
</tr>
<tr>
<td>Iron Dissolved (Fe)</td>
<td>mg/l</td>
<td>0.29</td>
<td>5</td>
<td>10</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Manganese Dissolved (Mn)</td>
<td>mg/l</td>
<td>0.16</td>
<td>2</td>
<td>5</td>
<td>APHA-3111 D</td>
</tr>
<tr>
<td>Barium (Ba)</td>
<td>mg/l</td>
<td>&lt; 0.10</td>
<td>2</td>
<td>3</td>
<td>APHA-3111 D</td>
</tr>
<tr>
<td>Copper (Cu)</td>
<td>mg/l</td>
<td>0.04</td>
<td>2</td>
<td>3</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Zinc (Zn)</td>
<td>mg/l</td>
<td>&lt; 0.01</td>
<td>5</td>
<td>10</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Chrome Hex (Cr)</td>
<td>mg/l</td>
<td>&lt; 0.02</td>
<td>0.1</td>
<td>0.5</td>
<td>APHA-3500-Cr-C</td>
</tr>
<tr>
<td>Chrome Total (Cr)</td>
<td>mg/l</td>
<td>&lt; 0.05</td>
<td>0.5</td>
<td>1</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Cadmium (Cd)</td>
<td>mg/l</td>
<td>&lt; 0.003</td>
<td>0.05</td>
<td>0.1</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Mercury (Hg)</td>
<td>mg/l</td>
<td>&lt; 0.0001</td>
<td>0.002</td>
<td>0.005</td>
<td>APHA-3112</td>
</tr>
<tr>
<td>Lead (Pb)</td>
<td>mg/l</td>
<td>&lt; 0.005</td>
<td>0.1</td>
<td>1</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Barium (Ba)</td>
<td>mg/l</td>
<td>&lt; 0.02</td>
<td>2</td>
<td>3</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Arsenic (As)</td>
<td>mg/l</td>
<td>&lt; 0.0001</td>
<td>0.1</td>
<td>0.5</td>
<td>APHA-3114 B</td>
</tr>
<tr>
<td>Selenium (Se)</td>
<td>mg/l</td>
<td>&lt; 0.0001</td>
<td>0.05</td>
<td>0.5</td>
<td>APHA-3114 B</td>
</tr>
<tr>
<td>Nickel (Ni)</td>
<td>mg/l</td>
<td>&lt; 0.05</td>
<td>0.2</td>
<td>0.5</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Cobalt (Co)</td>
<td>mg/l</td>
<td>&lt; 0.11</td>
<td>0.4</td>
<td>0.6</td>
<td>APHA-3111 B</td>
</tr>
<tr>
<td>Cyanide (CN)</td>
<td>mg/l</td>
<td>&lt; 0.008</td>
<td>0.05</td>
<td>0.5</td>
<td>APHA-4508-CN-E</td>
</tr>
<tr>
<td>Sulfide (HS)</td>
<td>mg/l</td>
<td>&lt; 0.02</td>
<td>0.5</td>
<td>1</td>
<td>APHA-4508-S-D</td>
</tr>
<tr>
<td>Fluoride (F)</td>
<td>mg/l</td>
<td>0.51</td>
<td>2</td>
<td>3</td>
<td>APHA-3850-F-D</td>
</tr>
<tr>
<td>Free Chlorine (Cl₂)</td>
<td>mg/l</td>
<td>&lt; 0.02</td>
<td>1</td>
<td>2</td>
<td>POIK/K26</td>
</tr>
<tr>
<td>Ammonia-Nitrogen (NH₃-N)</td>
<td>mg/l</td>
<td>&lt; 0.07</td>
<td>5</td>
<td>10</td>
<td>APHA-4506-NH₃-F</td>
</tr>
<tr>
<td>Nitrate (NO₃-N)</td>
<td>mg/l</td>
<td>&lt; 0.05</td>
<td>20</td>
<td>30</td>
<td>POIK/K17</td>
</tr>
<tr>
<td>Nitrite (NO₂-N)</td>
<td>mg/l</td>
<td>&lt; 0.004</td>
<td>1</td>
<td>3</td>
<td>APHA-4500-NO₂-B</td>
</tr>
<tr>
<td>BOD₅</td>
<td>mg/l</td>
<td>11.97</td>
<td>50</td>
<td>150</td>
<td>APHA-2510-B</td>
</tr>
<tr>
<td>COD</td>
<td>mg/l</td>
<td>34.07</td>
<td>100</td>
<td>300</td>
<td>APHA-5200-B</td>
</tr>
<tr>
<td>Detergent LAS as MBAS</td>
<td>mg/l</td>
<td>&lt; 0.05</td>
<td>5</td>
<td>10</td>
<td>APHA-5540-C</td>
</tr>
<tr>
<td>Phenolic</td>
<td>mg/l</td>
<td>&lt; 0.006</td>
<td>0.5</td>
<td>1</td>
<td>APHA-5530-GD</td>
</tr>
<tr>
<td>Oil &amp; Grease</td>
<td>mg/l</td>
<td>&lt; 1.00</td>
<td>10</td>
<td>20</td>
<td>POIK/K11</td>
</tr>
</tbody>
</table>

lets ..... save the earth through use wisely .... energy and water resources.
Hazardous Waste Disposal Cert by Licensed Company
May and August 2019

PT. Desa Air Cargo Batam
An Environmental Service Provider

Certificate of Hazardous Waste Management
No. 2019/V/DACB/0067

Waste Generator: PT. Global Rising Technologies Perkasa
Address: Executive Industrial Park, Block D No. 12 B dan 15, Batam

Transporter by: PT. Desa Armada Betiga

<table>
<thead>
<tr>
<th>Date of Arrival</th>
<th>Waste Name</th>
<th>Manifest No.</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 06, 2019</td>
<td>Used Oil</td>
<td>ALU 0000333</td>
<td>1 (2 Liter)</td>
</tr>
<tr>
<td>May 06, 2019</td>
<td>Contaminated Rags</td>
<td>ALU 0000336</td>
<td>1 (11 Kg)</td>
</tr>
<tr>
<td>May 06, 2019</td>
<td>Empty Can IPA</td>
<td>ALU 0000337</td>
<td>1 (7 Kg)</td>
</tr>
<tr>
<td>May 06, 2019</td>
<td>Empty Can Spray Paint</td>
<td>ALU 0000338</td>
<td>1 (4 Kg)</td>
</tr>
</tbody>
</table>

I certify, on behalf of the above transport facilities KPLI Kabil Batam, that the above described waste has been received on the date listed above.

Batam, 13 May 2019

AAS SETIAWAN
PLANT MANAGER

---

Certificate of Hazardous Waste Management
No. 2019/VIII/DACB/0255

Waste Generator: PT. Global Rising Technologies Perkasa
Address: Executive Industrial Park, Block D No. 12 B dan 15, Batam

Transporter by: PT. Desa Armada Betiga

<table>
<thead>
<tr>
<th>Date of Arrival</th>
<th>Waste Name</th>
<th>Manifest No.</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug 19, 2019</td>
<td>Kaleng Kosong IPA &amp; Flux</td>
<td>ALU 0010594</td>
<td>1 (30 Kg)</td>
</tr>
</tbody>
</table>

I certify, on behalf of the above transport facilities KPLI Kabil Batam, that the above described waste has been received on the date listed above.

Batam, 27 August 2019

AAS SETIAWAN
PLANT MANAGER

---

ADDRESS
Head Office: KPLI-Kabil, Jln.Raya Pelabuhan Kabil, Telp. (0778) 711 478 (Hunting), Fax. (0778) 711 449
Webmail: www.gamter.jayagroups.com
Email: ducb@jgroups.com
Packaging Reused Box (pc’s) Project Monitoring

![Graph showing monthly data for 2017, 2018, and 2019 for months Jan to Dec.]

<table>
<thead>
<tr>
<th>Year/Month</th>
<th>jan</th>
<th>feb</th>
<th>mar</th>
<th>apr</th>
<th>may</th>
<th>jun</th>
<th>jul</th>
<th>aug</th>
<th>sep</th>
<th>oct</th>
<th>nov</th>
<th>dec</th>
<th>ave</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>1900</td>
<td>2400</td>
<td>3300</td>
<td>2500</td>
<td>3100</td>
<td>1400</td>
<td>3100</td>
<td>2200</td>
<td>3100</td>
<td>3200</td>
<td>2600</td>
<td>2800</td>
<td>2633</td>
</tr>
<tr>
<td>2018</td>
<td>2010</td>
<td>1980</td>
<td>2400</td>
<td>3010</td>
<td>2600</td>
<td>1890</td>
<td>2700</td>
<td>1800</td>
<td>2400</td>
<td>3200</td>
<td>1900</td>
<td>2400</td>
<td>2358</td>
</tr>
<tr>
<td>2019</td>
<td>3200</td>
<td>2300</td>
<td>3300</td>
<td>2900</td>
<td>2600</td>
<td>2200</td>
<td>3200</td>
<td>1900</td>
<td>2400</td>
<td>2800</td>
<td>2400</td>
<td>3087</td>
<td></td>
</tr>
</tbody>
</table>

- Returned used Carton Box from customer
- After peel off the label, Used Carton Box ready to fill up Finish Good
- Finish Good ready to send to Customer using Used Carton Box
1.0 Purpose
To ensure chemicals / oils used are properly labelled, stored and handled to ensure proper chemical management in relation to the safeguarding of health to the operators and the environment.

2.0 Exhibit
Exhibit 1 – Chemical / Oil Control Record

3.0 Working Instruction
a) General
Purchasing department is responsible to ensure that the chemicals / oils are purchased from suppliers with appropriate permits and MSDS.

Suppliers shall ensure that the chemicals / oil, when delivered to the factory are properly labelled. The positioning of the hazardous sign / warning labels must be prominently displayed, where applicable:
- chemical name
- quantity
- warning word / sign; eg. explosive, highly flammable, very toxic, corrosive, irritant, etc...

The Production department shall ensure safety rules and handling of chemicals/oils by the employees are maintained.

The Supervisor shall ensure that:

- Chemicals are stored in appropriate container. Chemicals which could react with each other shall be stored separately
- Flammable chemicals / solvent shall not be stored near electrical switch box
- Smoking is prohibited in factory area
- Chemical containers are labelled with chemical name
- Relevant employee handling chemicals shall be trained on handling of relevant chemicals, based on the information stated on the MSDS of the chemicals.
- Maintain appropriate first aid-kit for emergency use

- Maintain and update inventory for all chemicals / oils. The stock availability and usage shall be recorded onto the Chemical / Oil Control Record (exhibit 1)
- Employee handling chemicals are trained on chemical spillage control; suitable absorbing rag/material, containment tray and personal protective equipment; eg protective clothing, ... etc
- Ensure adequate ventilation; window shall be left open and exhaust ventilation fan turned on.

In the event of spillage, containment rags / absorbing materials shall be used to mop up the chemical / oil immediately to prevent the chemical from entering drainage system and unnecessary evaporation.

A container shall be used to keep the mopped spilled chemical / oil and the contents shall be transferred to the toxic / hazardous waste storage area, pending collection by hazardous waste collector.

The toxic / hazardous waste container shall be prominently labelled for identification.

Appropriate type of fire extinguisher / equipment shall be installed near chemical/oil storage or handling areas for emergency use.

In case of non-compliance, the person discovering the non-conformity shall report it according to the procedure for Non-conformance And Corrective & Preventive Action; EP 4530.
1.0 Purpose

To assess the environmental impacts from the use of new chemicals arising from new processes / facilities.

2.0 Exhibit

Exhibit 1 – New Process / Facility / Chemical Registration

3.0 Working Instruction

New process relates to production processes or operations and chemicals that have never been introduced in the company. Facilities refer to machines, production lines, cooling tower, air compressor, generator, diesel tank, etc.

The related department head shall be responsible to register the new process application with the Environmental Representative / Environmental Steering Committee for approval. The committee shall review and decide on the acceptability of the process or facilities in relation to the environmental aspects and impacts that arise.

The department head, HOD shall submit the new process / facilities / chemical registration form (exhibit 1) together with identified aspects and significant impacts to the Environmental Management Representative for approval before installation or purchase.

Upon receipt of the application form, the committee shall review the environmental aspects and impacts and where appropriate, propose appropriate control measures to comply with the legal and other requirements.

The outcome of the review shall be made known to the department head concerned. Unapproved application is strictly enforced and no installation / purchase will be allowed.
1.0 Purpose

To identify potential for and respond to accidents and emergency situations as well as prevent and mitigate environmental impacts that may be associated with them.

2.0 Scope

Applicable to all activities, products or services that could lead to environmental accident or emergency situations.

3.0 Exhibit

Exhibit 1 - Emergency Drill Report
Exhibit 2 - Accident Investigation Report

4.0 Procedure

4.1 General

Emergency situations include accidental emission to the air, discharge to water and land, specific environmental and eco-system effects from accidental releases, fire and chemical / oil spillage from machine / storage areas.

4.2 Emergency Plan And Response

The Environmental Management Representative (EMR) and heads of department (HOD), shall ensure potential accident and emergency situations are identified using the procedure for Environmental Aspects; EP 4310. The potential accidents and emergency conditions shall be reviewed periodically, particularly after occurrence of accidents or emergency situations.

An emergency response team, ERT shall be appointed to respond to any emergency situation. Emergency response situation relates to:

- Outbreak of fire
- Spillage of chemical
- Severe injuries

The ERT shall respond to actual emergency situations and accidents and prevent or mitigate associated adverse environmental impacts.

Employee handling chemicals / oil shall be trained on chemical / oil spillage control, provided with suitable chemical / oil spillage absorbing materials for containment control.

In the event of outbreak of fire, all employees are to leave the building via the nearest "EXIT" door and assemble in the car park (designated assembly point at the front of the building).

Fire Evacuation Route / Plan of the factory shall be established. The fire extinguishers / equipments shall be provided at the various factory locations and shall be periodically maintained.

Fire evacuation drill shall be implemented at least once a year and recorded onto the Emergency Drill Report (exhibit 1). Emergency simulation drills of accident scenarios, if carried out shall also be recorded on the report.

First aid kits are kept at the various departments, in case of emergency needs in an accident.

All accidents shall be investigated by the respective HODs and the EMR (if it involves an environmental aspect) and appropriate preventive measure shall be determined implemented.

Accident Investigation Report (exhibit 2) shall be document the incident and the preventive measure to be taken.

Following any accident or emergency situation, the EMR and MODs shall review the emergency preparedness and response procedure and "fine-tune" the procedure and improve on it, if necessary. This shall be carried out especially after the occurrence of accidents or emergency situations.
Yearly Fire Drill Exercise Report

Day/Date: Tuesday/19\textsuperscript{th} Feb 2019
Participant: Fire Drill Committee
Aim: To refresh the skill on how to handle fire and operate fire equipment

Short Brief & Preparation
Yearly Fire Drill Exercise Report

Fire Drill Exercise
2019 Emergency Evacuation Summary Report

Scenario: Fire happen in Tinning Process
Date & Time: 5th April 2019 Time: 02:45 pm to 02:57 pm
Time Emergency Evacuation: 4.33 minutes
Total Time Needed: 13 minutes
Emergency Evacuation Exercise – Empl Evacuation

Day/Date of Exercise: Friday, 5th April 2019
Trainer: ERT Team
Trainee: All Empl.
Method: Practical
Aim: Fast, Effective and Safely Evacuation
Briefing on Intention and Importance of Emergency Evacuation

Emergency Evacuation Exercise – Empl Evacuation

Day/Date of Exercise: Friday, 5th April 2019
Trainer: ERT Team
Trainee: All Empl.
Method: Practical
Aim: Fast, Effective and Safely Evacuation

The Leader Check the Staff
Safety Comm. extinguish the fire

Briefing on Intention and Importance of Emergency Evacuation
Report Submission Emergency Exercise
Day/Date of Exercise: Friday, 5th April 2019
First Aider: Trained and certified company First Aider
Casualty Person: Tinning Operator
Aim: Proper and correct first aider to victim
## Age Measurement

### Work Instruction

<table>
<thead>
<tr>
<th>Process Description</th>
<th>Activity Description</th>
<th>Picture / Flow</th>
<th>PIC</th>
<th>Remark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensuring the age of candidate in compliant</td>
<td>1.1 Check the Date of Birth on Candidate Famili Card (Kartu Keluarga)</td>
<td></td>
<td>HR - Recruitmen</td>
<td>The Date of Birth shall be same</td>
</tr>
<tr>
<td></td>
<td>1.2 Check the Date of Birth on Candidate ID Card (KTP)</td>
<td></td>
<td>HR - Recruitmen</td>
<td>The Date of Birth shall be same</td>
</tr>
<tr>
<td></td>
<td>1.3 Check the Education Certificate (Ijazah)</td>
<td></td>
<td>HR - Recruitmen</td>
<td>The Date of Birth shall be same</td>
</tr>
</tbody>
</table>
CSR Activity
Company Ethics Objective Target

Our integrity and reputation depend on our ability to do the right thing, even when it’s not the easy thing. The Code of Conduct is a collection of rules and policy statements intended to assist Employees and Management in making decisions about their conduct in relation to the firm’s business. The code is based on our fundamental understanding that no one at Rising Technologies Pte Ltd and PT Global Rising Technologies should sacrifice integrity or give the impression that they have (even if they think it would help the firm’s business).

Each of us is accountable for our actions, and each of us is responsible for knowing and abiding by the policies that apply to us. Supervisor to Managers have special responsibility, through example and communication, to ensure that employees understand and comply with the Code and other relevant policies.

Rising Technologies Pte Ltd and PT Global Rising Technologies Perkasa is committed towards "0" (Zero) violation which may impact to Community Social Responsibilities, Good Business Ethics with both Customers and Suppliers, Adopt the Global Environmental and Human Right Governance.

Patrick Chua
Managing Director
Management Communication, Meal and Fruit, Bonus 2019
Blood Donation – Year 2019

Registration and Fill up the Form

Blood Examination
Blood Donation – Year 2019
Charity Activity – Year 2019

Management and HOD release the donation

Nursing Home - Puri Kebajikan
Charity Activity – Year 2019

Orphanage - Qurrotu A’yun
Charity Activity – Year 2019

Orphanage - Damai Sejahtera
SPORT AND RECREATION
Thank You