



IBIDEN PHILIPPINES, INC.

ENVIRONMENT, SAFETY AND HEALTH (ESH) POLICY

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IBIDEN PHILIPPINES INC. aims to promote a safe and recycle-oriented society by integrating environment and human preserving activities in the production of Ball-Grid Array (BGA) assemblies, taking into account the corporate activities exerted on the local as well as global environment. Our goal will be ***“Environment, Safety and Health and Customer are the First Priority”***. We are determined to:

- Observe Environment, Safety and Health-related laws and regulations and raise the level of compliance by setting up a self-imposed standard.
- Commit to continual improvement in our ESH management system.
- Reduce environmental cost by committing to pollution prevention in land, air and water.
- Obtain zero-accident working environment.
- Acquire a global passport and improve the corporate image by discharging obligations required by the international society

To achieve the above goals, we shall:

- Formulate corporate activities in the production of FCBGA, complying with the ESH standards focusing on:
 - Resource Conservation
 - 3R (Reduce, Reuse and Recycle)
 - Global Warming and,
 - Accidents Prevention activities

as a means to achieve environment and human preserving objectives, taking into account the effect on local as well as the global society.

- Define a self-imposed standard in a technically and economically feasible range, in addition to conforming to the requirements specified in ESH related laws, regulations and agreements.
- Define the ESH objectives, targets and programs for the entire company based on the ESH policy and ensure the implementation through proper management of policy and review of each step through auditing and yearly management review.
- Document the ESH policy and ensure that the objective is achieved.
- Disseminate the ESH policy and promote environmental preservation and occupational safety and health awareness among all employees through education, training and other promotional activities.
- Disseminate the ESH policy to relevant contractors and suppliers and consider them as partners in establishing a Green Procurement System.
- Make this policy available upon request by the external bodies including the public.

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